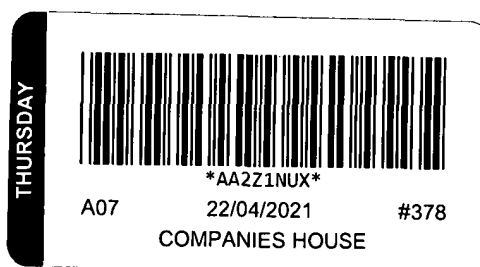


Company Registration No. 07489196 (England and Wales)

**THE CRYPT SCHOOL**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

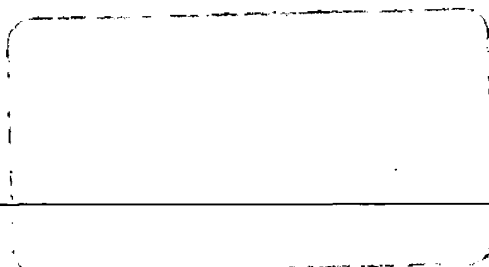


# THE CRYPT SCHOOL

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# THE CRYPT SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

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

### Trustees

R James (Chairman)  
G Webster (Vice Chair) (Resigned 9 November 2019)  
B Whitman  
D Green  
A Borley  
R Jones (Vice Chair)  
N Dyer (Headmaster & Accounting Officer)  
J Smith (Resigned 25 January 2020)  
E Boobyer (Resigned 13 July 2020)  
C Hollywood  
J Handley (Parent Trustee)  
V Crellin (Parent Trustee)  
A Goga (Appointed 14 September 2020)  
T Powles (Appointed 14 September 2020)

### Senior management team

- Headmaster	N Dyer
- Deputy Head	P Stanlake
- Assistant Head	R Salt
- Assistant Head	S Glock
- Assistant Head	R Biggs
- Assistant Head	C Sturge
- Assistant Head	P Kirkpatrick
- Bursar	J Hitchings
- Estates and Payroll Manager	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

Azets Audit Services  
Pillar House  
113-115 Bath Road  
Cheltenham  
Gloucestershire  
GL53 7LS

# THE CRYPT SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS

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### **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

### **Investment advisors**

Close Brothers Asset Management  
55 Grosvenor Street  
Mayfair  
London  
W1K 3HY

# THE CRYPT SCHOOL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

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The trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2019 to 31 August 2020. 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 1,049 pupils as at October 2020.

#### **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 6 times per year. The committees, authorised by the board of trustees, are:

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

All the above committees 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 2020

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#### 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	1.81

##### *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	-
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#### 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

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

The School received a legacy from an ex-pupil Anthony Iles in 2019. The funds received are set up as an endowment fund in the name of The Anthony Iles Endowment which is managed by 5 Trustees, 3 of which are also Trustees at the school. The school is the sole beneficiary of this fund, however, the original endowment amount is protected and will not be accessed by the school. The funds are invested and will raise income for the school which will be made available when agreed by the Trustees based on the performance of the fund and the interest/dividends/capital gain available.

# THE CRYPT SCHOOL

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### **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 1,049 students on roll, including 298 in the sixth form, an increase of some 16 pupils on the number on roll as at the same time last year and meeting the target set some five years ago of 1,050 on roll.

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, happy and safe 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 is underpinned by the 5 key values of Crypt school life: perseverance, respect, responsibility, resilience and tolerance and which together help enable all pupils and staff to flourish in all that they do.

##### 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, tolerant 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 families.

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

- developing each of our academic department's curriculum to ensure consistency of approach both within departments and across the whole school
- strengthening of pupils' and staffs' understanding of our shared School Vision, values and curriculum ambition
- developing further our pastoral care offer
- ensuring a fully inclusive school community, where each pupil can feel safe and valued
- developing and submitted a free school bid for a new school in the City
- managing the period of school closure due to Covid-19 to ensure continuity of education and care for our pupils

##### 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 2020

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#### Strategic report

##### Achievements and performance

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

The 2019-2020 academic year saw significant challenges as we addressed the issues brought about by Covid-19 which saw the School closed from 22 March; however, the school continued to offer a full remote curriculum in which each pupil continued to follow their own school timetable which helped support all pupils' learning. Furthermore, a partial reopening occurred for years 10 and 12 in June and the School is now fully open.

Examinations in 2020 were cancelled and the outcomes for Years 11 and 13 were derived from Centre-Assessed Grades, as determined by the School. At A-Level, results were 70% A\*-B and 94% A\*-C, compared to 63% A\*-B and 80% A\*-C in 2019. GCSE results saw 60% (2019 59% & 2018 54%) of grades awarded at 9-7 (A\*-A) and 82% (2019 81% & 2018 79%) of grades awarded at 9-6 (A\*-B). There are no value-added data sets for the 2020 results, however they represent a very strong set of outcomes and continue to show that the School has maintained its "Outstanding Status", awarded by Ofsted in 2012.

The number on roll of 1,049 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 and science.

##### Key performance indicators

#### 1. Results and Academic Performance (2020 results were based on the CAGs)

- **GCSE:** 97% achieved 5+ grades 9-5 including English and Maths. 62% of grades were 9-7 (A\* or A) better than in 2019 and 2018. 62% of boys achieved 5+ 9-7 (A\*-A) grades and 37 (37% 2019) 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 better than in 2018 and 2019, representing an excellent outcome for that cohort
- **Destination data** for the Year 13 cohort was strong with 52% gaining places at highly selective universities (those on the Sutton Trust 30 list, which includes the Russell Group); 65% of the year group went onto university, with 68% going to their first choice university, 14% to apprenticeships, 4% to employment, 15% gap year (most deferred entry) with 2 students resitting year 13 and crucially there were no NEETs - a real achievement in the current climate
- the school has both preserved its broad and balanced curricular offer and added in new subjects at GCSE and A-Level
- the school is full and oversubscribed in every year group and numbers are up on those of a year ago: with 1,049 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, as did the three yearly Kirkland Rowell survey undertaken in late November
- there were just 3 complaints resolved at headmaster level in 2019-20 (2018-19: 11) 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 2020

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#### 3. External Judgements

- there were no external judgements for the 2020 results due to Covid-19

#### 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 until lockdown in March
- staff turnover in 2019-20 was lower than in 2018-19 but new appointments have proved to be very strong indeed – biology, physics, maths, English & drama and were largely a response to our growing pupil roll

#### 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 2019-20 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 compares 30 secondary schools in Gloucestershire looking at the ratios listed below plus others on support staff, non-staffing expenditure etc. The benchmarking exercise was carried out based on the year end 31/08/2019 and the school has made some changes for September 2020 in particular to Heads of department time and an increase in the number of professional support staff, particularly in the areas of pastoral support, which will impact on the total staffing as a % of income and the pupil to staff ratio.

- total staffing as % of income - as at 31/08/19 was 75.8% and as at 31/08/2020 is 77%; this reflects the rise in teachers wages and pension contributions, some of which, but not all, have been covered by additional government grants
- average teacher cost - in 2019 was low in comparison to many of the other schools at £54.5k ranking the school 24th in the GASH benchmarking; this reflects the School's policy of taking on NQTs and training them and will rise in 2020 as the cost of newly qualified teachers has increased by over 5% in the September 2020 pay awards
- average teaching hours - in 2019 was 37.1 which was 18th highest out of 30 schools in GASH benchmarking. It had gone down from over 38 in 2018 due to an increase in time given to Heads of department and will reduce further in 2020
- pupil to teacher ratio - was 17.8 in the GASH benchmarking and the school ranked 11th. This is now more in line with the other schools; last year the school ranked 2nd
- class sizes - KS3 30; KS4 25 for compulsory subjects and 23 for options, which is comparable to other Grammar schools in the area
- proportion of budget spent on the senior leadership team - this was still found to be high as the school's SLT was larger than average but in contrast its payments and time given to Heads of department was lower than many of the other schools. There has been a restructuring of SLT starting in September 2020 with a reduction in the size of SLT and a movement of more time to the middle leadership

#### 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 2020**

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### Financial review

The overall revenue surplus for the year was £65,337 after the transfer to capital of £131,742 to fund capital improvements to the school, in particular improvements to the DT department and renovations in the kitchen. Covid-19 expenditure was an additional £40k however even after this the school has maintained a good level of funds with unrestricted reserves at £753,417 and restricted reserves of £172,695 before a pension deficit of £1,148k. The school received a significant legacy of £1,074k which has been invested through a separate Trust, The Anthony Iles Endowment. It is hoped if the fund performs well, the income/capital gain on the principal invested will be able to support capital projects in the school in future years. The fund as at 31 August 2020 had increased by £82k above its initial value on investment.

Reserves are still high, but the Trust has to retain funds for the next financial year as the full impact of Covid-19 on revenue expenditure is as yet unclear and the shortage of classroom space due to the expansion to the forecast capacity of 1,050 means reserves will need to be spent on either a contribution to a Capital improvement Fund bid or to fund temporary classrooms. Trustees have therefore committed £200,000 in the next financial year towards the addition of new classroom space. In addition, a further £15k is to be committed towards a bid to replace the school boilers. Other planned areas of development such as the music and drama department are currently being delayed until the full impact of the pandemic has been determined.

Funding for 20/21 has improved with the Government's increase in per pupil funding, however the full impact of this is uncertain, as there is no guarantee of the long term duration of the 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 the 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 government has committed to increase the salaries of newly qualified teachers whilst the future funding of the public sector at current levels after the pandemic must be viewed as at risk.

The pension liability for support staff has risen again as can be seen in the balance sheet with the deficit increasing by £131k to £1,148k. 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. The continued turmoil in the financial markets and the change in actuarial assumptions means this deficit is unlikely to fall in the short term and a rise in contributions can be expected.

The Trust continues to prioritise expenditure towards teaching and learning and has concentrated in the last 6 months on ensuring it has the capacity to teach virtual lessons investing in technology and training. This investment will continue during the 20/21. In addition, the school is expanding its lesson cover provision to ensure that pupils both at home and in school can continue to receive support.

The Trust is still waiting to hear if its bid to build a Free School in the local area has been approved. 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, however the pandemic may delay this for the next financial year.

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 £3.6k to school projects in the last 12 months. The support from Gloucester United Schools with a grant of £20,000 this year was instrumental in enabling the school to purchase much needed computing equipment within the school.

# THE CRYPT SCHOOL

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Reserves policy

Total funds at the end of the financial year are £18,823,640 restricted fixed assets, £172,696 restricted funds (excluding the pension fund) of which £56,289 are restricted funds available for general use and £753,416 unrestricted funds. The trust therefore has £809,705 to fund any predicted future deficits and its programme of capital works. £1,156k of funds are held within The Anthony Iles Endowment and are not available for current expenditure. 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 £215k for capital works to be spent in the next financial year is well within the current level of free unrestricted reserves.

The loss of income and additional costs associated with the pandemic are also expected to be well within the forecasted surplus for 20/21 and the remaining reserves. The Trustees also recognise that there may be uncertainty over future income due to constraints at central government level and that some of the grants currently received for pay and pension rises may be of a limited duration. Trustees therefore intend 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 funds held within The Anthony Iles Endowment are invested on the advice of professional advisers in longer term managed funds; these have a medium/high risk profile. The objectives of this fund are to provide long term capital growth as well as income to be withdrawn every 3-5 years.

# THE CRYPT SCHOOL

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 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. In addition in the current climate additional information is being provided to the Pupil Welfare committee and the RSP committee on risk assessments in place during the Covid-19 pandemic to ensure the school ensures the health and safety of its staff and pupils and emergency plans should partial or full lockdown reoccur. The risk register includes these and all the other 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 other main uncertainty caused by the pandemic is the impact on pupils through disruption to learning. The school has detailed plans in place to ensure that learning continues for all pupils whether in school or in isolation at home. The school has invested in technology and training to ensure that teachers are able to teach either in the classroom or virtually and will continue to monitor the impact on pupils over the coming months.

The trust is in its final year of 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. This has been particularly difficult with the additional requirements of social distancing. The Trust failed to win a CIF bid in 19/20 to fund an extra classroom block and refurbish the undersized classrooms which would have relieved this pressure. A bid will be submitted in 20/21 for additional space however if this is unsuccessful Trustees have held back reserves to fund temporary accommodation if necessary.

Pupil numbers are good with year 7 full (150) in September 2020 and the highest numbers ever in the 6th form. The pandemic has disrupted the date of the 11+ test which is now to be sat later than normal. The headmaster and Trustees will monitor the potential impact this may have on pupil numbers for September 2021.

The Trust is still waiting to hear if its application to build a Free school in the local area was successful, which if it is will lead the trust into a MAT. Trustees have made plans for the changes this will require in both staffing, governance 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. Many 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 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.

#### Financial and risk management objectives and policies

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 school currently has a large deficit in its defined benefit pension scheme which could result in contributions being increased at the next triennial valuation; this will be built into budget forecasting.

# THE CRYPT SCHOOL

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **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 beanie hats 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. These have been curtailed this year due to the lockdown although staff and pupils did raise a significant amount for local charities to help those suffering due to the pandemic.

The school has not used any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

### **Plans for future periods**

#### Teaching & Learning

This coming year, the School is focused on developing teachers practice in online teaching and learning with our learning platform being Google Classroom and Meets.

#### Attainment and the curriculum

Results in 2020 (derived from the CAGs) were both strong and credible. The School will aim to continue to work to improve attainment, with a particular focus in 2020-21 on ensuring any gaps in knowledge and understanding derived from the lockdown period are identified and then addressed for all year groups, but in particular for years 7, 11 and 13.

#### Leadership and management

Following the departure of one member of SLT at the end of 2019/20, it was determined to reallocate work within its existing members, rather than appointing a new SLT colleague. Two new deputy head posts were created within the existing team and the existing Deputy Head has now become the senior Deputy Headmaster. Roles are strategically aligned to a whole school area. Middle leadership and governance continue to be a major strength of the School and recent appointments have further strengthened those teams. Much of the work of the senior team will be focused on managing the School through the challenges of Covid-19; however, the leadership group will also work on its school improvement agenda. The Trust intends to review management capacity in the light of probable creation of a MAT if its free school application is approved.

#### Enrichment

The School aims to continue to provide plenty of enrichment opportunities to all year groups, despite the limitations imposed by Covid-19. 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 2020

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#### VI form

The VI form continues to make excellent progress under its leadership team,

Results at A Level in 2020 were excellent as set out above. Numbers have stabilized after a period of growth at just below the target of 300. 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 2021 entry (current year 11).

Progression to university and higher-level apprenticeships in 2020 was strong. We will continue to offer the opportunity for students to embark on co-curricular study through the EPQ and maintain our academic pathway through the post-16 education.

#### Co-education and primary school

The School welcomed its first fully co-educational cohort into year 7 in September 2018 and the third cohort joined in September 2020. In Year 7, 43 pupils are female and in Year 8 the number is 37 and in Year 9 it is 47; therefore, we need to continue our efforts to recruit more girls into Year 7 for September 2021. The girls continue to thrive in our environment. A new website was successfully launched in October 2019, which was a huge improvement on our old one and met with a wide approval, boosting our social media presence.

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 and we were invited to interview in Bristol as part of the application process; not all bids reached that stage under Wave 14 Free School programme. We are currently awaiting a decision.

#### **Funds held as custodian trustee on behalf of others**

Cash funds, which are accounted for separately and do not form part of the assets of the trust, are held on behalf of The Anthony Iles Endowment, a charity under common control. The objects of The Anthony Iles Endowment are the advancement for the public benefit of the education of the pupils and The Crypt School by providing and assisting in the provision of facilities for education at the school.

#### **Auditor**

On 7 September 2020, Group Audit Services Limited (trading as Baldwins Audit Services) changed its name to Azets Audit Services Limited. The name it practices under is Azets Audit Services and, accordingly, it has signed the Report of the Independent Auditors in its new name.

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 07 December 2020 and signed on its behalf by:



R James  
Chairman

# THE CRYPT SCHOOL

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### 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. The accounting officer is 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)	5	6
G Webster (Vice Chair) (Resigned 9 November 2019)	0	6
B Whitman	6	6
D Green	3	6
A Borley	5	6
R Jones (Vice Chair)	6	6
N Dyer (Headmaster & Accounting Officer)	6	6
J Smith (Resigned 25 January 2020)	0	2
E Boobyer (Resigned 13 July 2020)	4	6
C Hollywood	4	6
J Handley (Parent Trustee)	5	6
V Crellin (Parent Trustee)	6	6
A Goga (Appointed 14 September 2020)		
T Powles (Appointed 14 September 2020)		

The only major change in the composition of the board was the resignation of the Vice Chair for personal reasons and his replacement by one of the existing Trustees. The chair was re-elected. Despite lockdown from the 20 March the Board was still able to hold 6 full board meetings over the year, 3 of which were virtual, but had very good attendance. Two new Trustees were recruited and interviewed virtually over lockdown and will be welcomed to their first face to face Trustee meeting in October.

# THE CRYPT SCHOOL

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Governance reviews

As part of its annual review of its effectiveness the board carried out a skills audit to identify skills gaps and training needs. No major weaknesses were found but desirable skills were highlighted and the clerk was tasked with setting up a training programme with both internal and external providers. The terms of reference and scheme of delegation were reviewed and the programme of visits to be carried out by the Audit committee was agreed. In addition the Board agreed that the risk register and the KPI's needed to be reviewed and restructured to enhance Board performance and improve the quality of information they receive. A small working group was set up to review the risk register and a new version was approved in June 2020. The clerk reformed the KPIs to make them more relevant and these were also approved. The clerk is currently collating National Governance Association self-evaluation questionnaires and these will be reviewed before Christmas.

The Trustees held a meeting in March devoted to review of financial information and strategic planning. The focus for the meeting was to address the vision of the school and update Trustees on the MAT arrangements.

Training was given internally throughout the year by the Bursar on changes to the Academies financial handbook, the Admissions officer on the admissions and Appeals process and the Headmaster on the new Ofsted framework. External training was provided on safeguarding and two trustees undertook Gloucestershire County Council Accountability training. They fed back to the board that they felt Trustees were taking the right approach to probing management information and data and seeking further evidence when required. The annual training on interpreting data and understanding results was provided by an external consultant for all Trustees and Trustees were confident that they are receiving sufficient data and that they understand the data they are being presented with.

### **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:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
R James (Chairman)	5	5
G Webster (Vice Chair) (Resigned 9 November 2019)	0	0
D Green	4	5
R Jones (Vice Chair)	5	5
N Dyer (Headmaster & Accounting Officer)	5	5
E Boobyer (Resigned 13 July 2020)	5	5
C Hollywood	3	3

# THE CRYPT SCHOOL

## GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

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### 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 2019/20 members carried out 4 visits during the year looking at procurement, compliance of the new school website, the risk assessment and reopening procedures after lockdown, the central record and HR files.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
A Borley	4	4
J Smith (Resigned 25 January 2020)	0	1
V Crellin (Parent Trustee)	4	4

### 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 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 available. The accounting officer for the academy trust has delivered improved value for money during the year in several areas.

The benchmarking carried out with a large selection of secondary schools in the local area showed that the school's expenditure is low and well controlled and there are no areas of concern. The Trustees also reviewed the Education and Skills Funding Agency "Schools Resource Management Self-Assessment Tool" and as a result reviewed staffing levels, recruiting new members of the support team to support the teaching staff.

In procurement the trust successfully managed in-house major refurbishment works in the Design and Technology area. Value for money was ensured by use of competitive quotes for the work with the cheapest quote being selected. The work was completed on time and on budget. The school is currently going through a competitive tender process for new caterers using the CPC Framework and the support of Tenet services. 8 companies have expressed interest and are currently in the process of preparing their quotes with a January start date.

During lockdown the finance staff worked at home but still followed the system of quotes required by their internal regulations to ensure the school continued to get value for money.

### 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 2019 to 31 August 2020 and up to the date of approval of the annual report and accounts.

# THE CRYPT SCHOOL

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **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 2019 to 31 August 2020 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;
- 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 Alison Borley and Virginia Cellin (School Business Manager St Werburgh's Primary School) will carry out a programme of internal checks.

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

- procurement and tendering systems
- compliance of the new website with the Academies Handbook and legal requirements
- the risk assessment and opening procedures for re-opening after lockdown to ensure Trustees were fully informed
- checks on the central record and HR files

After each Audit committee meeting, the appointees report 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, and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The schedule of visits was amended after lockdown as the third visit was carried out virtually and the risk of Covid-19 superseded the visit that was originally planned. 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 financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

# THE CRYPT SCHOOL

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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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 07 December 2020 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 2020

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As accounting officer of The Crypt School, I have considered my responsibility to notify the academy trust board of trustees and the Education and 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 2019.

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 2019.

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

07 December 2020

# THE CRYPT SCHOOL

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

### FOR THE YEAR ENDED 31 AUGUST 2020

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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 2019 to 2020 published by the Education and 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 2019 and the Academies Accounts Direction 2019 to 2020;
- 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 07 December 2020 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 2020

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### Opinion

We have audited the accounts of The Crypt School for the year ended 31 August 2020 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 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and 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 2020 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 2019 and the Academies Accounts Direction 2019 to 2020.

### 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 2020**

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### **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 has 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 2020**

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### **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.

*Azets Audit Services*

**David Cary LLB FCA (Senior Statutory Auditor)  
for and on behalf of Azets Audit Services  
Chartered Accountants  
Statutory Auditor**

17 December 2020  
.....

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 AND SKILLS FUNDING AGENCY

**FOR THE YEAR ENDED 31 AUGUST 2020**

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In accordance with the terms of our engagement letter dated 7 September 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, 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 2019 to 31 August 2020 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 2019, 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 2019 to 2020. 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 2019 to 31 August 2020 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 2019 to 2020 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 included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

# THE CRYPT SCHOOL

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

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### 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 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Azets Audit Services*

**Reporting Accountant**  
Azets Audit Services

Dated: 17 December 2020

## THE CRYPT SCHOOL

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted funds £	Restricted funds: General £	Endowment Fixed asset £	funds £	Total 2020 £	Total 2019 £
<b>Income and endowments from:</b>							
Donations and capital grants	3	114,021	600	44,258	1,073,861	1,232,740	406,643
Charitable activities:							
- Funding for educational operations	4	8,098	5,192,789	-	-	5,200,887	4,931,516
- Funding for teaching schools	27	-	40,661	-	-	40,661	40,106
Other trading activities	5	69,485	3,586	-	-	73,071	85,967
Investments	6	1,960	-	-	5,562	7,522	4,069
<b>Total</b>		<u>193,564</u>	<u>5,237,636</u>	<u>44,258</u>	<u>1,079,423</u>	<u>6,554,881</u>	<u>5,468,301</u>
<b>Expenditure on:</b>							
Raising funds	7	34,365	912	-	-	35,277	49,460
Charitable activities:							
- Educational operations	8	77,999	5,255,490	841,880	-	6,175,369	5,848,762
- Teaching Schools	27	-	39,355	-	-	39,355	35,548
Endowment costs		-	-	-	19,882	19,882	-
<b>Total</b>	7	<u>112,364</u>	<u>5,295,757</u>	<u>841,880</u>	<u>19,882</u>	<u>6,269,883</u>	<u>5,933,770</u>
Gains on endowment investments		-	-	-	96,920	96,920	-
<b>Net income/(expenditure)</b>		81,200	(58,121)	(797,622)	1,156,461	381,918	(465,469)

## THE CRYPT SCHOOL

### STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted funds £	Restricted funds: General £	Endowment Fixed asset £	funds £	Total 2020 £	Total 2019 £
Transfers between funds	18	-	(131,742)	131,742	-	-	-
<b>Other recognised gains/(losses)</b>							
Actuarial gains/(losses) on defined benefit pension schemes	25	-	43,000	-	-	43,000	(338,000)
<b>Net movement in funds</b>		81,200	(146,863)	(665,880)	1,156,461	424,918	(803,469)
<b>Reconciliation of funds</b>							
Total funds brought forward		672,217	(828,442)	19,489,520	-	19,333,295	20,136,764
Total funds carried forward		753,417	(975,305)	18,823,640	1,156,461	19,758,213	19,333,295

# THE CRYPT SCHOOL

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2020

Comparative year information Year ended 31 August 2019		Unrestricted funds	Restricted funds:		Total 2019
	Notes	£	General	Fixed asset	£
<b>Income and endowments from:</b>					
Donations and capital grants	3	98,316	1,130	307,197	406,643
Charitable activities:					
- Funding for educational operations	4	10,967	4,920,549	-	4,931,516
- Funding for teaching schools	27	-	40,106	-	40,106
Other trading activities	5	75,415	10,552	-	85,967
Investments	6	4,069	-	-	4,069
<b>Total</b>		<b>188,767</b>	<b>4,972,337</b>	<b>307,197</b>	<b>5,468,301</b>
<b>Expenditure on:</b>					
Raising funds	7	38,576	10,884	-	49,460
Charitable activities:					
- Educational operations	8	77,306	4,990,295	781,161	5,848,762
- Teaching Schools	27	-	35,548	-	35,548
<b>Total</b>	<b>7</b>	<b>115,882</b>	<b>5,036,727</b>	<b>781,161</b>	<b>5,933,770</b>
<b>Net income/(expenditure)</b>		<b>72,885</b>	<b>(64,390)</b>	<b>(473,964)</b>	<b>(465,469)</b>
Transfers between funds	18	3,000	(298,450)	295,450	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	25	-	(338,000)	-	(338,000)
<b>Net movement in funds</b>		<b>75,885</b>	<b>(700,840)</b>	<b>(178,514)</b>	<b>(803,469)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		596,332	(127,602)	19,668,034	20,136,764
Total funds carried forward		672,217	(828,442)	19,489,520	19,333,295

# THE CRYPT SCHOOL

## CONSOLIDATED BALANCE SHEET AS AT 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
<b>Fixed assets</b>					
Tangible assets	12	18,820,647		19,469,234	
Investments	13	1,128,471		-	
		<u>19,949,118</u>		<u>19,469,234</u>	
<b>Current assets</b>					
Debtors	14	307,946		460,795	
Investments	15	25,851		-	
Cash at bank and in hand		1,092,620		981,832	
		<u>1,426,417</u>		<u>1,442,627</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	16	(469,322)		(561,566)	
<b>Net current assets</b>		<u>957,095</u>		<u>881,061</u>	
<b>Net assets excluding pension liability</b>		<u>20,906,213</u>		<u>20,350,295</u>	
Defined benefit pension liability	25	(1,148,000)		(1,017,000)	
<b>Net assets</b>		<u>19,758,213</u>		<u>19,333,295</u>	
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	18				
- Fixed asset funds		18,823,640		19,489,520	
- General funds		172,695		188,558	
- Pension reserve		(1,148,000)		(1,017,000)	
- Endowment funds		1,156,461		-	
<b>Total restricted funds</b>		<u>19,004,796</u>		<u>18,661,078</u>	
<b>Unrestricted income funds</b>	18	<u>753,417</u>		<u>672,217</u>	
<b>Total funds</b>		<u>19,758,213</u>		<u>19,333,295</u>	

The accounts were approved by order of the board of trustees and authorised for issue on 07 December 2020.



R James  
Chairman

Company Number 07489196

# THE CRYPT SCHOOL

## BALANCE SHEET ACADEMY ONLY

AS AT 31 AUGUST 2020

	Notes	2020		2019	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		18,820,647		19,469,234
<b>Current assets</b>					
Debtors	14	302,901		460,795	
Cash at bank and in hand		1,092,620		981,832	
		<u>1,395,521</u>		<u>1,442,627</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	16	(466,416)		(561,566)	
<b>Net current assets</b>			<u>929,105</u>		<u>881,061</u>
<b>Net assets excluding pension liability</b>			<u>19,749,752</u>		<u>20,350,295</u>
Defined benefit pension liability	25		(1,148,000)		(1,017,000)
<b>Net assets</b>			<u><u>18,601,752</u></u>		<u><u>19,333,295</u></u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	18				
- Fixed asset funds			18,823,640		19,489,520
- General funds			172,695		188,558
- Pension reserve			(1,148,000)		(1,017,000)
<b>Total restricted funds</b>			<u>17,848,335</u>		<u>18,661,078</u>
<b>Unrestricted income funds</b>	18		<u>753,417</u>		<u>672,217</u>
<b>Total funds</b>			<u><u>18,601,752</u></u>		<u><u>19,333,295</u></u>

The accounts were approved by order of the board of trustees and authorised for issue on 07 December 2020.



R James  
Chairman

Company Number 07489196

# THE CRYPT SCHOOL

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by/(used in) operating activities	22		142,299		(75,696)
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		1,960		4,069	
Capital grants from DfE Group		53,315		380,503	
Capital funding received from sponsors and others		101,462		45,255	
Purchase of tangible fixed assets		(193,293)		(888,008)	
Purchase of investments		(1,101,099)		-	
Proceeds from sale of investments		69,548		-	
<b>Net cash used in investing activities</b>			(1,068,107)		(458,181)
<b>Cash flows from financing activities</b>					
Endowment fund income		1,079,423		-	
Endowment fund expenditure		(16,976)		-	
<b>Net cash provided by/(used in) financing activities</b>			1,062,447		-
<b>Net increase/(decrease) in cash and cash equivalents in the reporting period</b>			136,639		(533,877)
Cash and cash equivalents at beginning of the year			981,832		1,515,709
<b>Cash and cash equivalents at end of the year</b>			1,118,471		981,832
<b>Relating to:</b>					
Bank and cash balances			1,092,620		981,832
Cash held within investment portfolio			25,851		-

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

---

### 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

#### 1.2 Going concern

The trustees assess whether the use of going concern is appropriate, ie 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 Basis of consolidation

The financial statements consolidate the accounts of The Crypt School and The Anthony Iles Endowment, over which control is exerted due to common Trustees.

The academy trust has taken advantage of the exemption contained within 408 of the Companies Act 2006 not to present its own Statement of Financial Activities.

The income and expenditure account for the year dealt with in the accounts of the academy trust was £731,543 deficit (2019: £803,469 deficit).

#### 1.4 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.

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

### 1 Accounting policies

(Continued)

#### 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.

#### 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.

#### Legacy income

Legacies are recognised on receipt or otherwise if the trust has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

### 1.5 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.

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 1 Accounting policies

(Continued)

##### 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.

#### 1.6 Tangible fixed assets and depreciation

Assets costing £1,000 (2019: £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.

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% 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.

#### 1.7 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.

#### 1.8 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.

#### 1.9 Leased assets

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

### 1 Accounting policies

(Continued)

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

#### 1.10 Investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

#### 1.11 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.

##### 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.

#### 1.12 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.

#### 1.13 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 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 based on quadrennial valuations using a prospective unit credit 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 CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

---

### 1 Accounting policies

(Continued)

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 net income or expenditure 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.

#### 1.14 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.

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.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the academy trust. The Anthony Iles Endowment is managed by the trustees on a total return basis. This means that the funds are invested to maximise the return on investment without regard as to whether that return is in the form of income from dividends or interest or capital appreciation (where the market value of the investment increases). The trustees decide each year how much of that return is released to income for spending and how much is retained for investment. The allocation is made on an equitable basis to balance the need to fund current projects at The Crypt School as well as to invest returns for the future.

#### 1.15 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.

#### 1.16 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.

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 2 Critical accounting estimates and areas of judgement

(Continued)

#### 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 25, 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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. 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.

### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total 2020 £	Total 2019 £
Capital grants	-	22,568	-	22,568	227,170
Other donations	114,021	22,290	-	136,311	179,473
Legacies receivable	-	-	1,073,861	1,073,861	-
	<u>114,021</u>	<u>44,858</u>	<u>1,073,861</u>	<u>1,232,740</u>	<u>406,643</u>

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	4,568,042	4,568,042	4,227,678
Teaching School grants	-	40,000	40,000	40,000
Other DfE group grants	-	384,887	384,887	157,105
	-	4,992,929	4,992,929	4,424,783
<b>Other government grants</b>				
Local authority grants	-	72,733	72,733	65,376
<b>Other funding</b>				
School Funds	-	102,784	102,784	422,976
Teaching schools (excluding DfE grants)	-	661	661	106
Other incoming resources	8,098	64,343	72,441	58,381
	8,098	167,788	175,886	481,463
<b>Total funding</b>	8,098	5,233,450	5,241,548	4,971,622

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Hire of facilities	21,050	-	21,050	32,310
Uniform sales	46,732	-	46,732	34,876
Other income	1,703	3,586	5,289	18,781
	69,485	3,586	73,071	85,967

### 6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Short term deposits	1,960	-	1,960	4,069

Also included within endowment fund investment income in the statement of financial activities is £4,636 relating to dividends receivable and £926 relating to interest receivable.

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2020 £	Total 2019 £
Expenditure on raising funds					
- Direct costs	2,007	-	33,270	35,277	49,460
Endowment costs	-	-	19,882	19,882	-
Academy's educational operations					
- Direct costs	3,648,399	-	494,955	4,143,354	3,994,745
- Allocated support costs	700,096	1,003,154	328,765	2,032,015	1,854,103
Teaching Schools					
- Direct costs	28,834	-	1,199	30,033	26,967
- Allocated support costs	9,322	-	-	9,322	8,581
	<u>4,388,658</u>	<u>1,003,154</u>	<u>878,071</u>	<u>6,269,883</u>	<u>5,933,856</u>

### Net income/(expenditure) for the year includes:

	2020 £	2019 £
Fees payable to auditor for:		
- Audit	10,200	9,135
- Assurance services other than audit	2,895	3,460
- Other services	1,250	1,200
Operating lease rentals	4,845	4,845
Depreciation of tangible fixed assets	841,880	781,161
Gain on disposal of investments	(4,056)	-
Net interest on defined benefit pension liability	20,000	17,000

### 8 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
<b>Direct costs</b>				
Educational operations	11,607	4,131,747	4,143,354	3,994,745
Teaching Schools	-	30,033	30,033	26,967
<b>Support costs</b>				
Educational operations	66,392	1,965,623	2,032,015	1,854,017
Teaching Schools	-	9,322	9,322	8,581
	<u>77,999</u>	<u>6,136,725</u>	<u>6,214,724</u>	<u>5,884,310</u>

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 8 Charitable activities

(Continued)

	Teaching schools £	Educational operations £	Total 2020 £	Total 2019 £
<b>Analysis of support costs</b>				
Support staff costs	9,322	700,096	709,418	609,100
Depreciation	-	841,880	841,880	781,161
Technology costs	-	68,392	68,392	75,965
Premises costs	-	161,274	161,274	164,468
Legal costs	-	9,208	9,208	10,949
Other support costs	-	236,460	236,460	207,069
Governance costs	-	14,705	14,705	13,886
	<u>9,322</u>	<u>2,032,015</u>	<u>2,041,337</u>	<u>1,862,598</u>

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2020 £	2019 £
Wages and salaries	3,164,124	2,934,739
Social security costs	297,789	274,544
Pension costs	883,517	600,480
Staff costs - employees	<u>4,345,430</u>	<u>3,809,763</u>
Agency staff costs	43,228	21,493
Total staff expenditure	<u>4,388,658</u>	<u>3,831,256</u>

#### Staff numbers

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

	2020 Number	2019 Number
Teachers	61	57
Administration and support	68	64
Management	9	9
	<u>138</u>	<u>130</u>

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 9 Staff

(Continued)

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

	2020 Number	2019 Number
Teachers	52	48
Administration and support	31	29
Management	9	9
	<u>92</u>	<u>86</u>

#### Higher paid staff

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

	2020 Number	2019 Number
In the band £60,001 - £70,000	1	1
In the band £90,001 - £100,000	1	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 £726,952 (2019: £658,331).

### 10 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 £95,000 - £100,000 (2019: £90,000 - £95,000)

Employer's pension contributions £20,000 - £25,000 (2019: £10,000 - £15,000)

There were no travel and subsistence expenses reimbursed to trustees during the year (2019: £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 2020**

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### **11 Insurance for trustees and officers**

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 membership.

## THE CRYPT SCHOOL

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

12 Tangible fixed assets Group and Academy	Leasehold land & improvements buildings £	Leasehold improvements £	Plant and machinery £	Computer equipment £	Furniture & equipment £	Motor vehicles £	Total £
<b>Cost</b>							
At 1 September 2019	20,859,346	3,196,757	173,168	279,097	325,832	49,320	24,883,520
Additions	3,371	52,778	20,433	70,214	46,497	-	193,293
Disposals	-	-	(3,265)	(11,045)	-	-	(14,310)
At 31 August 2020	20,862,717	3,249,535	190,336	338,266	372,329	49,320	25,062,503
<b>Depreciation</b>							
At 1 September 2019	3,237,801	1,617,891	89,120	200,664	222,912	45,898	5,414,286
On disposals	-	-	(3,265)	(11,045)	-	-	(14,310)
Charge for the year	417,228	321,602	24,666	39,107	35,855	3,422	841,880
At 31 August 2020	3,655,029	1,939,493	110,521	228,726	258,767	49,320	6,241,856
<b>Net book value</b>							
At 31 August 2020	17,207,688	1,310,042	79,815	109,540	113,562	-	18,820,647
At 31 August 2019	17,621,545	1,578,866	84,048	78,433	102,920	3,422	19,469,234

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 12 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.

### 13 Fixed asset investments

	Listed investments £
<b>Market value</b>	
At 1 September 2019	-
Disposals at opening book value	(65,492)
Acquisitions at cost	1,101,099
Change in value in the year	92,864
At 31 August 2020	<u>1,128,471</u>
<b>Historical cost:</b>	
At 31 August 2020	<u>1,035,607</u>
At 31 August 2019	<u>-</u>

14 Debtors	2020 £ Group	2020 £ Academy	2019 £ Academy
Trade debtors	3,728	3,728	18,028
Amounts owed by related parties	5,045	-	-
VAT recoverable	59,571	59,571	168,405
Other debtors	24,553	24,553	-
Prepayments and accrued income	215,049	215,049	274,362
	<u>307,946</u>	<u>302,901</u>	<u>460,795</u>

### 15 Current asset investments

Included in current asset investments is cash totalling £25,851 held within the investment portfolio.

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 16 Creditors: amounts falling due within one year

	2020 £ Group	2020 £ Academy	2019 £ Academy
Trade creditors	119,555	119,555	276,902
Other taxation and social security	69,092	69,092	63,304
Other creditors	91,121	91,121	67,673
Accruals and deferred income	189,554	186,648	153,687
	<u>469,322</u>	<u>466,416</u>	<u>561,566</u>

### 17 Deferred income

	2020 £	2019 £
Deferred income is included within:		
Creditors due within one year	<u>147,211</u>	<u>78,601</u>
Deferred income at 1 September 2019	78,601	165,686
Released from previous years	(78,601)	(165,686)
Resources deferred in the year	<u>147,211</u>	<u>78,601</u>
<b>Deferred income at 31 August 2020</b>	<u><b>147,211</b></u>	<u><b>78,601</b></u>

At the balance sheet date the academy was holding funds received in advance for trips (School Funds) (2019: for trips (School Funds)).

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	41,519	4,568,042	(4,427,146)	(116,399)	66,016
Other DfE / ESFA grants	41,026	384,887	(405,689)	(15,343)	4,881
Other government grants	2,717	72,733	(72,733)	-	2,717
Teaching Schools	9,338	40,661	(39,355)	-	10,644
School Funds	85,886	23,585	(77,786)	-	31,685
Other restricted funds	8,072	147,728	(99,048)	-	56,752
Pension reserve	(1,017,000)	-	(174,000)	43,000	(1,148,000)
	<u>(828,442)</u>	<u>5,237,636</u>	<u>(5,295,757)</u>	<u>(88,742)</u>	<u>(975,305)</u>
<b>Restricted fixed asset funds</b>					
Predecessor school surplus	46,835	-	(13,631)	-	33,204
DfE group capital grants	3,621,893	22,568	(348,672)	(12,445)	3,283,344
Capital expenditure from GAG/ PP	536,168	-	(80,778)	144,187	599,577
Private sponsorship	73,015	21,690	(34,666)	79,772	139,811
Transfer on conversion	15,211,609	-	(364,133)	(79,772)	14,767,704
	<u>19,489,520</u>	<u>44,258</u>	<u>(841,880)</u>	<u>131,742</u>	<u>18,823,640</u>
<b>Restricted endowment fund</b>	<u>-</u>	<u>1,079,423</u>	<u>(19,882)</u>	<u>96,920</u>	<u>1,156,461</u>
<b>Total restricted funds</b>	<u>18,661,078</u>	<u>6,361,317</u>	<u>(6,157,519)</u>	<u>139,920</u>	<u>19,004,796</u>
<b>Unrestricted funds</b>					
General funds	<u>672,217</u>	<u>193,564</u>	<u>(112,364)</u>	<u>-</u>	<u>753,417</u>
<b>Total funds</b>	<u>19,333,295</u>	<u>6,554,881</u>	<u>(6,269,883)</u>	<u>139,920</u>	<u>19,758,213</u>

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

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### 18 Funds

(Continued)

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 endowment fund, held within The Anthony Iles Endowment, is to provide and assist in the provision of facilities for education at the academy in accordance with the Trust Deed.

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

The academy trust is not subject to GAG carried forward limits.

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Funds

(Continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
<b>Restricted general funds</b>					
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>
<b>Restricted fixed asset funds</b>					
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
Transfer on conversion	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>
<b>Total restricted funds</b>	<u>19,540,432</u>	<u>5,279,534</u>	<u>(5,817,888)</u>	<u>(341,000)</u>	<u>18,661,078</u>
<b>Unrestricted funds</b>					
General funds	<u>596,332</u>	<u>188,767</u>	<u>(115,882)</u>	<u>3,000</u>	<u>672,217</u>
<b>Total funds</b>	<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 CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 19 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Endowment Funds £	Total Funds £
<b>Fund balances at 31 August 2020 are represented by:</b>					
Tangible fixed assets	-	-	18,820,647	-	18,820,647
Fixed asset investments	-	-	-	1,128,471	1,128,471
Current assets	753,417	627,670	14,434	30,896	1,426,417
Creditors falling due within one year	-	(454,975)	(11,441)	(2,906)	(469,322)
Defined benefit pension liability	-	(1,148,000)	-	-	(1,148,000)
<b>Total net assets</b>	<b>753,417</b>	<b>(975,305)</b>	<b>18,823,640</b>	<b>1,156,461</b>	<b>19,758,213</b>

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Endowment Funds £	Total Funds £
<b>Fund balances at 31 August 2019 are represented by:</b>					
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)
<b>Total net assets</b>	<b>672,217</b>	<b>(828,442)</b>	<b>19,489,520</b>	<b>-</b>	<b>19,333,295</b>

### 20 Capital commitments

	2020 £	2019 £
Expenditure contracted for but not provided in the accounts	-	-

### 21 Commitments under operating leases

At 31 August 2020 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2020 £	2019 £
Amounts due within one year	4,875	4,965
Amounts due in two and five years	-	4,875
	<b>4,875</b>	<b>9,840</b>

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 22 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020 £	2019 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	381,918	(465,469)
Adjusted for:		
Capital grants from DfE and other capital income	(44,258)	(307,197)
Net endowment income	(1,156,461)	-
Investment income receivable	(1,960)	(4,069)
Defined benefit pension costs less contributions payable	154,000	87,000
Defined benefit pension scheme finance cost	20,000	17,000
Depreciation of tangible fixed assets	841,880	781,160
Decrease/(increase) in debtors	47,375	(53,605)
(Decrease) in creditors	(95,150)	(130,516)
<b>Net cash provided by/(used in) operating activities</b>	<b>147,344</b>	<b>(75,696)</b>

### 23 Analysis of changes in net funds

	1 September 2019 £	Cash flows £	31 August 2020 £
Cash	981,832	110,788	1,092,620

### 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.

### 25 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, which is managed by Gloucestershire County Council. 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 2019.

Contributions amounting to £63,303 (TPS) (2019: £45,616) and £16,984 (LGPS) (2019: £15,812) were payable to the schemes at 31 August 2020 and are included within creditors.

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 25 Pension and similar obligations

(Continued)

#### Teachers' Pension Scheme

##### Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers in academies. All teachers have the option to opt out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary. These contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

##### Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to the TPS in the period amounted to £556,796 (2019: £363,130).

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

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 24.3% for employers and 5.5-12.5% 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 2020

### 25 Pension and similar obligations (Continued)

Total contributions made	2020 £	2019 £
Employer's contributions	172,000	150,000
Employees' contributions	41,000	37,000
Total contributions	213,000	187,000

Principal actuarial assumptions	2020 %	2019 %
Rate of increase in salaries	2.5	2.6
Rate of increase for pensions in payment/inflation	2.2	2.3
Discount rate for scheme liabilities	1.7	1.8
Inflation assumption (CPI)	2.2	2.3
Commutation of pension to lump sums pre-April 2008	35	35
Commutation of pension to lump sums post-April 2008	68	68

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

	2020 Years	2019 Years
Retiring today		
- Males	21.7	21.5
- Females	23.9	23.7
Retiring in 20 years		
- Males	22.4	22.3
- Females	25.3	25.0

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

	2020 £	2019 £
Discount rate + 0.1%	(73,000)	(68,000)
Discount rate - 0.1%	73,000	68,000
Mortality assumption + 1 year	122,000	108,000
Mortality assumption - 1 year	(122,000)	(108,000)
CPI rate + 0.1%	66,000	58,000
CPI rate - 0.1%	(66,000)	(58,000)

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 25 Pension and similar obligations

(Continued)

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

	2020 Fair value £	2019 Fair value £
Equities	1,249,000	1,094,000
Government bonds	435,000	421,000
Cash and other liquid assets	57,000	34,000
Property	152,000	134,000
Total market value of assets	1,893,000	1,683,000

The actual return on scheme assets was £18,000 (2019: £97,000).

#### Amount recognised in the Statement of Financial Activities

	2020 £	2019 £
Current service cost	326,000	232,000
Past service cost	-	5,000
Interest income	(32,000)	(42,000)
Interest cost	52,000	59,000
Total operating charge	346,000	254,000

#### Changes in the present value of defined benefit obligations

	2020 £	2019 £
At 1 September 2019	2,700,000	1,987,000
Current service cost	326,000	232,000
Interest cost	52,000	59,000
Employee contributions	41,000	37,000
Actuarial (gain)/loss	(57,000)	393,000
Benefits paid	(21,000)	(13,000)
Past service cost	-	5,000
At 31 August 2020	3,041,000	2,700,000

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 25 Pension and similar obligations

(Continued)

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

	2020 £	2019 £
At 1 September 2019	1,683,000	1,412,000
Interest income	32,000	42,000
Actuarial loss/(gain)	(14,000)	55,000
Employer contributions	172,000	150,000
Employee contributions	41,000	37,000
Benefits paid	(21,000)	(13,000)
At 31 August 2020	1,893,000	1,683,000

### 26 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 £Nil (2019: £2,500) from View Communications, a business owned by the wife of the Headmaster.

#### The Anthony Iles Endowment

During the year, the legacy receivable by The Anthony Iles Endowment, a charity under common control, totalling £1,073,861 was paid to the trust and held as custodian funds prior to transferring £1,056,000 to The Anthony Iles Endowment's investment managers. The remaining balance was partially utilised to settle legal and professional fees totalling £12,815 which had been invoiced to the trust on behalf of The Anthony Iles Endowment. At the end of the period a balance of £5,045 was owed by the trust to The Anthony Iles Endowment and is held as custodian funds.

# THE CRYPT SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 27 Teaching Schools trading account

	2020		2019	
	£	£	£	£
<b>Direct income</b>				
Government grants		40,000		40,000
Other external funding		661		106
		<u>          </u>		<u>          </u>
<b>Total income</b>		40,661		40,106
<b>Direct costs</b>				
Direct staff costs	28,834		26,229	
Educational supplies and services	1,166		738	
Other direct costs	33		-	
	<u>          </u>		<u>          </u>	
	30,033		26,967	
	<u>          </u>		<u>          </u>	
<b>Other costs</b>				
Support staff costs	9,322		8,495	
Share of governance costs	-		86	
	<u>          </u>		<u>          </u>	
	9,322		8,581	
	<u>          </u>		<u>          </u>	
<b>Total operating costs</b>		(39,355)		(35,548)
		<u>          </u>		<u>          </u>
<b>Surplus from teaching schools</b>		1,306		4,558
		<u>          </u>		<u>          </u>
Teaching Schools balances at 1 September 2019		9,338		4,780
		<u>          </u>		<u>          </u>
<b>Teaching Schools balances at 31 August 2020</b>		10,644		9,338
		<u>          </u>		<u>          </u>