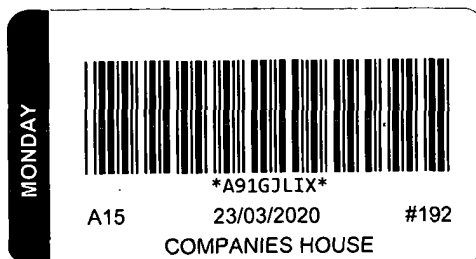


Company Registration No. 07489196 (England and Wales)

THE CRYPT SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2019



THE CRYPT SCHOOL

CONTENTS

	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 12
Governance statement	13 - 16
Statement on regularity, propriety and compliance	17
Statement of trustees' responsibilities	18
Independent auditor's report on the accounts	19 - 21
Independent reporting accountant's report on regularity	22 - 23
Statement of financial activities including income and expenditure account	24
Balance sheet	25
Statement of cash flows	26
Notes to the accounts including accounting policies	27 - 48

THE CRYPT SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Members

R D James
G Webster (Resigned 9 November 2019)
D Preece (Resigned 9 October 2018)
B Whitman
D Green
A Borley
R Jones

Trustees

R James (Chairman)
G Webster (Vice Chair) (Resigned 9 November 2019)
D Preece (Resigned 9 October 2018)
B Whitman
D Green
A Borley (Parent Trustee to April 2019)
R Jones
N Dyer (Headmaster & Accounting Officer)
D Hall (Resigned 17 October 2018)
J Smith
E Boobyer
C Hollywood (Appointed 14 March 2019)
J Handley (Parent Trustee) (Appointed 1 April 2019)
V Crellin (Parent Trustee) (Appointed 1 April 2019)

Senior management team

- Headmaster
- Deputy Head
- Assistant Head
- Assistant Head
- Assistant Head
- Assistant Head
- Assistant Head
- Bursar
- Estates and Payroll Manager

N Dyer
P Stanlake
R Salt
S Glock
R Biggs
C Sturge
P Kirkpatrick
J Hitchings
H Baldwin

Company secretary

J Hitchings

Company registration number

07489196 (England and Wales)

Principal and registered office

Podsmead Road
Gloucester
Gloucestershire
GL2 5AE
England

Independent auditor

Baldwins Audit Services
Pillar House
113/115 Bath Road
Cheltenham
Gloucestershire
GL53 7LS

THE CRYPT SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Yorkshire Bank
Ground Floor Epsilon House
The Square
Gloucester Business Park
Gloucester
Gloucestershire
GL3 4AD

Solicitors

Stone King LLP
13 Queen Square
Bath
BA1 2HJ

THE CRYPT SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2019

The trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates as a grammar school for ages 11-18. It currently has on roll 1,033 pupils as at October 2019.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The charitable company operates as The Crypt School.

The trustees of The Crypt School are also the directors of the charitable company for the purposes of company law. Details of the trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

Members' liability

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Trustees' indemnities

There are no qualifying third party indemnity provisions in place.

Method of recruitment and appointment or election of trustees

The members may appoint up to 12 trustees from outside the school plus 1 additional staff trustee, the headmaster. In addition there will be a minimum of 2 parent trustees who are elected by parents of registered pupils at the academy. A parent trustee must be a parent of a pupil at the academy at the time when he/she is elected.

Policies and procedures adopted for the induction and training of trustees

Induction is carried out by the headmaster and chair of trustees. The clerk to the governors ensures that all trustees attend any mandatory training required for their roles and keeps them informed of any optional training available through the Local Authority and local professional firms. All new trustees are given a role description and are required to read the most recent copy of the academy and governance handbooks. Trustee training for the whole governing body is provided throughout the year by both internal and external providers.

Organisational structure

Trustees are expected to serve for a 4 year term. In addition to the trustees there are 4 associate trustees who attend board meetings, 2 to represent the views of the staff and the head boy and head girl who present feedback from the pupils. The full governing body meets at least 5 times per year. The committees, authorised by the board of trustees, are:

- Resources, Staff and Pay
- Pupil Welfare
- Audit
- Admissions

All of which meet according to their terms of reference. The full governing body has an approved scheme of delegation which sets out appropriate levels for decision making for committees and senior management. Certain key decisions, such as the budget approval are reserved for the full governing body. The trust's accounting officer is the headmaster.

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Arrangements for setting pay and remuneration of key management personnel

With the exception of the headmaster no trustees receive remuneration from the academy. The headmaster does not receive any specific remuneration for his role as trustee; his remuneration is set by the role he performs within the school.

The setting of pay and remuneration for the senior management team is considered and approved by the Resources, Staff and Pay committee. The academy continues to follow the recommendations of the National School Teachers Pay and Conditions Document and the Green Book which is followed by Local Authority run schools when awarding pay rises for these members of staff.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	2
Full-time equivalent employee number	1.93

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	-
Percentage of the total pay bill spent on facility time	-

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
---	---

Related parties and other connected charities and organisations

The Crypt School was designated as a Teaching School and a National Support School by the National College for Teaching and Leadership in February 2013. The Crypt School works with its partners in the secondary and primary school sectors and with Higher Education providers to:

- ensure high quality initial teacher training
- support high quality professional development for teachers and leaders
- to broker and provide support for school where improvement is required

There were financial transactions amounting to £2,500 with a party related to the accounting officer.

The School became a sponsor school on 5 October 2018; as yet it has not actively supported another school.

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Objectives and activities

Objects and aims

The Crypt School is now an 11-18 co-educational selective grammar school (since September 2018). The school has a long and distinguished tradition of academic excellence dating back to 1539, when the School was founded at the church of St. Mary de Crypt in the centre of Gloucester. The school moved to its present site in 25 acres of grounds on the southern outskirts of the city in the 1940s. There are currently 1,033 students on roll, including 297 in the sixth form, an increase of some 30 pupils on the number on roll as at the same time last year.

We have the highest expectations for all our pupils in both academic and extra-curricular pursuits. We aim to ensure that every pupil can flourish whilst at school, that they can achieve their potential and leave school fully prepared for and confident in facing the challenges of life as well rounded young adults. Most importantly we want our pupils to feel valued, cheerful and secure at school. In later life we hope that they retain fond memories of their school days and will be able to feel that they were a part of something very special.

The school is forward looking and will continue to embrace new teaching technologies and methodologies to ensure high quality outcomes for our students. Continuing Professional Development is important and we place a high emphasis on helping staff to develop the skills they need to do their job well. Our culture supports staff in trying new ideas and an emphasis upon traditional grammar school values:

- excellence and the celebration of learning valued for its own sake
- determination in the face of difficulties and the inevitable challenges that life throws our way
- leadership and personal development opportunities
- care and celebrating every individual's worth

Objectives, strategies and activities

The Crypt School aims to provide a high quality grammar school education. It aims to ensure its students have an outstanding quality of education in every respect, and through that education develop as confident, open minded and resilient young people, who both achieve excellent examination results, and are able to flourish as individuals. We offer a broad and balanced curriculum which helps all students to develop into well rounded young adults with the skills and qualities required for adult life. The foundation for this is built upon a safe working environment where students enjoy school and there is an excellent relationship between the school and its parents.

In the last 12 months there has been a particular focus on:

- further embedding our change to a fully co-educational school;
- working to raise the attainment of English results at GCSE and the progress of girls in the VI Form;
- aligning the school to the new Ofsted framework;
- ensuring consistency in standards across and within the school's academic departments;
- continuing our work to market the school to parents of girls in years 5 and 6;
- improving the estate through the construction of new female changing rooms and a new sports area, whilst upgrading other areas such as two science labs;
- supporting other schools through our teaching school network and preparing the case for our Primary Free School bid.

Public benefit

The trustees have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

The Crypt School is a selective grammar school and trustees in particular feel that it has met its requirements through its focus on the aforementioned strategies.

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report

Achievements and performance

The trustees have a key set of performance indicators which are monitored throughout the school year.

The 2018-2019 academic year saw improved outcomes at A Level, and there was a strong set of results at GCSE too. A Level results were judged by ALPs as Excellent (3); top grades increased to 63% A*-B from 54% and the A*-C percentage increased to 88% from 83%. GCSE results were again judged to be outstanding (ALPs 2). 59% (2018 54%) of grades were 9-7 (A*-A) and 81% (2018 79%) of grades were awarded at 9-6 (A*-B); in terms of value added the new national measurement (Progress 8) strong positive value added of 0.67 (0.65 in 2018 & 0.41 in 2017) was achieved. English GCSE results again improved strongly to show a positive value added of 0.21 (2018 0.11). These results confirm that the school has maintained its "Outstanding Status", awarded by Ofsted in 2012. The number on roll of 1,033 is also a strong indicator of the success of the School, as is the 97% attendance figure and low number of exclusions. The School was also successful in recruiting in all areas, including in shortage areas such as maths, science and computing.

Key performance indicators

1. Results and Academic Performance

- GCSE: 97% achieved 5+ grades 9-4 including English and Maths. 59% of grades were 9-7 (A* or A) better than in 2018 and 2017. 64% of boys achieved 5+ 9-7 (A*-A) grades and 37 (31% 2018) of grades were awarded at 9-8. 100% of Pupil Premium Pupils gained 5+ GCSEs at grades 9-4 in English and maths and overall, Pupil Premium students and disadvantaged students once again achieved better than their peers at the school;
- A level results were ALPs 3, better than in 2017 (4), representing an excellent outcome for that cohort;
- destination data for the year 13 cohort was strong and better than that achieved in 2018: in 2019 56% gained places at highly selective universities (those on the Sutton Trust 30 list, which includes the Russell Group); 62% of the year group went onto university, with 72% going to their first choice university, 17% to apprenticeships, 2 to employment, 13% gap year (most deferred entry), with 5 students resitting year 13; crucially there were no NEETs
- the school has preserved its broad and balanced curricular offer despite the difficult financial times faced by the public sector
- the school is full and oversubscribed in every year group and numbers are up on those of a year ago. With 1,033 on roll the school remains clearly very popular with parents
- attendance (years 7-11) remains high at 97% overall (target 97%), with the majority of the 3% explained by permission granted for study leave and a small number of students who are suffering from health related absences

2. Parental Perceptions

- internal parental surveys carried out each year for years 7, 10 and 12 all show continued high level support for the school
- there were 7 complaints resolved at headmaster level in 2018-19 (2017-18: 10) and 0 referred onwards to the board of trustees
- the number on roll as mentioned previously is a key indicator of the strength of parental perceptions

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

3. External Judgements

- the 2019 GCSE results were given a 0.67 measure on the new Progress 8 judgment which is very positive and well above national expectations. The 2018 result was 0.66, in 2017 result was 0.41 and in 2016 it was 0.16 showing continued improvement in progress at GCSE. A Level results were deemed to be excellent in 2019

4. Curriculum and Staffing

- extra-curricular provision (music, performing arts, sports, educational visits and lunchtime clubs) remains a key priority and the numbers of activities and those participating was preserved
- staff turnover in 2018-19 was slightly higher than in 2017-18 due to retirements and promotions and our new appointments have proved to be very strong indeed – biology, chemistry, computing, DT, drama, English, maths and PE. The staffing was enlarged for the 2018-19 academic year in light of the continued growth in the pupil roll and the progress of co-education into Year 8.

5. Teaching and Learning

- the percentage of lessons graded good and outstanding by internal audits remained outstanding
- the introduction of three teaching and learning strands which all staff follow has helped improve teaching and learning further
- the School works closely with its Teaching School partners, and has supported other schools' development during 2018-2019 academic year

6. Key financial performance indicators

The School reviewed financial KPIs based on the Top 10 planning checks for Governors and compared the results with other schools through benchmarking reports, in particular the comprehensive benchmarking report produced by the Gloucestershire Association of Secondary Heads, GASH. This exercise compared 30 secondary schools in Gloucestershire looking at the ratios listed below plus others on support staff, non-staffing expenditure etc. Both the GASH benchmarking and the benchmarking carried out by the auditors for its clients showed that the school's financial performance in terms of these key ratios is better than average and in most cases is well above average. The benchmarking exercise was carried out based on the year end 31/08/2018 however the school continues to perform well in all these areas and expects the reports for this year to be just as favourable.

- total staffing as % of income - as at 31/08/18 was 74% the lowest of secondary schools in the GASH benchmarking report; in 31/08/19 it has fallen to 72% so is still expected to be low this is down to excellent timetabling with very few surplus lessons
- average teacher cost - in 2018 was low at £52k; this is down to £51k in 2019 reflecting the school's policy of taking on NQTs and training them
- average teaching hours - in 2018 was 38.4 which was 6th highest out of 30 schools in GASH benchmarking
- pupil to teacher ratio - was 18.8 in the GASH benchmarking and the school ranked 2nd. As at 31/08/19 it was 18.24 meaning it has fallen slightly but is still high.
- class sizes - KS3 30; KS4 26 for compulsory subjects and 23 for options, which is comparable to other Grammar schools in the area
- proportion of budget spent on SLT - this was found to be widely variable across the schools and was analysed further. The Crypt School has a relatively large SLT but in contrast spends much less on TLRs i.e. management payments to middle management therefore overall the benchmarking showed the school is in line with other schools of a similar size.

Going concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason the board of trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Financial review

The overall revenue deficit for the year was £182,955 after the transfer to capital of £295k to fund major capital improvements to the school in particular a new hardcourt sports area but also improvements to labs and the school's contribution to the new Pavilion which has provided much needed changing rooms. Even after this transfer the school has maintained a good level of funds with unrestricted reserves at £672,216 and restricted reserves of £188,559 before a pension deficit of £1,017k.

Reserves are still high but the Trust has plans to continue to improve the site over the next 3 years. The growth towards the school's expected capacity of 1,050 pupils in 2020 has put a strain on teaching areas, in particular classrooms. Trustees have therefore committed £100,000 in the next financial year towards a Condition Improvement Bid for a new classroom block. If the bid is unsuccessful these funds will go towards temporary classroom accommodation from September 2020. The Trustees are also considering solutions towards other areas under strain such as the canteen and the drama and music areas of the school.

Funding going forward is expected to improve with the Government's announcement of an increase in per pupil funding, however the full impact of this is uncertain, as there has been no confirmation of the duration of grants provided to cover recent pay rises for teachers and the significant increase in employer's pension contributions of 7.2%. The withdrawal of the pension grant would absorb almost all additional funding from any increase in per pupil funding and therefore the Trustees continue to hold back some reserves in case they are required to fund short term shortfalls in revenue funding for staffing costs.

The pension liability for support staff has risen sharply as can be seen in the balance sheet with the deficit increasing by £442k to £1,017k. Although contributions are only revised every 3 years the continuation of large deficits in the fund mean that employer contributions are expected to continue to rise and therefore reserves need to be held back to fund any unexpected rises in the short term. The rise in the liability is almost exclusively as a result of changes in actuarial assumptions both demographic and financial.

The Trust continues to prioritise expenditure towards teaching and learning and has maintained a broad curriculum so far without staff reductions. The trust has become a Sponsor School but as yet has not found a school to sponsor; however, it continues to investigate the options of becoming a MAT with the RSC and intends to apply in November to build a Free School in the local area. The trustees believe that they can continue their plan for controlled expansion both within the existing school and by incorporating other schools by looking for cost reductions, fundraising and with the careful deployment of reserves.

The school successfully completed the building of the new pavilion and outside eating area bid with funds awarded in 2018 from the Healthy Pupils Capital Fund of £502k. A further bid to enhance the security of the grounds and the building was successful in March 2019 and this work was completed over the summer. The bid to extend 6th form areas from the SSEF government fund for grammar schools was unsuccessful.

The continued support of parents through School Fund donations and contributions via the Crypt School Parent Teachers Association are fundamental to enabling the school to continue to provide its extensive list of extra-curricular activities and improved facilities at the school. The CSPTA contributed £45k towards the pavilion and have provided another £5k to other school projects in the last 12 months. The support from Gloucester United Schools with a grant of £75,000 this year was instrumental in enabling the school to carry out vital work in improving the labs providing sports equipment and IT provision within the school.

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Reserves policy

Total funds at the end of the financial year are £19,489,520 restricted fixed assets, £188,558 restricted funds (excluding the pension fund) of which £41,519 are restricted funds available for general use and £672,217 unrestricted funds. The trust therefore has £713,736 to fund any predicted future deficits and its programme of capital works. No fund is in deficit.

The trustees' policy is to maintain free reserves at a minimum level of 3% of income (NB this does not include restricted fixed assets, committed restricted reserves or the pension deficit). Reserves can only fall below this level with the prior agreement of the Resources, Staff and Pay committee and approval will only be given where a plan is presented to replenish the reserves back to this level. The school's level of reserves is currently much higher than this due to the changes that have occurred in funding over the last 3 years which have resulted in a period of uncertainty for budgeting beyond 1 to 2 years ahead. Trustees have supported the build-up of reserves to meet a non-recurring shortfalls in our revenue position and to support change such as essential investment as a consequence of the move to co-education and the substantial growth in numbers. The trustees' policy is to hold back sufficient reserves to meet any revenue shortfalls and capital expenditure predicted for the next 3 years plus the minimum 3% of income for emergency works. The committed expenditure of £100k for capital works to be spent in the next financial year is well within the current level of free unrestricted reserves.

The introduction of higher than expected pay rises for teachers in September 18 and 19 and unfunded support staff rises and grade changes, together with Government announcements that the minimum wage and starting salaries for Newly Qualified Teachers will rise, mean there is still uncertainty surrounding expenditure on pay. Grants have been provided to cover some of this expenditure but they are expected to be of limited duration. There have also been significant increases in the employer's pension contributions for teachers pensions and there is a potential increase in contributions for support staff which compounds this uncertainty. Trustees may therefore need to hold back some reserves, until future funding plans for teachers pay and pensions are clearly laid out by the Department for Education and the Triennial review of the support staff pension scheme has been completed. Once the revenue funding going forward has stabilised, Trustees intend to commit more funds to capital improvements around the school.

Investment policy

The trustees follow a low risk investment policy with all balances held within bank accounts which are currently immediately accessible. The school is looking over the next 12 months to invest on the advice of professional advisers some funds in longer term managed funds; these will have a low to medium risk profile.

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Principal risks and uncertainties

The school continues to monitor its risks through KPIs, management accounts and budget forecasts which are reviewed by the Resources, Staff and Pay Committee and then the full trust board. The risk register includes all the major areas of risk facing the school and is reviewed regularly by the full trust board after the committees have reviewed their areas of risk.

The principal financial risk facing the school continues to be the significant rises that have been seen in staffing costs and the uncertainty surrounding long term funding for these rises. Trustees monitor and consider these risks through the preparation of a 3 year budget plan which enables them to be prepared for critical times and adjust their expenditure of reserves accordingly.

The trust has nearly completed a 5 year plan for a controlled increase in pupil numbers to 1,050. The strain this has put on the teaching and non-teaching resources has been carefully managed however despite recent improvements to the estate the school has reached classroom capacity. This is largely due to many of its classrooms on the upper floor being undersized and unable to comfortably seat a class of 30-32 pupils. All available teaching spaces have been utilised this year, including some use of the staff room and the Trust will have to invest in temporary accommodation from September if a bid for a new build is unsuccessful.

Pupil numbers are good with year 7 full (150) in September 2019 and the highest numbers ever in the 6th form. Pupil numbers are always monitored as they have a major impact on financing but all indications from open days and numbers sitting the test in September 2019 are that the school will continue to maintain healthy numbers on roll.

Other plans include the application to build a Free school in the local area which is expected to lead the trust into a MAT. Trustees are carefully planning for the changes this will require in both staffing and facilities and have set up a working group for discussion of the financial and practical implications of the decision. The Trust wishes to work closely with the RSC to develop a MAT with a group of local Primary Schools that is large enough to be financially sustainable but small enough to guarantee cost effective local management. Most local primary schools are below or well below average in terms of performance. The number of students entering Grammar schools from local primaries is disproportionately low.

The school's level of reserves held in liquid assets means that cash flow is not currently a significant risk for the school. As the majority of funding is government provided timing is not an issue and income from other sources is limited and does not impact on the trust's ability to meet its expenditure.

The impact of the withdrawal from the European Union has been considered in terms of staffing and supplies and is not thought to be a major risk to the school.

Fundraising

The school currently carries out limited fundraising to provide funds for use within school and to support selected external charities. Donations are received from parents towards the provision of ipads in year 7 and 8 and are requested from all year groups for the School Fund which is used at the schools discretion to improve the facilities, wellbeing and extra-curricular activities for the pupils. Contributions are voluntary. The PE department has also sold raffle tickets and carried out events at the school such as sporting dinners to raise funds for sporting trips. There have been some school events e.g. the Christmas fayre, cake sales and non-uniform days, all arranged in-house, to raise funds for external charities.

The school has not used any professional fundraisers to raise money on its behalf and has received no formal complaints about fundraising within the last 12 months.

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Plans for future periods

Teaching & Learning

The School has always strongly focussed on the quality of its teaching and of the pupils' learning. All teachers at the school must be committed to improving their practice with the requirement that all teaching is at least good and an ambition that teachers work to make their teaching outstanding on a daily basis. CPD is aligned to this aim and all teachers are required to undertake CPD which is focussed on the quality of their teaching. The School no longer grades lesson drop-ins, although all new teachers are formally observed and their lessons are graded; any concerns which arise from the lesson drop-ins are then followed up with a formal observation and a judgment made. This coming year, the School is focussed on developing teachers' practice in the following areas: metacognition, feedback/marking and collaborative learning; we shall also continue to focus on teaching co-educational year groups and making effective use of new technology. A major priority for the year will be identifying any adjustments required to fully meet the requirements of the new Ofsted framework.

Attainment and the curriculum

Results in 2019 were excellent at A Level and outstanding at GCSE. The School will aim to continue to work to improve attainment, with a particular focus in 2019-20 on the top grades at GCSE in English Language, outcomes in MFL at GCSE, and the progress of the disadvantaged students at A Level. The School is going to carry out a review of its curriculum to ascertain whether the balance of lesson allocation across the key stages and subjects is correct, and whether any new subjects need to be introduced into the GCSE curriculum in light of the change to co-education. We introduced sociology into the sixth form curriculum in 2019 with 14 students opting to study it.

Leadership and management

The strength of leadership at all levels continues to be outstanding as confirmed by Ofsted in 2012 and by an external review carried out in October 2019. The senior leadership team (SLT) is strongly committed to school improvement and is very established and experienced. The SLT is ensuring that the School aligns its work to the new Ofsted framework whilst not losing sight of its existing strengths and priorities. Middle leadership and governance continue to be a major strength of the school and recent appointments have further strengthened those teams. The Trust intends to review management capacity in the light of probable sponsorship and the centralisation of Teaching school resources.

Enrichment

The School continues to provide plenty of enrichment opportunities to all year groups. Activities include:

- sporting, musical, dramatic and other recreational activities, such as the Duke of Edinburgh award
- year 7 daily clubs
- further activities for girls with the appointment of a second new female PE teacher
- discussion activities in tutorials and assemblies and through other organised events
- charity and school council work; leadership roles
- VI form co-curricular enrichment
- educational trips and visits and so on

To help fund these activities parents have been asked to contribute to a school development fund.

THE CRYPT SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

VI form

The VI form continues to make excellent progress under its leadership team, which has been strengthened by the appointment of a head of year 12 and 13 – the Director of Post 16 Studies, can now focus more of their time on strategic issues, including student personal development.

Results at A Level in 2019 were excellent as set out above. Numbers have grown again, and the VI form is now nearly at its 300 capacity (297). With 150 pupils in each year group from Y7-10, as well as large number of external students wishing to join the VI form, we are going to increase the entry grades for 2020 entry (current year 10).

Progression to university and higher-level apprenticeships in 2019 was strong and better than in 2018. We will continue to offer the opportunity for students to embark on co-curricular study through the EPQ and have introduced sociology A Level this year. We will restrict entry to the VI form to 300 students, to help maintain our excellent offer which supports all students progress with their learning and to then progress onto top rated universities or apprenticeship programmes.

Co-education and primary school

The School welcomed its first fully co-educational cohort into year 7 in September 2018 and the second cohort joined in September 2019. In Year 7, 37 pupils are female and in Year 8 the number is 47: therefore, we need to intensify our efforts to recruit more girls into Year 7 for September 2020. The girls have thrived in our environment, winning many sports competitions and setting a high bar for all future cohorts. A new website is due to be launched in October 2019 which will help with our marketing and recruitment work.

Although we became a sponsor school in October 2018, we have not yet taken on any sponsored schools; however, we have been working on our free school application, which intends to open a new free primary school in the Abbeymead/Matson area of the City. The LA is supportive of our bid. This project, if successful, will help with our aim to raise educational standards locally and enable more disadvantaged pupils to attend a grammar school at the age of 11.

Auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 9 December 2019 and signed on its behalf by:

R James
Chairman



THE CRYPT SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2019

Scope of responsibility

As trustees we acknowledge we have overall responsibility for ensuring that The Crypt School has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The board of trustees has delegated the day-to-day responsibility to the headmaster, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Crypt School and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 6 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
R James (Chairman)	6	6
G Webster (Vice Chair) (Resigned 9 November 2019)	2	6
D Preece (Resigned 9 October 2018)	0	0
B Whitman	6	6
D Green	4	6
A Borley (Parent Trustee to April 2019)	6	6
R Jones	5	6
N Dyer (Headmaster & Accounting Officer)	6	6
D Hall (Resigned 17 October 2018)	1	1
J Smith	4	6
E Boobyer	6	6
C Hollywood (Appointed 14 March 2019)	2	2
J Handley (Parent Trustee) (Appointed 1 April 2019)	2	2
V Crellin (Parent Trustee) (Appointed 1 April 2019)	2	2

Governance reviews

The terms of reference and scheme of delegation were reviewed at the first meeting in October. The Trustees also looked at the results of the Trustees' skills audit, which showed a good spread of skills and carried out a governance review with focus on changes in the Governors handbook. Particular issues raised were carried forward to a special November meeting where Trustees considered the National Governance Association's guidance on the appointment of the Chair and Vice Chair, their length of service and succession planning for these roles. It was determined that the current arrangements should remain in place but that work needed to be done to determine how these roles would be recruited in the future. The Trustees also considered the impact of becoming a MAT and the form Governance and the Governing Bodies would take within a MAT. They discussed the future composition of the Board and any committees that would be required in a MAT and the skills that would be required. The future vision for the school including its plan to be a MAT through sponsorship and the building of the Free School was discussed and agreed.

The annual training on interpreting data and understanding results provided by an external consultant was carried out and will continue into 2019/20 to help new Trustees understand the data. The consultants will also carry out a in depth review of 3 subjects under the new Ofsted framework in October 2019 and feedback to SLT and Trustees their judgement to enable the school to determine if it is meeting all the criteria.

THE CRYPT SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Resources, staff and pay committee

The resources, staff and pay (RSP) committee is a sub-committee of the main board of trustees. Its purpose is to provide guidance and assistance to the headmaster and the board of trustees on matters relating to staff and pay, budgeting and finance. In particular the RSP committee review the financial priorities made in the annual budget and examine the assumptions made before recommending it to full governors. They monitor income and expenditure against the budget at every meeting and review the year end accounts before presenting them to full governors.

The RSP committee is responsible for approving the Finance Manual and for monitoring the financial, strategic and governance risks to the school. The committee regularly reviews the KPIs for the school and ensures that action plans are in place to rectify any areas where there is underperformance.

The committee is responsible for setting the headmaster's targets and reviewing his performance against them. They formulate and agree pay policies and have overall responsibility for performance reviews and remuneration.

The committee is also responsible for initially reviewing exam and performance data and teaching and learning issues although all data is also presented and discussed at full trustee board.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
R James (Chairman)	4	5
G Webster (Vice Chair) (Resigned 9 November 2019)	3	4
D Green	4	5
R Jones	5	5
N Dyer (Headmaster & Accounting Officer)	5	5
E Boobyer	2	3

Audit committee

The audit committee is a sub-committee of the main board of trustees. Its purpose is to ensure that the school complies with its policies, controls and systems.

In association with the RSP committee they review the risks to internal financial control and carry out reviews of the internal systems highlighting any failures in procedure. In 2018/19 members carried out 4 visits during the year looking at procurement, payroll procedures, income allocation and internal controls.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
A Borley (Parent Trustee to April 2019)	2	2
J Smith	1	1

Review of value for money

As accounting officer the headmaster has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

THE CRYPT SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year in several areas.

The benchmarking carried out showed that the schools expenditure is low and well controlled and there are no areas of concern. In particular, the average teaching hours are high, as the school adjusts the curriculum and sets sizes each year to maximise hours teaching where possible. The curriculum is also annually adjusted for pupil choice and budgetary pressures and to accommodate the growth in pupil numbers. The school's expenditure on staffing as a percentage of income is low mainly as a result of the high level of teaching hours and the willingness of the school to take on and train newly qualified teachers when vacancies appear.

In procurement the trust successfully carried out major capital works throughout the school on time and on budget. The school managed several projects including new perimeter fencing, new biometric system, extension of CCTV, lab refurbishment and the provision of new hardcourts in-house therefore saving money on external consultant's fees. All projects were competitively checked through tenders or a 3 quotes system ensuring the best price was achieved.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Crypt School for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

The risk and control framework

The academy trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the resources, staff and pay (RSP) committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The board of trustees has considered the need for a specific internal audit function and has decided that the members of the audit committee will carry out a programme of internal checks.

THE CRYPT SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

The appointee's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included:

- procurement and tendering systems
- accounting systems
- income recognition and accurate recording of restricted and unrestricted income
- payroll procedures

After each Audit committee meeting, the appointee reports to the board of trustees through the audit committee on the operation of the systems of control and on the discharge of the financial responsibilities of the board of trustees.

The schedule of visits was completed as agreed by the committee at the start of the year and no material control issues were found.

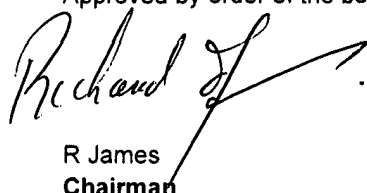
Review of effectiveness

As accounting officer the headmaster has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the internal checks carried out by members of the audit committee;
- the work of the external auditor;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the audit committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 9 December 2019 and signed on its behalf by:



R James
Chairman



N Dyer
Headmaster & Accounting Officer

THE CRYPT SCHOOL

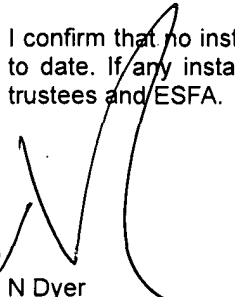
STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2019

As accounting officer of The Crypt School I have considered my responsibility to notify the academy trust board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2018.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the board of trustees and ESFA.



N Dyer
Accounting Officer

9 December 2019

THE CRYPT SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2019

The trustees (who are also the directors of The Crypt School for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2018 to 2019 published by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare accounts for each financial year. Under company law, the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring that grants received from ESFA/DfE have been applied for the purposes intended.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the board of trustees on 9 December 2019 and signed on its behalf by:

R James
Chairman



THE CRYPT SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CRYPT SCHOOL FOR THE YEAR ENDED 31 AUGUST 2019

Opinion

We have audited the accounts of The Crypt School for the year ended 31 August 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the academy trust's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Other information

The trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

THE CRYPT SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CRYPT SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

THE CRYPT SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CRYPT SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Baldwins Audit Services

David Cary LLB FCA (Senior Statutory Auditor)
for and on behalf of Baldwins Audit Services

13/12/19

Statutory Auditor

Pillar House
113/115 Bath Road
Cheltenham
Gloucestershire
GL53 7LS

THE CRYPT SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE CRYPT SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2019

In accordance with the terms of our engagement letter dated 15 November 2017 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Crypt School during the period 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to The Crypt School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the The Crypt School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than The Crypt School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Crypt School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Crypt School's funding agreement with the Secretary of State for Education dated 29 March 2011 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- specific testing of a sample of items of income and expenditure to ensure appropriately applied for the purposes intended
- specific testing of a sample of system controls relevant to the above items
- a general review of relevant correspondence with the ESFA regarding academy trust governance matters during the year and
- a general review and discussion of the academy trust's internal processes for establishing and maintaining systems of control and documentation regarding these matters

THE CRYPT SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE CRYPT SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Baldwins Audit Services

Reporting Accountant
Baldwins Audit Services

Dated: 13/12/19

THE CRYPT SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	Unrestricted Funds £	Restricted funds: General Fixed asset £ £		Total 2019 £	Total 2018 £
Income and endowments from:						
Donations and capital grants	4	98,316	1,130	307,197	406,643	702,769
Charitable activities:						
- Funding for educational operations	5	10,967	4,920,549	-	4,931,516	4,561,832
- Funding for teaching schools	25	-	40,106	-	40,106	41,052
Other trading activities	6	75,415	10,552	-	85,967	74,449
Investments	7	4,069	-	-	4,069	2,892
Total		188,767	4,972,337	307,197	5,468,301	5,382,994
Expenditure on:						
Raising funds	8	38,576	10,884	-	49,460	46,956
Charitable activities:						
- Educational operations	9	77,306	4,990,295	781,161	5,848,762	5,397,576
- Teaching Schools	25	-	35,548	-	35,548	38,420
Total	8	115,882	5,036,727	781,161	5,933,770	5,482,952
Net income/(expenditure)		72,885	(64,390)	(473,964)	(465,469)	(99,958)
Transfers between funds	17	3,000	(298,450)	295,450	-	-
Other recognised gains/(losses)						
Actuarial (losses)/gains on defined benefit pension schemes	19	-	(338,000)	-	(338,000)	183,000
Net movement in funds		75,885	(700,840)	(178,514)	(803,469)	83,042
Reconciliation of funds						
Total funds brought forward		596,332	(127,602)	19,668,034	20,136,764	20,053,722
Total funds carried forward		672,217	(828,442)	19,489,520	19,333,295	20,136,764

THE CRYPT SCHOOL

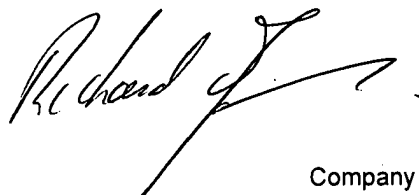
BALANCE SHEET

AS AT 31 AUGUST 2019

	Notes	2019		2018	
		£	£	£	£
Fixed assets					
Tangible assets	13		19,469,234		19,152,716
Current assets					
Debtors	14	460,795		525,751	
Cash at bank and in hand		981,832		1,515,709	
		<u>1,442,627</u>		<u>2,041,460</u>	
Current liabilities					
Creditors: amounts falling due within one year	15	(561,566)		(482,412)	
Net current assets			<u>881,061</u>		<u>1,559,048</u>
Net assets excluding pension liability			20,350,295		20,711,764
Defined benefit pension scheme liability	19		(1,017,000)		(575,000)
Total net assets			<u>19,333,295</u>		<u>20,136,764</u>
Funds of the academy trust:					
Restricted funds	17				
- Fixed asset funds			19,489,520		19,668,034
- Restricted income funds			188,558		447,398
- Pension reserve			(1,017,000)		(575,000)
Total restricted funds			<u>18,661,078</u>		<u>19,540,432</u>
Unrestricted income funds	17		<u>672,217</u>		<u>596,332</u>
Total funds			<u>19,333,295</u>		<u>20,136,764</u>

The accounts on pages 24 to 48 were approved by the trustees and authorised for issue on 9 December 2019 and are signed on their behalf by:

R James
Chairman



Company Number 07489196

THE CRYPT SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	2019 £	£	2018 £	£
Cash flows from operating activities					
Net cash (used in)/provided by operating activities	20		(75,696)		101,301
Cash flows from investing activities					
Dividends, interest and rents from investments		4,069		2,892	
Capital grants from DfE Group		380,503		351,116	
Capital funding received from sponsors and others		45,255		25,000	
Purchase of tangible fixed assets		(888,008)		(114,755)	
Net cash (used in)/provided by investing activities			(458,181)		264,253
Net (decrease)/increase in cash and cash equivalents in the reporting period			(533,877)		365,554
Cash and cash equivalents at beginning of the year			1,515,709		1,150,155
Cash and cash equivalents at end of the year			981,832		1,515,709

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

1.1 Basis of preparation

The accounts of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Crypt School meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Income

All incoming resources are recognised when the academy trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Grants

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

Donations

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

Other income

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the academy trust has provided the goods or services.

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

This includes all expenditure incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable activities

These are costs incurred on the academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

1.5 Tangible fixed assets and depreciation

Assets costing £750 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

Depreciation is provided on all tangible fixed assets other than freehold land and assets in the course of construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Leasehold land & buildings	2% on cost
Leasehold improvements	10% on cost
Plant and machinery	20% on cost
Computer equipment	25% on cost
Furniture & equipment	20% on cost
Motor vehicles	20% - 50% on cost

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the statement of financial activities.

1.6 Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.7 Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.8 Leased assets

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

1.9 Financial instruments

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows.

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank is classified as a basic financial instrument and is measured at face value.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.11 Pensions benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a projected unit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

1.12 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy trust at the discretion of the trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency, Department for Education, private sponsors and school fund account.

1.13 Long leasehold buildings

The academy has a 125 year lease for the property it operates from. The terms and conditions attached to the lease have been considered by the Trustees and they have concluded that the risk and rewards of ownership have substantially transferred to the Academy and therefore a Long Leasehold Buildings asset has been recognised within fixed assets and depreciated in line with the accounting policy. The valuation of the Long Leasehold Building has also been considered by the Trustees and included at what they consider a reasonable and reliable estimate of the current market value.

1.14 Agency arrangements

The Academy Trust acts as an agent in distributing certain monies to students, for example 16-19 Bursary funding from ESFA in so far as these are not discretionary in nature.

2 Critical accounting estimates and areas of judgement

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

The academy trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

3 Comparative year information

Year ended 31 August 2018	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total 2018 £
Income and endowments from:				
Donations and capital grants	94,923	2,650	605,196	702,769
Charitable activities:				
- Funding for educational operations	17,195	4,544,637	-	4,561,832
- Funding for teaching schools	-	41,052	-	41,052
Other trading activities	74,449	-	-	74,449
Investments	2,892	-	-	2,892
Total	189,459	4,588,339	605,196	5,382,994
Expenditure on:				
Raising funds	46,956	-	-	46,956
Charitable activities:				
- Educational operations	92,295	4,518,547	786,734	5,397,576
- Teaching Schools	-	38,420	-	38,420
Total	139,251	4,556,967	786,734	5,482,952
Net income/(expenditure)	50,208	31,372	(181,538)	(99,958)
Transfers between funds	5,390	(32,267)	26,877	-
Other recognised gains/(losses)				
Actuarial gains on defined benefit pension schemes	-	183,000	-	183,000
Net movement in funds	55,598	182,105	(154,661)	83,042

4 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Capital grants	-	227,170	227,170	535,196
Other donations	98,316	81,157	179,473	167,573
	98,316	308,327	406,643	702,769

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

5 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
DfE / ESFA grants				
General annual grant (GAG)	-	4,227,678	4,227,678	4,032,988
National College grants	-	40,000	40,000	40,000
Other DfE group grants	-	157,105	157,105	155,284
	-	4,424,783	4,424,783	4,228,272
Other government grants				
Local authority grants	-	65,376	65,376	64,099
Other funding				
School Funds	-	422,976	422,976	233,959
Teaching schools (excluding DfE grants)	-	106	106	1,052
Other incoming resources	10,967	47,414	58,381	75,502
	10,967	470,496	481,463	310,513
Total funding	10,967	4,960,655	4,971,622	4,602,884

6 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Hire of facilities	32,310	-	32,310	34,074
Uniform sales	34,876	-	34,876	39,625
Other income	8,229	10,552	18,781	750
	75,415	10,552	85,967	74,449

7 Investment income

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Short term deposits	4,069	-	4,069	2,892

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

8 Expenditure

	Staff costs £	Non Pay Expenditure Premises £	Other £	Total 2019 £	Total 2018 £
Expenditure on raising funds					
- Direct costs	10,226	-	39,234	49,460	46,956
Academy's educational operations					
- Direct costs	3,185,701	-	809,044	3,994,745	3,593,030
- Allocated support costs	600,605	945,629	307,783	1,854,017	1,804,546
Teaching Schools					
- Direct costs	26,229	-	738	26,967	27,883
- Allocated support costs	8,495	-	86	8,581	10,537
	<u>3,831,256</u>	<u>945,629</u>	<u>1,156,885</u>	<u>5,933,770</u>	<u>5,482,952</u>

Net income/(expenditure) for the year includes:

	2019 £	2018 £
Fees payable to auditor for:		
- Audit	9,135	8,610
- Assurance services other than audit	3,460	3,085
- Other services	1,200	1,350
Operating lease rentals	4,845	3,705
Depreciation of tangible fixed assets	781,161	786,734
Net interest on defined benefit pension liability	17,000	17,000

9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Direct costs				
Educational operations	8,046	3,986,699	3,994,745	3,593,030
Teaching Schools	-	26,967	26,967	27,883
Support costs				
Educational operations	69,260	1,784,757	1,854,017	1,804,546
Teaching Schools	-	8,581	8,581	10,537
	<u>77,306</u>	<u>5,807,004</u>	<u>5,884,310</u>	<u>5,435,996</u>

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

9 Charitable activities

(Continued)

	Teaching schools £	Educational operations £	Total 2019 £	Total 2018 £
Analysis of support costs				
Support staff costs	8,495	600,605	609,100	587,391
Depreciation	-	781,161	781,161	786,734
Technology costs	-	75,965	75,965	83,341
Premises costs	-	164,468	164,468	158,798
Other support costs	-	207,069	207,069	178,933
Governance costs	86	24,749	24,835	19,886
	<u>8,581</u>	<u>1,854,017</u>	<u>1,862,598</u>	<u>1,815,083</u>

10 Staff

Staff costs

Staff costs during the year were:

	2019 £	2018 £
Wages and salaries	2,934,739	2,707,643
Social security costs	274,544	246,739
Pension costs	600,480	564,447
Amounts paid to employees	3,809,763	3,518,829
Agency staff costs	21,493	105,959
Total staff expenditure	<u>3,831,256</u>	<u>3,624,788</u>

Staff numbers

The average number of persons employed by the academy trust during the year was as follows:

	2019 Number	2018 Number
Teachers	57	53
Administration and support	64	64
Management	9	9
	<u>130</u>	<u>126</u>

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

10 Staff

(Continued)

The number of persons employed, expressed as a full time equivalent, was as follows:

	2019 Number	2018 Number
Teachers	48	44
Administration and support	29	29
Management	9	9
	<u>86</u>	<u>82</u>

Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2019 Number	2018 Number
In the band £60,001 - £70,000	1	1
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	1	-
	<u>2</u>	<u>2</u>

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £658,331 (2018: £602,363).

11 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The headmaster and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of headmaster and staff members under their contracts of employment, and not in respect of their services as trustees.

The value of trustees' remuneration and other benefits was as follows:

N Dyer (Headmaster and Accounting Officer)

Remuneration £90,000 - £95,000 (2018: £85,000 - £90,000)

Employer's pension contributions £10,000 - £15,000 (2018: £10,000 - £15,000)

During the year, no trustees received any reimbursement of expenses (2018: £Nil).

Other related party transactions involving the trustees are set out within the Related party transactions note.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

12 Trustees and officers insurance

The academy trust has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business, and provides cover up to £10,000,000. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

13 Tangible fixed assets

	Leasehold land & buildings	Leasehold improvements	Plant and machinery	Computer equipment	Furniture & equipment	Motor vehicles	Total
	£	£	£	£	£	£	£
Cost							
At 1 September 2018	20,340,714	2,776,139	126,811	308,241	284,920	49,920	23,886,745
Additions	518,632	420,618	58,147	59,369	40,912	-	1,097,678
Disposals	-	-	(11,790)	(88,513)	-	(600)	(100,903)
At 31 August 2019	20,859,346	3,196,757	173,168	279,097	325,832	49,320	24,883,520
Depreciation							
At 1 September 2018	2,828,945	1,339,193	84,898	253,404	186,224	41,365	4,734,029
On disposals	-	-	(11,790)	(88,513)	-	(600)	(100,903)
Charge for the year	408,856	278,698	16,012	35,773	36,688	5,133	781,160
At 31 August 2019	3,237,801	1,617,891	89,120	200,664	222,912	45,898	5,414,286
Net book value							
At 31 August 2019	17,621,545	1,578,866	84,048	78,433	102,920	3,422	19,469,234
At 31 August 2018	17,511,769	1,436,946	41,913	54,837	98,696	8,555	19,152,716

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

13 Tangible fixed assets

(Continued)

The academy trust leases land and buildings from Gloucester United Schools Limited. On conversion the trustees agreed to base their valuation of land and buildings on insurance valuation. This was chosen in favour of having a formal valuation done as the cost of a formal valuation was considered onerous compared with the additional benefit derived by the users of the accounts.

Due to the academy trust's buildings being deemed specialist in nature and therefore not traded in an open market, insurance valuation was deemed to be a reasonable estimate of depreciated replacement cost for recognition purposes.

14 Debtors	2019 £	2018 £
Trade debtors	18,028	8,584
VAT recoverable	168,405	64,043
Prepayments and accrued income	274,362	453,124
	<u>460,795</u>	<u>525,751</u>
 15 Creditors: amounts falling due within one year	 2019 £	 2018 £
Trade creditors	276,902	160,809
Other taxation and social security	63,304	63,063
Other creditors	67,673	57,156
Accruals and deferred income	153,687	201,384
	<u>561,566</u>	<u>482,412</u>
 16 Deferred income	 2019 £	 2018 £
Deferred income is included within:		
Creditors due within one year	<u>78,601</u>	<u>165,686</u>
 Deferred income at 1 September 2018	 165,686	 143,686
Released from previous years	(165,686)	(143,686)
Resources deferred in the year	<u>78,601</u>	<u>165,686</u>
 Deferred income at 31 August 2019	 <u>78,601</u>	 <u>165,686</u>

At the balance sheet date the academy was holding funds received in advance for trips (School Funds) (2018: for trips (School Funds)).

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
Restricted general funds					
General Annual Grant (GAG)	290,811	4,227,678	(4,186,520)	(290,450)	41,519
Other DfE / ESFA grants	43,292	157,105	(154,371)	(5,000)	41,026
Other government grants	5,717	65,376	(65,376)	(3,000)	2,717
Teaching Schools	4,780	40,106	(35,548)	-	9,338
School Funds	92,583	422,976	(429,673)	-	85,886
Other donations	10,215	49,998	(52,141)	-	8,072
Other restricted funds	-	9,098	(9,098)	-	-
Pension reserve	(575,000)	-	(104,000)	(338,000)	(1,017,000)
	<u>(127,602)</u>	<u>4,972,337</u>	<u>(5,036,727)</u>	<u>(636,450)</u>	<u>(828,442)</u>
Restricted fixed asset funds					
Predecessor school surplus	60,466	-	(13,631)	-	46,835
DfE group capital grants	3,705,590	227,170	(315,867)	5,000	3,621,893
Capital expenditure from GAG	300,879	-	(55,161)	290,450	536,168
Donations - capital	15,495,970	79,772	(364,133)	-	15,211,609
Private sponsorship	105,129	255	(32,369)	-	73,015
	<u>19,668,034</u>	<u>307,197</u>	<u>(781,161)</u>	<u>295,450</u>	<u>19,489,520</u>
Total restricted funds	<u>19,540,432</u>	<u>5,279,534</u>	<u>(5,817,888)</u>	<u>(341,000)</u>	<u>18,661,078</u>
Unrestricted funds					
General funds	<u>596,332</u>	<u>188,767</u>	<u>(115,882)</u>	<u>3,000</u>	<u>672,217</u>
Total funds	<u>20,136,764</u>	<u>5,468,301</u>	<u>(5,933,770)</u>	<u>(338,000)</u>	<u>19,333,295</u>

The specific purposes for which the funds are to be applied are as follows:

The restricted general fund includes GAG and other grants receivable from the ESFA, Local Authority and private sponsors towards the academy trust's educational activities. School Funds held in respect of educational visits and events are also included in the restricted general fund.

The restricted fixed asset fund includes amounts receivable from the ESFA, CIF and private sponsors in respect of tangible fixed assets held for academy trust use. Transfers from the GAG fund and other restricted funds to the restricted fixed asset fund relate to asset purchases from these funds.

The pension reserve relates to the academy trust's share of the deficit of the Local Government Pension Scheme overseen by the Local Authority.

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2019.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

(Continued)

Comparative information in respect of the preceding period is as follows:

	Balance at 1 September 2017 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2018 £
Restricted general funds					
General Annual Grant (GAG)	202,668	4,032,988	(3,942,108)	(2,737)	290,811
Other DfE / ESFA grants	13,142	155,284	(100,294)	(24,840)	43,292
Other government grants	10,940	64,099	(69,322)	-	5,717
Teaching Schools	1,448	41,052	(38,420)	700	4,780
School Funds	91,677	233,959	(227,663)	(5,390)	92,583
Other donations	8,418	60,957	(59,160)	-	10,215
Pension reserve	(638,000)	-	(120,000)	183,000	(575,000)
	<u>(309,707)</u>	<u>4,588,339</u>	<u>(4,556,967)</u>	<u>150,733</u>	<u>(127,602)</u>
Restricted fixed asset funds					
Predecessor school surplus	74,097	-	(13,631)	-	60,466
DfE group capital grants	3,481,923	535,196	(311,529)	-	3,705,590
Capital expenditure from GAG	326,261	-	(52,259)	26,877	300,879
Donations - capital	15,860,102	-	(364,132)	-	15,495,970
Private sponsorship	80,312	70,000	(45,183)	-	105,129
	<u>19,822,695</u>	<u>605,196</u>	<u>(786,734)</u>	<u>26,877</u>	<u>19,668,034</u>
Total restricted funds	<u>19,512,988</u>	<u>5,193,535</u>	<u>(5,343,701)</u>	<u>177,610</u>	<u>19,540,432</u>
Unrestricted funds					
General funds	<u>540,734</u>	<u>189,459</u>	<u>(139,251)</u>	<u>5,390</u>	<u>596,332</u>
Total funds	<u>20,053,722</u>	<u>5,382,994</u>	<u>(5,482,952)</u>	<u>183,000</u>	<u>20,136,764</u>

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2019 are represented by:				
Tangible fixed assets	-	-	19,469,234	19,469,234
Current assets	672,217	550,061	220,349	1,442,627
Creditors falling due within one year	-	(361,503)	(200,063)	(561,566)
Defined benefit pension liability	-	(1,017,000)	-	(1,017,000)
Total net assets	672,217	(828,442)	19,489,520	19,333,295
Fund balances at 31 August 2018 are represented by:				
Tangible fixed assets	-	-	19,152,716	19,152,716
Current assets	653,637	825,572	562,251	2,041,460
Creditors falling due within one year	(57,305)	(378,174)	(46,933)	(482,412)
Defined benefit pension liability	-	(575,000)	-	(575,000)
Total net assets	596,332	(127,602)	19,668,034	20,136,764

19 Pension and similar obligations

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2016.

Contributions amounting to £45,616 (TPS) (2018: £42,462) and £15,812 (LGPS) (2018: £14,694) were payable to the schemes at 31 August 2019 and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.08%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

A copy of the valuation report and supporting documentation is on the Teachers' Pension Scheme website.

Scheme Changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

The employer's pension costs paid to the TPS in the period amounted to £363,130 (2018: £323,465).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 24.6% for employers and 5.5 to 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

Total contributions made	2019 £	2018 £
Employer's contributions	150,000	138,000
Employees' contributions	37,000	35,000
Total contributions	187,000	173,000
Principal actuarial assumptions	2019 %	2018 %
Rate of increase in salaries	2.6	2.7
Rate of increase for pensions in payment/inflation	2.3	2.4
Discount rate for scheme liabilities	1.8	2.8
Inflation assumption (CPI)	2.3	2.4
Commutation of pension to lump sums pre-April 2008	35	35.0
Commutation of pension to lump sums post-April 2008	68	68.0

The current mortality assumptions include sufficient allowance for future improvements in mortality rates.
The assumed life expectations on retirement age 65 are:

	2019 Years	2018 Years
Retiring today		
- Males	21.5	22.4
- Females	23.7	24.6
Retiring in 20 years		
- Males	22.3	24.0
- Females	25.0	26.4

Scheme liabilities would have been affected by changes in assumptions as follows:

	2019 £	2018 £
Discount rate + 0.1%	(68,000)	(49,000)
Discount rate - 0.1%	68,000	49,000
Mortality assumption + 1 year	108,000	79,000
Mortality assumption - 1 year	(108,000)	(79,000)
CPI rate + 0.1%	58,000	41,000
CPI rate - 0.1%	(58,000)	(41,000)

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

The academy trust's share of the assets in the scheme

	2019 Fair value £	2018 Fair value £
Equities	1,094,000	974,000
Government bonds	421,000	297,000
Cash and other liquid assets	34,000	28,000
Property	134,000	113,000
Total market value of assets	1,683,000	1,412,000

The actual return on scheme assets was £97,000 (2018: £70,000).

Amount recognised in the Statement of Financial Activities

	2019 £	2018 £
Current service cost	232,000	241,000
Past service cost	5,000	-
Interest income	(42,000)	(32,000)
Interest cost	59,000	49,000
Total operating charge	254,000	258,000

Changes in the present value of defined benefit obligations

	2019 £	2018 £
At 1 September 2018	1,987,000	1,819,000
Current service cost	232,000	241,000
Interest cost	59,000	49,000
Employee contributions	37,000	35,000
Actuarial loss/(gain)	393,000	(145,000)
Benefits paid	(13,000)	(12,000)
Past service cost	5,000	-
At 31 August 2019	2,700,000	1,987,000

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

Changes in the fair value of the academy trust's share of scheme assets

	2019 £	2018 £
At 1 September 2018	1,412,000	1,181,000
Interest income	42,000	32,000
Actuarial gain	55,000	38,000
Employer contributions	150,000	138,000
Employee contributions	37,000	35,000
Benefits paid	(13,000)	(12,000)
At 31 August 2019	1,683,000	1,412,000

20 Reconciliation of net expenditure to net cash flow from operating activities

	2019 £	2018 £
Net expenditure for the reporting period (as per the statement of financial activities)	(465,469)	(99,958)
Adjusted for:		
Capital grants from DfE and other capital income	(307,197)	(605,196)
Investment income receivable	(4,069)	(2,892)
Defined benefit pension costs less contributions payable	87,000	103,000
Defined benefit pension scheme finance cost	17,000	17,000
Depreciation of tangible fixed assets	781,160	786,734
(Increase) in debtors	(53,605)	(135,184)
(Decrease)/increase in creditors	(130,516)	37,797
Net cash (used in)/provided by operating activities	(75,696)	101,301

21 Commitments under operating leases

At 31 August 2019 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2019 £	2018 £
Amounts due within one year	4,965	4,291
Amounts due in two and five years	4,875	8,582
	9,840	12,873

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

22 Capital commitments

	2019 £	2018 £
Expenditure contracted for but not provided in the accounts	-	-

23 Related party transactions

Owing to the nature of the academy trust and composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected party transactions. The following related party transactions took place in the financial period.

During the year, the academy trust purchased services totalling £2,500 (2018: £2,020) from View Communications, a business owned by the wife of the Headteacher and received a donation of £Nil (2018: £1,750) from Bevweb, a company owned by the wife of G Webster.

24 Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

THE CRYPT SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

25 Teaching Schools trading account	2019		2018	
	£	£	£	£
Direct income				
Government grants		40,000		40,000
Other external funding		106		1,052
		<u> </u>		<u> </u>
Total income		40,106		41,052
 Direct costs				
Direct staff costs	26,229		26,371	
Educational supplies and services	738		1,512	
	<u> </u>		<u> </u>	
Total income	26,967		27,883	
	<u> </u>		<u> </u>	
 Other costs				
Support staff costs	8,495		10,431	
Share of governance costs	86		106	
	<u> </u>		<u> </u>	
	8,581		10,537	
	<u> </u>		<u> </u>	
 Total operating costs		(35,548)		(38,420)
Transfers between funds excluding depreciation		-		700
		<u> </u>		<u> </u>
Surplus from teaching schools		4,558		3,332
 Teaching Schools balances at 1 September 2018		4,780		1,448
		<u> </u>		<u> </u>
Teaching Schools balances at 31 August 2019		9,338		4,780
		<u> </u>		<u> </u>