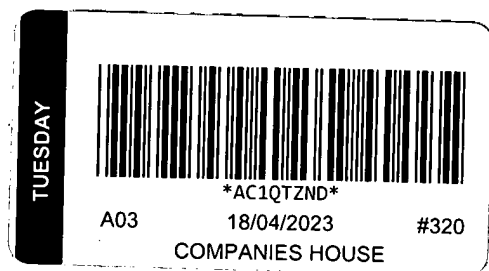


Company Registration No. 07538730 (England and Wales)

DENMARK ROAD HIGH SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2022



DENMARK ROAD HIGH SCHOOL

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DENMARK ROAD HIGH SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr A Collyer
Mr A Haigh
Mr D Goddard
Dr J Grills (Appointed 12 September 2022)

Trustees

Mr A Collyer (Chair of Trustees)
Mr D Goddard (Resigned 27 September 2021)
Mr A Haigh (Resigned 27 September 2021)
Mrs S Berry (Resigned 31 December 2021)
Mrs L Bradley
Mr G Dawson
Dr D Filipovic-Carter
Miss H Ginman
Dr J Grills (Resigned 12 September 2022)
Ms F Hackett
Mr S Locke
Mrs K Parker-Roberts
Miss O Sheehan (Resigned 23 March 2022)
Mrs B Whitelock
Ms J Parker (Appointed 19 January 2022)

Senior leadership team

- Headteacher
- Assistant Head
- Assistant Head
- Assistant Head
- Assistant Head
- Business & Operations Manager
- Assistant Head
- Assistant Head
- Deputy Head

Miss C Giblin
Mrs H Leathart (Resigned 31 August 2022)
Mr T Mannion
Mrs J Steele (Deceased 27 August 2022)
Ms A Wickson (Resigned 31 August 2022)
Mrs R Harries
Mrs H Kowalewski (Appointed 25 April 2022)
Mrs A Pandor (Appointed 1 September 2022)
Mrs K Pope (Appointed 1 September 2022)

Company secretary

Mrs R Harries

Company registration number

07538730 (England and Wales)

Principal and registered office

Denmark Road
Gloucester
GL1 3JN
United Kingdom

Independent auditor

Azets Audit Services
Epsilon House
The Square
Gloucester Business Park
Gloucester
GL3 4AD
United Kingdom

DENMARK ROAD HIGH SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Lloyds Bank Plc
19 Eastgate Street
Gloucester
Gloucestershire
GL1 1NU
United Kingdom

Solicitors

Stone King LLP
13 Queen Square
Bath
Somerset
BA1 2HJ
United Kingdom

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The principal activity of the academy is to advance, for the public benefit, education in the United Kingdom by establishing, maintaining, operating and developing a Selective Academy offering a broad and balanced curriculum. The academy had a roll of 1,023 in the school census of October 2021.

Structure, governance and management

Constitution

Denmark Road High School is a company limited by guarantee and an exempt charity. It was established on 22 February 2011 and converted to Academy status on 1 April 2011. The charitable company's memorandum and articles of association are the primary governing documents of the academy.

The charitable company operates as Denmark Road High School (DRHS). The academy changed its name on 31 December 2018 from High School for Girls.

The trustees act as the Governors for the charitable activities of Denmark Road High School and 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 on the Reference and Administrative Details page.

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

In accordance with normal practice the charitable company has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10m on any one claim and is part of the Department for Education Risk Protection Arrangement.

Method of recruitment and appointment or election of trustees

The trustees are identified and chosen by the board or are elected through a ballot process and are proposed to the full board. Candidates are selected based on eligibility, personal competence and professional skills, which can benefit the academy, as well as local availability. The composition of the board: 2 elected parent trustees, member and board appointed trustees.

Policies and procedures adopted for the induction and training of trustees

New trustees are inducted into the workings of the academy at briefing sessions held with the Chair of Trustees. These sessions cover educational and business matters and include a familiarisation tour of the academy facilities. Trustees are issued with extensive background material together with the statutory guidelines for trustees. Trustees are encouraged to attend training sessions organised for the education sector including e-learning on the NGA website and National College.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Organisational structure

The Board of Trustees constituted under the Memorandum and Articles of Association govern Denmark Road High School. The Board is responsible for ensuring that high standards of corporate governance are maintained.

The Board of Trustees is responsible for:

- Setting the strategic vision, culture and ethos of the academy.
- Monitoring performance against the approved budget.
- Holding the school leaders to account in relation to achieving the objectives of the agreed school improvement plan.

Trustees meet 10 times a year, to review performance, receive committee reports and track progress against strategic objectives. Meetings during the year remained mostly virtual, with an end of year face to face Trust Board meeting.

Members of the Senior Leadership Team are invited to present updates on key areas of responsibility. In July, the newly appointed student leaders for the next academic year are also invited to attend and introduce themselves and their objectives for the leadership council.

The Trust Board delegates, by way of a scheme of delegation and terms of reference, on a termly basis, oversight of the school's finances and resources to a sub-committee comprising trustees with a finance background. This Finance and Resources committee will make recommendations to the Trust Board as necessary.

During the academic year 2021-22 the Board had five main committees:

Finance and Resources / Audit and Risk Committee

This includes Audit and Internal scrutiny within its terms of reference. This committee met four times during the academic year.

Pay Committee

This committee meets annually in October to review and approve pay recommendations for staff.

HTPA committee

This committee is formed each September and meets in November to review the Head Teachers performance and remuneration.

Admissions Committee

This committee is formed each September and meets on an ad-hoc basis to review all matters pertaining to student admissions.

Health and Safety Committee

This committee was formed to assist the Trust Board with a strategic review of the needs of the school and our estate and works with the School Business and Operations Manager. It meets termly and will be incorporated into the Finance and Resources Committee from September 2022.

The Headteacher is appointed by the trustees to manage the day-to-day operations of the academy and is also the Accounting Officer. In order to facilitate effective operations, the Headteacher and Business & Operations Manager have delegated authority within the terms approved by the trustees for operational matters including educational, finance and employment matters.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Arrangements for setting pay and remuneration of key management personnel

The Headteacher and members of the Senior Leadership Team pay is within a range of points on the Leadership Pay Scale. Progression within the range is subject to annual appraisal and performance management review approved by trustees. The pay ranges are determined in consultation with the trustees and by benchmarking against other schools of similar size and nature.

There is no remuneration for any trustees for their governance role. Trustees who are also members of staff do not receive any additional pay or allowance for acting as a trustee.

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	1.50

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	2
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	450
Total pay bill	4,221,121
Percentage of the total pay bill spent on facility time	0.01%

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 Academy has worked with other schools through the Gloucestershire Association of Secondary Heads (GASH), Gloucester City Schools (G15), Grammar School Association for Gloucestershire and the national association of Grammar School Heads (GSHA). These partnerships have enabled the sharing of ideas and have also offered training for teaching and support staff. These partnerships have enabled the academy to not only support education for other schools in Gloucester but have also brought benefits to the education of the young people at DRHS. For example, the leadership opportunities for students in G15.

DRHS became a member of PiXL in 2018-19 and continues to be closely involved. In 2021 the school subscribed to the National College for Teaching and Learning. These two organisations have been the academy's major source of CPD for staff and have in part contributed to the continued increase in results this academic year. The school leadership team and trustees also subscribe to Governor Hub, the Key and NGA Gold Membership which is used for advice in all aspects of effective trust governance, including training.

Objectives and activities

Objects and aims

To advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, managing and developing a selective school offering a broad and balanced curriculum, providing excellence in education for students between ages of 11 and 18.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Objectives, strategies and activities

Strategic Vision and Plan 2022-2027

Our vision

Nothing less than positive progress and wellbeing for all.

Our Mission

To advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, managing and developing a selective school offering a broad and balanced curriculum, providing excellence in education for students between ages of 11 and 18.

Our Values

We **Discover** who we are. We recognise and celebrate ourselves and our communities, encouraging both autonomy and collaboration.

We **Realise** our health and happiness. Through every tailored experience we are prepared for who we want to be in the world.

We act with **Honour**. Everyone is known, heard, valued and included. We act with kindness, consideration and understanding. We play our part in local, national and global communities. We stand up for ourselves and what we believe to be right.

We **Shape** the future for ourselves, others, and the planet. We are global citizens who embrace challenge, adapt to change and flourish through opportunity.

Our Strategic Objectives

People

- Our people matter.
- Our healthy and happy students have the confidence to be themselves.
- They are empowered to be positive disruptors, to aspire and achieve.
- Our diverse and inspirational staff have licence to be creative in the classroom and innovative throughout the school.
- In every experience, we are kind to ourselves and others.
- Our people are valued, celebrated, nurtured, and supported on their journey to success.
- Wellbeing and positive mental health for all are our core focus.
- We appreciate and enhance the qualities of all our people.
- We are pioneers in education nationally and internationally.

Curriculum

- Our curriculum provides learning which extends beyond any subject.
- By developing the person, we achieve exceptional outcomes.
- Our curriculum provides the space to immerse ourselves in life-shaping and life-changing learning and experiences.
- Learning from their context and starting point our students develop into dynamic thinkers, able to learn, unlearn and relearn.
- Our whole school curriculum is future minded. It develops through learning from and with others in school and beyond.
- It is relevant to and resonates with all our students, so that they are ready for whatever they want to be in the world.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Community

- Our school is at the centre of a strong and connected community.
- We share our knowledge, expertise, and experience, enriching us and everyone in our network.
- Our students take an active role in the community through volunteering, collaboration, and shared respect.
- We work with local and global businesses, charities, and other organisations.
- Our parents and alumni know, understand, and contribute to the life of the school.
- Our spaces are developed with both our people and our wider community in mind.
- We actively seek to overcome disadvantage in our recruitment of students.
- We promote equality through equitable practice.
- We use resources efficiently to ensure sustainability of the school and of our planet.

Admissions

In September 2021 we admitted 152 new students in Year 7 and 126 students in Year 12 (a significant increase from 2019). This gave us a total sixth form population of 256 and a school population of 1023. The Covid-19 adapted induction sessions were popular and received excellent feedback. The number of applications for places in Year 7 and Year 12 continues to increase and is testament to the excellent support, progress, facilities, enrichment activities and the exceptional dedication of our staff and Trust Board.

The admissions test for 2022 entry ran in two sittings in September 2021. We continue to provide online familiarisation work with young women who are entitled to Pupil Premium, these are delivered in person to prospective students from Gloucestershire schools.

Although government funding was not available, as it was in the summer of 2021, we again successfully delivered a summer school in August 2022 for these young women, with 34 students from Gloucester schools attending, ALL of whom were age eligible to complete the familiarisation materials, a series of 8 online 'lessons' with practice questions. It is rewarding to see students of this cohort eligible to apply for entry 2022 having met the Qualifying Standard.

Premises & facilities

Operating at net capacity continues to be managed with the creation of four teaching classrooms from the Condition Improvement Fund (CIF) condemned classroom replacement / refurbishment project. Facilities for staff and students continue to be improved through the Premises Development Plan (PDP) with reserves currently being considered to improve classroom sizes in our Humanities Block. The PDP is aligned with the strategic vision and aims to achieve a:

- Sports Centre and re-surfaced tennis courts;
- Theatre space;
- Increased Kitchen and Restaurant space; and
- Future replacement of existing mobile classrooms.

During the summer break we completed four CIF projects that, in addition to creating four teaching spaces, has resulted in two new Science laboratories and an improved Learning and Resource Centre environment. Mechanical and engineering issues have also been addressed to ensure electrical safety in our listed main building and a boiler plant upgrade in our Science Block.

Despite the ongoing financial pressures of school funding we will continue to invest in our site and associated facilities for the benefit of both students and staff. Work is already prepared for the submission of further CIF bids when the next application round is open.

Finance

School funding remains a challenge in the light of future staff pay awards and energy costs. We have benefitted from energy costs that are fixed until August 2023. Additional funding in the form of the Supplementary Grant, National Tutoring Programme and Recovery Premium funding have assisted with the impact of increased staffing costs and addressing student needs post Covid-19 pandemic.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Despite the pressure on finances in the past year, the Academy has successfully maintained and grown its in-year surplus through careful financial management, and is now in a healthy reserve position. We have been deliberately growing our reserves to enable us to undertake the necessary improvements to premises which will keep the school environment safe and functional in the challenging financial environment we expect over the medium term.

Our Help Us Grow (HUG) campaign remains an important income stream for us. We appreciate the current financial climate may impact on donations and we will sensitively maintain and develop the financial support of our community for the benefit of our student experience and outcomes.

Teaching & Learning

Post pandemic restrictions, with our teachers finally being able to move freely around their classroom once more, our focus across Teaching and Learning for 2021-22 was embedding the cutting-edge practices we have introduced during the preceding years. This approach allowed teachers and students the room to refine their skills across our 'thinking hard', 'self-regulated learning' and 'metacognition' initiatives to ensure a responsive and high-impact approach with our teaching. We monitored this throughout the year with well over one hundred lesson visits conducted by members of the Senior Leadership Team and Associate Senior Leadership Team. This showed evidence of metacognition approaches being effectively used in over half of the lessons seen through things like Cornell Notes, Duel Coding, Flash Cards, Flipped Learning, Mind Maps or Self-Quizzing.

During 2021-22 our common goal for all teachers was improving the quality of assessment. High quality formative assessment has the single biggest impact on outcomes and progress of any approach you can take. When done well it can also make a significant improvement on teacher workload. We underpinned this renewed emphasis on assessment by running our 'embedding formative assessment' CPD. This was a substantial investment by the school and teachers with 13.5 hours of 'taught' workshops split over nine sessions across the year. For these workshops teachers were split into cross-faculty groups and worked together in pairs outside of the workshops to observe each other teach and provide feedback on the approaches seen – particularly looking at assessment. The strength of our effective assessment and professional expertise was highlighted by our in-year projected data matching our final examination outcomes for the first time.

The success of this approach, and our wider teaching and learning initiatives, were recognised in our most recent Ofsted, with inspectors delighted to note: "Teachers use assessment effectively. As a result, pupils remember and use what they learn confidently. Subject leaders have designed the curriculum to help pupils expand their vocabulary in ambitious ways. This lends finesse to pupils' writing and helps to deepen their thinking."

Curriculum

Curriculum is the heart of the school, both pastoral and academic. We continue to enhance provision through regular review and planning, for example the Year 7 curriculum was revised to enable all students to study two languages. Most recently we have addressed the diversity and inclusion agenda. We are proud that our curriculum better represents the experiences and voices of our community. In October 2021 Ofsted commented: "Pupils enjoy a rich, stimulating and ambitious curriculum. They encounter a diverse range of voices and perspectives. Pupils work hard, strive for and achieve success. In lessons, it is typical to see pupils deeply engaged in scholarly discussion."

Our curriculum is ambitious. We introduce our students to the best that has been thought and said, and support for personal development through our leaders of learning and learning for life programmes. Our philosophy is to provide at least the national curriculum, with DRHS+ challenge curriculum embedded across all areas, thus providing an education which provides students with the skills and knowledge required to shape the future. Our careers programme is embedded and meets the Baker Clause requirements.

As soon as government legislation allowed, the academy resumed sporting fixtures and enrichment opportunities such as trips and visits and our bespoke INVEST days where all students and staff take part in extracurricular activities on collapsed timetable days. This was highlighted within our recent Ofsted report (October 2021): "Pupils, including students in the sixth form, participate in an extensive range of sporting, creative, technical, cultural, and spiritual pursuits. Pupils discuss and debate their views on current and international affairs. They become active citizens who want to improve society."

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Staff Responsive Professional Development

We know that our staff are the ones who make the magic happen, consequently we continue to invest in the responsive professional development of our staff. For teaching staff we respond to their personal needs and provide accordingly, we cater for support from teacher training right through to headship. Through in-house provision and work with organisations such as PiXL and National College, our staff have access to a wealth of material and training relevant to their role and stage of teaching. Our staff are committed to developing their skills as teachers and as pastoral support.

Support for Early Careers teachers and those undertaking NPQs is in place, working with our local Teaching School Hubs.

Wellbeing provision

Our provision continues to grow from its current position of strength. We have enhanced staffing and training to enable us to deal with the new set of challenges the pandemic brings. We continue to educate our students about how to look after themselves and how to protect and respond to the risks they may face in person or online as a young person growing up in society. The continually improving support for our students was highlighted as follows in our Ofsted report (October 2021): "Leaders are proud of the way in which they supported pupils and staff during the national restrictions caused by Covid-19. They have identified a sharp rise in the number of pupils with social, emotional and mental health needs. Leaders are, therefore, increasingly focused on providing support for pupils' mental health as part of a school-wide strategy. Pupils learn about the importance of achieving a balance between study and leisure activity. They are encouraged to be kind to themselves and to support one another. Students increasingly see our new Wellbeing Centre as the place to go for medical, emotional and social support."

Our wellbeing provision has been extended to meet the needs of staff, for example with access to counselling and supervision.

Pupil Premium

In addition to our determined efforts to further improve our culture of responsive learning and teaching, Denmark Road's 'Pupil Premium Promise' continues to enable every Pupil Premium (PP) eligible student to fulfil their potential and achieve success, both inside and outside of the classroom. Staff will use data to support their accurate understanding of PP students' needs, so that all colleagues can responsively support student's holistic development: 'positive progress and wellbeing for all'.

At Denmark Road High School, our Pupil Premium cohort have a designated senior member of staff, the Assistant Headteacher: Learning and Teaching who is supported by our Student Support Officer to assist with any additional academic or pastoral needs, whilst also providing enhanced communication and support to eligible families. Pupil Premium eligible families are personally contacted by our Student Support Officer and are given opportunities to share views and ideas about how to improve our future Pupil Premium practice. Pupil Premium students also receive a one to one Personal Profile meeting twice a year with their Progress and Wellbeing Co-ordinator, as well as termly tutor-based coaching, to support and monitor the individual journeys our Pupil Premium students are following.

Public benefit

The trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England & Wales. The trustees have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing the Trust's objectives and aims and in planning future activities for the year. The trustees consider that the academy's aims are demonstrably to benefit the public, as the basis of obtaining a place at the academy is by academic ability and for no other reason.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Strategic report

Achievements and performance

Our school was inspected by Ofsted in October 2021 and assessed to be Good. The report states:

'A new trust board was formed in January 2021. The trustees are a suitably skilled group of leaders. Trustees have begun to think about their vision for the school. They encourage pupils from disadvantaged backgrounds to come to the school and benefit from its ambitious ethos.'

The work of the trust board; developing a strategic vision to 2027 underpinned by our core values, purpose and mission, continuing to robustly hold leaders to account for outcomes and demonstrating strong financial management of our funds, continues to be strong.

This work is underpinned by all trustees taking on roles that are linked to various aspects of the school's work, in turn enhanced by a clear governance development plan. In line with our vision, the Trust Board has a focus on being outward-facing and being engaged with our local community.

Continuing impact of Covid-19

The school continues to provide education for all learners despite the continued disruption caused by the ongoing pandemic. Response to pupil or staff absence due to infection is responsive and well embedded, to minimise any potential disruption to school performance, learning and wellbeing.

Monitoring is ongoing and regularly reviewed by the Trust Board by way of the trust risk register. We will continue to remain vigilant and, at the time of writing, we believe that we are able to continue with our excellence of academic and pastoral provision, all supported by the secure financial position we have achieved in recent years.

Key performance indicators

Educational Performance

The summer of 2022 saw a return to external examinations for KS4 and 5. The results in the tables below show the last external examination year (2019), the two CAG/TAG years (2020 and 2021) compared to the 2022 outcomes.

The final outcome was:

A Level Results:

Exam Years	Total Grades	A* %	A*-A %	A* - B %	A* - C %	A* - D %	A* - E %	KS5 APS	VA
2019	290	12.1	37.6	69.3	88.3	96.9	100	40.4	0.02
2020	261	17.2	49	78.9	93.5	99.2	100	43.8	0.16
2021	280	28.6	59.6	88.9	97.1	99.6	100	47.4	0.58
2022	398	21.1	44.2	72.6	91.5	97.7	99.5	42.7	-0.34

Y11 GCSE Results:

Exam Years	Total Grades	9 %	9 - 8 %	9 - 7 %	9 - 6 %	9 - 5 %	9 - 4 %	KS4 APS	P8
2019	1461	24.1	50.5	74.8	89.9	96.3	98.9	7.31	0.91
2020	1399	28.6	54.9	81	93.9	98.6	99.9	7.58	1.08
2021	1672	30.7	58.8	84.2	95.2	99.1	99.9	7.69	0.92
2022	1643	28.4	57	79.7	91.5	97.2	98.8	7.51	0.21

Going concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy 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.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Financial review

A high percentage of the academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants (General Annual Grant, GAG) the use of which is restricted to particular purposes. The grants received from the ESFA during the twelve months ended 31 August 2022 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities (SOFA). The academy received mainstream grants from the ESFA and a grant from Gloucester United Schools' Charitable Company (GUSC) which are also shown in restricted funds.

The academy receives grants for fixed assets from the ESFA or funds can be transferred from the GAG for the purchase of fixed assets. In accordance with the Academies Accounts Direction, such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund is reduced by the annual depreciation charges over the expected useful life of the asset concerned.

During the twelve months ended 31 August 2022, total revenue expenditure of £5,156,956 (excluding depreciation and LGPS pension costs) was fully covered by grant funding from the ESFA and other incoming resources. The overall surplus during the year ended 31 August 2022 was £2,615,871. Excluding the restricted fixed asset fund and pension scheme actuarial gain, the academy has generated a restricted and unrestricted surplus during the year to 31 August 2022 of £355,013 and £2,687 respectively.

As at 31 August 2022, the net book value of fixed assets was £16,187,666 and movements in tangible fixed assets are shown in the note 12 to the financial statements. The assets were used exclusively for providing education and associated support services to the students of Denmark Road High School.

Reserves policy

Reasons for holding reserves

Reserves to support Working Capital

Any organisation needs working capital to allow it to meet its liabilities as they arise – this is a key going concern requirement. Cash or other liquid assets are required to meet normal operating expenditure.

The Trust's cash flow is strong due to the majority of the funding coming from the ESFA in the form of grants at the start of each month. To provide financial resilience, in accordance with best practice, the trust aims to hold a reserves range of £300,000 to £500,000.

Reserves to support Long Term Spending Commitments

The Trust requires a revenue reserve to be created to fund future expenditure related to the Trust's strategic long-term aims and developments. The policy of the Trust is to carry forward a prudent level of resources designed to meet the long-term cyclical needs of renewal and spending equipment.

The levels of reserves held for this purpose will vary from time to time depending on the phase in the renewal cycle. The Trust shall consider these costs as part of the annual budget review cycle and shall identify the level of reserves to be accumulated for this purpose.

Contingencies to protect against Financial Risks

All academies are subject to a wide range of risks, many of which have financial implications. Contingency funds are appropriate to be held as mitigation against the effect of such risks. The Trust has a structured approach to risk management which identifies major risks that it faces, assesses their severity in terms of impact and likelihood, and identifies mitigating actions.

As part of the annual budget setting process the Trust sets aside contingencies to protect against future financial risks, including:

- Unforeseen building repairs and maintenance costs;
- Restructuring costs, e.g. as a result in changes to student numbers or funding changes; and
- Increases in expenditure when capital projects are undertaken.

The Trust shall identify the level of reserves to be accumulated for this purpose.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Reserves to support Capital Works

The Trust may require a capital reserve to be created to fund future capital expenditure and to be able to benefit from Condition Improvement Funding, which to be successful requires the Trust to be able to make funding contributions.

The levels of reserves to support Capital works shall be informed by an appropriate Condition Survey and the school development plan. The levels of reserves held for this purpose will vary and shall be identified by the Trust.

Reserves to support Future Developments

Working in partnerships with other schools is part of the Trust's wider strategy. Whilst the nature of these partnerships has not been determined, the formation or joining of a Multi-Academy Trust is a potential option. Reserves would be required to support this type of development.

The Trust shall identify the levels of reserves to be held for this purpose.

Setting a Reserves target and building up reserves

During the annual budget planning process the Trust board shall consider the various reasons for holding reserves and agree a reserves target. Where the current reserves are below this target the Trust Board shall consider the speed at which the additional reserves can be accumulated, balancing the Trust's short term operational requirements with the longer term strategic needs.

The Trust Board shall be responsible for developing and considering plans that allow the Reserves target to be achieved.

During the year ended 31 August 2022, an operating surplus of £357,700 was incurred. The academy's revenue income outweighed the expenditure incurred.

Financial position

The Academy held fund balances at 31 August 2022 of £16,825,708 comprising £16,377,642 of restricted fixed asset funds, £1,130,183 of a restricted fund surplus, £41,883 of an unrestricted fund surplus, and £724,000 of a pension reserve deficit.

Investment policy

The trustees have expressed the wish that the investment of reserves be restricted to short term and secure deposits to maintain accessibility to cash reserves as needed. Currently there are no plans to make any investments of a long-term nature as there are no significant reserves available for investment.

Principal risks and uncertainties

The trustees have assessed the major risks to which the academy is exposed, in particular those relating to teaching, the provision of facilities and other operational areas of Denmark Road High School and its finances. The trustees have assessed the risks that the academy faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying, school trips and visits) and in relation to the control of management information, finance, premises, environment, legislation, and reputation. Risk registers are available to view.

DRHS has reviewed operational procedures and internal financial controls in order to minimise risk. The key controls used by DRHS include:

- formal agendas for all committee meetings
- detailed terms of reference for committees
- strategic planning, budgeting and management accounting (including annual budget reports reviewed by the trustees which include the review of financial performance against forecasts and other major purchase plans, capital works and expenditure programmes)
- established organisational structure and lines of reporting
- formal written policies
- a risk register
- clear authorisation and approval levels as well as clearly defined purchasing guidelines
- identification and management of risk.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Financial risk management objectives

In forming a reserves policy the Trust considered the key financial risks and as part of the annual budget setting process for 2021-22 set aside contingencies to protect against future financial risks; including

- Unforeseen building repairs and maintenance costs;
- Restructuring costs, e.g. as a result of changes to student numbers or funding changes; and
- Increases in expenditure when capital projects are undertaken.

Fundraising

The academy is involved in raising money for charities each year. All monies raised are passed on to the charities and no funds are retained by the academy.

The academy raises funds through non-uniform days, charity music concerts and events such as cake sales.

The academy maintains records to support the total sums raised and once monies have been collected these are distributed to charities as selected by the student and staff body.

The academy does not employ or work with professional fundraisers to carry out fundraising for local and national charities. However, where particular fundraising campaigns have been set up for raising funds for capital projects, external advice has been sought accordingly. This ensures that the academy is compliant with the recognised standards.

All charities the academy raises funds for are carefully considered to ensure they too comply with the regulatory requirements and adhere to ethical standards.

The academy's fundraising complaints procedure is the standard complaints procedures documented within the academy's policies.

The academy acknowledges that fundraising activities can create additional financial pressures on parents and therefore sets low contributions for fundraising activities for charities. The academy does not persistently approach or cause undue pressure on parents where contributions are not made.

Help us Grow (HUG) is a fundraising campaign for the benefit of the school, with parents invited to make donations if they are able. The academy is further supported by the PTFA who either purchase items for the school or feed money into HUG. The school will continue the campaign into 2022-23 with sensitivity in light of the current financial climate. In the academic year 2021-22, fundraising income was £18,315.

Plans for future periods

The academy developed a clear vision and plan to July 2027. In line with this our ten-year premises development plan will also be completed. We continue to focus on further curriculum development, specifically continuing the process of developing our diverse and inclusive provision and becoming a restorative practice school. Additionally, we continue to review and develop our mental health provision, addressing both the government Green Paper and the elevated need for SEMH support post lockdown. We will continue to seek to work in partnership with other schools, particularly the mutual development of provision in Gloucestershire and certainly for the disadvantaged.

Auditor

In so far as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 13 December 2022 and signed on its behalf by:



Mr A Collyer
Chair of Trustees

DENMARK ROAD HIGH SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

Scope of responsibility

The trustees acknowledge that they have overall responsibility for ensuring that Denmark Road High 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.

As Trustees, we have reviewed and taken account of the guidance in the Department for Education Governance Handbook and competency framework for governance.

The Trust Board has delegated the day-to-day responsibility to the Headteacher, 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 Denmark Road High School and the Secretary of State for Education. The Headteacher is also responsible for reporting to the Trust Board 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 governing body has formally met ten times during the year.

Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
Mr A Collyer (Chair of Trustees)	9	10
Mr D Goddard (Resigned 27 September 2021)	1	1
Mr A Haigh (Resigned 27 September 2021)	1	1
Mrs S Berry (Resigned 31 December 2021)	2	4
Mrs L Bradley	8	10
Mr G Dawson	10	10
Dr D Filipovic-Carter	10	10
Miss H Ginman	8	10
Dr J Grills (Resigned 12 September 2022)	6	10
Ms F Hackett	6	10
Mr S Locke	9	10
Mrs K Parker-Roberts	7	10
Miss O Sheehan (Resigned 23 March 2022)	1	6
Mrs B Whitelock	10	10
Ms J Parker (Appointed 19 January 2022)	6	6

The membership of the trust board remains constant, and trustees bring a wide range of professional skill and experience to their role. The board review all aspects of the school's performance, with an appropriate scheme of delegation ensuring effective monitoring and the holding to account of leaders. The board follows the National Governance Association '20 questions' self-evaluation guide, to ensure it remains effective in discharging its responsibilities. The board ensures that data provided to it is robust, accurate and current.

Governance reviews

The trust board last undertook an external review of governance in 2020 and continues to work to the governance development and action plan, with a further review envisaged in 2023/24. One trustee is a National Leader of Governance and conducts external reviews across the country.

- Our self-review indicates that governance is effective.
- In line with our strategic vision, we will continue to recruit and will target specific areas of competence and strive to achieve diversity and inclusion.
- The self-evaluation will begin again in term 4 of the 2022/23 academic year.

DENMARK ROAD HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Managing Conflicts of Interest

Denmark Road High School is a Single Academy Trust and, as such, observes all guidance provided by the Charity Commission in accordance with the ESFA Academies Accounts Direction in managing any potential for conflicts of interest. The Academy Articles of Association set out the provisions relating to any conflicts of interest.

The Finance, Resource, Audit and Risk Committee (FRARC) is a sub-committee of the main board of trustees. Its purpose is to:

- Ensure the academy estates and facilities provide an environment that promotes effective learning for students and promotes the image of the academy;
- Provide an oversight function of the academy's financial performance and work strategically to ensure that the financial management of the academy is robust and proactive;
- Provide an audit function; be responsible for managing the Trust's internal scrutiny programme.

Attendance at FRARC sub-committee meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Mr A Collyer (Chair of Trustees)	3	4
Mrs S Berry (Resigned 31 December 2021)	1	1
Mr G Dawson	4	4
Ms F Hackett	3	4
Mr S Locke	4	4

Review of value for money

As accounting officer, the Headteacher has responsibility for ensuring that the academy 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's use of its resources has provided good value for money during each academic year, and reports to the governing body where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy has delivered improved value for money during the year by:

- Further improving outcomes for students such that they achieve their preferred destinations Post 16 and Post 18;
- Guaranteeing robust financial governance and oversight;
- Ensuring the operation of the academy demonstrates efficient use of resources;
- Managing risks and monitoring controls;
- Seeking additional income through successful bids for Condition Improvement Funding from the ESFA and from charitable trusts (GUS); and
- Reviewing the structure of the Leadership Team to deliver the strategic priorities of the academy.

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 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 Denmark Road High School for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and accounts.

DENMARK ROAD HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy 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's significant risks that has been in place for the period 1 September 2021 to 31 August 2022 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'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 FRARC of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The board of trustees has decided:

- to buy in an internal audit service from Strictly Education Ltd.

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

- cyber security;
- health and safety; and
- data protection/GDPR.

In addition, the academy accesses additional external advice, support and guidance on day-to-day operational financial management,

The internal auditors report to the Trust Board through the FRARC on the operation of the systems of control and on the discharge of the responsibilities of the Trust Board 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 internal review function has delivered the schedule of work as planned for 1 September 2021 to 31 August 2022. There have been no material control issues arising from the internal audit report.

Review of effectiveness

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

- the work of the internal scrutiny programme;
- the work of the external auditor;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.

DENMARK ROAD HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The Accounting Officer has been advised of the implications of the result of the review of the system of internal control by the FRARC 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 13 December 2022 and signed on its behalf by:



Mr A Collyer
Chair of Trustees

DENMARK ROAD HIGH SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE *FOR THE YEAR ENDED 31 AUGUST 2022*

As accounting officer of Denmark Road High School I have considered my responsibility to notify the academy board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that I and the academy's board of trustees are able to identify any material irregular or improper use of funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academy Trust Handbook 2021.

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.



Miss C Giblin
Accounting Officer

13 December 2022

DENMARK ROAD HIGH SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2022

The trustees (who are also the directors of Denmark Road High School for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2021 to 2022 published by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- 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 13 December 2022 and signed on its behalf by:



Mr A Collyer
Chair of Trustees

DENMARK ROAD HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DENMARK ROAD HIGH SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2022

Opinion

We have audited the accounts of Denmark Road High School for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2021 to 2022 issued by the Education & Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 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 2021 to 2022.

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 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the academy's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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.

DENMARK ROAD HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DENMARK ROAD HIGH SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

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 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'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.

DENMARK ROAD HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DENMARK ROAD HIGH SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

DENMARK ROAD HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DENMARK ROAD HIGH SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

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

**Katherine Parkin (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

13 December 2022
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**Chartered Accountants
Statutory Auditor**

Epsilon House
The Square
Gloucester Business Park
Gloucester
United Kingdom
GL3 4AD

DENMARK ROAD HIGH SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO DENMARK ROAD HIGH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2022

In accordance with the terms of our engagement letter dated 14 September 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Denmark Road High School during the period 1 September 2021 to 31 August 2022 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 Denmark Road High School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Denmark Road High 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 Denmark Road High School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Denmark Road High School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Denmark Road High School's funding agreement with the Secretary of State for Education dated 29 March 2011 and the Academy Trust Handbook, extant from 1 September 2021, 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 2021 to 2022. 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 2021 to 31 August 2022 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 Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts 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's income and expenditure.

Our work 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.

DENMARK ROAD HIGH SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2022

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 2021 to 31 August 2022 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: 13 December 2022

DENMARK ROAD HIGH SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted funds £	Restricted funds: General £ Fixed asset £	Total 2022 £	Total 2021 £
Income and endowments from:					
Donations and capital grants	3	-	16,152	1,025,858	1,042,010
Charitable activities:					
- Funding for educational operations	4	-	5,796,067	-	5,796,067
Other trading activities	5	2,606	17,240	-	19,846
Investments	6	148	-	-	148
Total		2,754	5,829,459	1,025,858	6,858,071
Expenditure on:					
Raising funds	7	67	4,376	-	4,443
Charitable activities:					
- Educational operations	8	-	5,343,513	606,244	5,949,757
Total	7	67	5,347,889	606,244	5,954,200
Net income		2,687	481,570	419,614	903,871
Transfers between funds	16	-	(317,557)	317,557	-
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit pension schemes	24	-	1,712,000	-	1,712,000
Net movement in funds		2,687	1,876,013	737,171	2,615,871
Reconciliation of funds					
Total funds brought forward		39,196	(1,469,830)	15,640,471	14,209,837
Total funds carried forward		41,883	406,183	16,377,642	16,825,708

DENMARK ROAD HIGH SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2022

Comparative year information Year ended 31 August 2021

	Notes	Unrestricted funds £	Restricted funds: General £ Fixed asset £	Total 2021 £
Income and endowments from:				
Donations and capital grants	3	-	5,800	271,847
Charitable activities:				
- Funding for educational operations	4	-	5,139,150	-
Other trading activities	5	1,952	14,350	-
Investments	6	91	-	-
Total		2,043	5,159,300	271,847
Expenditure on:				
Raising funds	7	-	5,649	-
Charitable activities:				
- Educational operations	8	-	4,782,039	456,390
Total	7	-	4,787,688	456,390
Net income/(expenditure)		2,043	371,612	(184,543)
Other recognised gains/(losses)				
Actuarial losses on defined benefit pension schemes	24	-	(181,000)	-
Net movement in funds		2,043	190,612	(184,543)
Reconciliation of funds				
Total funds brought forward		37,153	(1,660,442)	15,825,014
Total funds carried forward		39,196	(1,469,830)	15,640,471

DENMARK ROAD HIGH SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	12		16,187,666		15,374,146
Current assets					
Debtors	13	388,049		326,193	
Cash at bank and in hand		1,575,392		1,293,827	
		<u>1,963,441</u>		<u>1,620,020</u>	
Current liabilities					
Creditors: amounts falling due within one year	14	(601,399)		(539,329)	
Net current assets			<u>1,362,042</u>		<u>1,080,691</u>
Net assets excluding pension liability			17,549,708		16,454,837
Defined benefit pension scheme liability	24		<u>(724,000)</u>		<u>(2,245,000)</u>
Total net assets			<u>16,825,708</u>		<u>14,209,837</u>
Funds of the academy:					
Restricted funds	16				
- Fixed asset funds			16,377,642		15,640,471
- Restricted income funds			1,130,183		775,170
- Pension reserve			<u>(724,000)</u>		<u>(2,245,000)</u>
Total restricted funds			16,783,825		14,170,641
Unrestricted income funds	16		<u>41,883</u>		<u>39,196</u>
Total funds			<u>16,825,708</u>		<u>14,209,837</u>

The accounts on pages 26 to 48 were approved by the trustees and authorised for issue on 13 December 2022 and are signed on their behalf by:



Mr A Collyer
Chair of Trustees

Company Number 07538730

DENMARK ROAD HIGH SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Net cash provided by operating activities	20		623,429		497,300
Cash flows from investing activities					
Dividends, interest and rents from investments		148		91	
Capital grants from DfE Group		788,152		176,957	
Capital funding received from sponsors and others		164,073		19,809	
Purchase of tangible fixed assets		(1,294,237)		(103,045)	
Net cash (used in)/provided by investing activities			(341,864)		93,812
Net increase in cash and cash equivalents in the reporting period			281,565		591,112
Cash and cash equivalents at beginning of the year			1,293,827		702,715
Cash and cash equivalents at end of the year			1,575,392		1,293,827

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

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 financial statements of the academy, 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 2017 to 2018 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Denmark Road High School meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate, 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 has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Income

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

Grants

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

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

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

Sponsorship income

Sponsorship income provided to the academy 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.

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Other income

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

Donated fixed assets

Where the donated good is a fixed asset, it is 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's accounting policies.

1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

1.5 Tangible fixed assets and depreciation

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Tangible fixed assets acquired since the academy was established are included in the financial statements at cost. Assets acquired on conversion have been valued at market value. The value of property and land was professionally valued in the year ended 31 August 2011 by Jones Lang LaSalle at £15.89m.

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.

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

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

Freehold land and buildings	2-10% straight-line
Leasehold land and buildings	2-10% straight-line
Office equipment	25-33% straight-line
Academy equipment	10-20% straight-line
Motor vehicles	25% straight-line

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

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

1.6 Liabilities

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

1.7 Provisions

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

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

1.8 Leased assets

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

1.9 Financial instruments

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy 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. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Financial liabilities

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

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

1.10 Taxation

The academy 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 is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.11 Pensions benefits

Retirement benefits to employees of the academy 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.

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy 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 LGPS is a funded multi-employer scheme and the assets are held separately from those of the academy 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.

1.12 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy 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 and School Fund accounts.

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.13 Agency arrangements

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

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

The academy 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 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2022. 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 £	Total 2022 £	Total 2021 £
Capital grants	-	1,004,480	1,004,480	232,038
Other donations	-	37,530	37,530	45,609
	-	1,042,010	1,042,010	277,647

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

4 Funding for the academy's educational operations

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
DfE/ESFA grants				
General annual grant (GAG)	-	5,208,081	5,208,081	4,582,962
Other DfE/ESFA grants:				
Pupil premium	-	46,182	46,182	48,265
Supplementary grant	-	53,117	53,117	-
Teachers pension grants	-	47,113	47,113	181,503
Teachers pay grants	-	16,673	16,673	64,231
Others	-	54,910	54,910	31,748
	-	5,426,076	5,426,076	4,908,709
Other government grants				
Local authority grants	-	11,540	11,540	10,600
COVID-19 additional funding				
DfE/ESFA				
Catch-up premium	-	5,448	5,448	62,250
Other funding				
School funds	-	348,553	348,553	137,530
Other incoming resources	-	4,450	4,450	20,061
	-	353,003	353,003	157,591
Total funding	-	5,796,067	5,796,067	5,139,150

The academy received £5,448 (2021: £62,250) of funding for catch-up premium and costs incurred in respect of this funding totalled £5,448 (2021: £62,250).

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Hire of facilities	2,606	-	2,606	1,952
Other income	-	17,240	17,240	14,350
	2,606	17,240	19,846	16,302

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Short term deposits	148	-	148	91

7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2022 £	Total 2021 £
Expenditure on raising funds					
- Direct costs	67	-	4,376	4,443	5,649
Academy's educational operations					
- Direct costs	3,468,328	606,244	627,581	4,702,153	4,202,881
- Allocated support costs	752,726	221,214	273,664	1,247,604	1,035,548
	4,221,121	827,458	905,621	5,954,200	5,244,078

Net income/(expenditure) for the year includes:

	2022 £	2021 £
Fees payable to auditor for:		
- Audit	11,660	11,305
- Assurance services other than audit	2,720	3,125
- Other services	3,050	3,215
Operating lease rentals	63,302	4,257
Depreciation of tangible fixed assets	606,244	456,390
Net interest on defined benefit pension liability	38,000	34,000

8 Charitable activities

	2022 £	2021 £
All from restricted funds:		
Direct costs		
Educational operations	4,702,153	4,202,881
Support costs		
Educational operations	1,247,604	1,035,548
	5,949,757	5,238,429

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

8 Charitable activities

(Continued)

	2022 £	2021 £
Analysis of support costs		
Support staff costs	752,726	555,765
Premises costs	221,214	227,589
Legal costs	6,129	8,720
Other support costs	250,297	216,656
Governance costs	17,238	26,818
	<u>1,247,604</u>	<u>1,035,548</u>

9 Staff

Staff costs

Staff costs during the year were:

	2022 £	2021 £
Wages and salaries	2,981,342	2,821,124
Social security costs	305,687	284,719
Pension costs	903,377	775,782
Staff costs - employees	<u>4,190,406</u>	<u>3,881,625</u>
Agency staff costs	30,715	43,670
Total staff expenditure	<u>4,221,121</u>	<u>3,925,295</u>

Staff numbers

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

	2022 Number	2021 Number
Teachers	56	57
Administration and support	37	36
Management	7	6
	<u>100</u>	<u>99</u>

Higher paid staff

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

	2022 Number	2021 Number
In the band 60,001 - 70,000	3	1
In the band 90,001 - 100,000	1	1

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

9 Staff

(Continued)

Key management personnel

The key management personnel of the academy comprise the trustees and the senior leadership 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 was £577,901 (2021: £563,267).

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. The Headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher 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:

C Giblin (resigned as trustee 25 February 2021)

- Remuneration £N/A (2021: £90,000 - £95,000)
- Pension £N/A (2021: £20,000 - £25,000)

S Door (resigned as trustee 14 December 2020)

- Remuneration £N/A (2021: £0 - £5,000)
- Pension £N/A (2021: £0 - £5,000)

H Spragg (resigned as trustee 4 January 2021)

- Remuneration £N/A (2021: £15,000 - £20,000)
- Pension £N/A (2021: £0 - £5,000)

During the year trustees received reimbursement of expenses totalling £Nil (2021: £89).

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

11 Trustees' and officers' insurance

The academy 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 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.

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

12 Tangible fixed assets

	Freehold land and buildings £	Leasehold land and buildings £	Office equipment £	Academy equipment £	Motor vehicles £	Total £
Cost						
At 1 September 2021	260,000	18,635,889	394,546	343,072	25,765	19,659,272
Additions	-	1,302,085	41,168	76,511	-	1,419,764
At 31 August 2022	260,000	19,937,974	435,714	419,583	25,765	21,079,036
Depreciation						
At 1 September 2021	21,875	3,631,586	385,274	220,626	25,765	4,285,126
Charge for the year	2,100	563,219	16,115	24,810	-	606,244
At 31 August 2022	23,975	4,194,805	401,389	245,436	25,765	4,891,370
Net book value						
At 31 August 2022	236,025	15,743,169	34,325	174,147	-	16,187,666
At 31 August 2021	238,125	15,004,303	9,272	122,446	-	15,374,146

Included within the cost of freehold land and buildings is land of £155,000 (2021: £155,000) and included within the cost of leasehold land and buildings is land of £1,580,000 (2021: £1,580,000).

13 Debtors

	2022 £	2021 £
Trade debtors	-	2,161
VAT recoverable	46,701	41,359
Other debtors	-	3,013
Prepayments and accrued income	341,348	279,660
	388,049	326,193

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	266,538	135,802
Other taxation and social security	73,258	74,409
Other creditors	83,879	81,105
Accruals and deferred income	177,724	248,013
	601,399	539,329

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

15 Deferred income

	2022 £	2021 £
Deferred income is included within:		
Creditors due within one year	118,214	128,014
Deferred income at 1 September 2021	128,014	126,929
Released from previous years	(128,014)	(84,905)
Resources deferred in the year	118,214	85,990
Deferred income at 31 August 2022	118,214	128,014

Income received during the period specific to funding for future periods has been deferred accordingly. At the balance sheet date, the Academy was holding funds received in advance for educational trips (2021: educational trips).

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

16 Funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
General Annual Grant (GAG)	688,616	5,208,081	(4,556,983)	(317,557)	1,022,157
Pupil premium	-	46,182	(46,182)	-	-
Supplementary grant	-	53,117	(53,117)	-	-
Teachers pension grant	-	47,113	(47,113)	-	-
Catch-up premium	-	5,448	(5,448)	-	-
Other DfE/ESFA grants	-	71,583	(71,583)	-	-
Other government grants	-	11,540	(11,540)	-	-
School funds	47,390	348,553	(344,697)	-	51,246
Other restricted funds	39,164	37,842	(20,226)	-	56,780
Pension reserve	(2,245,000)	-	(191,000)	1,712,000	(724,000)
	<u>(1,469,830)</u>	<u>5,829,459</u>	<u>(5,347,889)</u>	<u>1,394,443</u>	<u>406,183</u>
Restricted fixed asset funds					
Inherited on conversion	12,944,120	-	(283,100)	-	12,661,020
DfE group capital grants	2,257,825	1,004,480	(233,900)	-	3,028,405
Capital expenditure from GAG	26,526	-	(43,400)	317,557	300,683
School funds	9,951	-	(2,026)	-	7,925
Other capital donations	402,049	21,378	(43,818)	-	379,609
	<u>15,640,471</u>	<u>1,025,858</u>	<u>(606,244)</u>	<u>317,557</u>	<u>16,377,642</u>
Total restricted funds	<u>14,170,641</u>	<u>6,855,317</u>	<u>(5,954,133)</u>	<u>1,712,000</u>	<u>16,783,825</u>
Unrestricted funds					
General funds	<u>39,196</u>	<u>2,754</u>	<u>(67)</u>	<u>-</u>	<u>41,883</u>
Total funds	<u>14,209,837</u>	<u>6,858,071</u>	<u>(5,954,200)</u>	<u>1,712,000</u>	<u>16,825,708</u>

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

The Restricted General Fund includes GAG and other grants receivable from the ESFA, Local Authority and Private Sponsors towards the School'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 and private Sponsors in respect of tangible fixed assets held for Academy use.

The Pension Reserve relates to the School's share of the deficit of the Local Government Pension Scheme overseen by the Local Authority.

Transfers between funds relate to fixed asset purchases made from GAG and other funds and amounts used from other capital grants that have been used for non-capital purposes in line with agreed terms.

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

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

16 Funds

(Continued)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	265,870	4,582,962	(4,160,216)	-	688,616
Pupil premium	-	48,265	(48,265)	-	-
Teachers pension grants	-	181,503	(181,503)	-	-
Teachers pay grants	-	64,231	(64,231)	-	-
COVID-19 catch up premium	-	62,520	(62,520)	-	-
Other DfE/ESFA grants	-	31,478	(31,478)	-	-
Other government grants	-	10,600	(10,600)	-	-
School funds	-	137,530	(90,140)	-	47,390
Other restricted funds	27,688	40,211	(28,735)	-	39,164
Pension reserve	(1,954,000)	-	(110,000)	(181,000)	(2,245,000)
	<u>(1,660,442)</u>	<u>5,159,300</u>	<u>(4,787,688)</u>	<u>(181,000)</u>	<u>(1,469,830)</u>
Restricted fixed asset funds					
Inherited on conversion	13,227,220	-	(283,100)	-	12,944,120
DfE group capital grants	2,139,818	232,038	(114,031)	-	2,257,825
Capital expenditure from GAG	40,784	-	(14,258)	-	26,526
GITEP grant	93	-	(93)	-	-
School funds	12,838	-	(2,887)	-	9,951
Other capital donations	404,261	39,809	(42,021)	-	402,049
	<u>15,825,014</u>	<u>271,847</u>	<u>(456,390)</u>	<u>-</u>	<u>15,640,471</u>
Total restricted funds	<u>14,164,572</u>	<u>5,431,147</u>	<u>(5,244,078)</u>	<u>(181,000)</u>	<u>14,170,641</u>
Unrestricted funds					
General funds	<u>37,153</u>	<u>2,043</u>	<u>-</u>	<u>-</u>	<u>39,196</u>
Total funds	<u>14,201,725</u>	<u>5,433,190</u>	<u>(5,244,078)</u>	<u>(181,000)</u>	<u>14,209,837</u>

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

17 Analysis of net assets between funds

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	16,187,666	16,187,666
Current assets	41,883	1,486,172	435,386	1,963,441
Creditors falling due within one year	-	(355,989)	(245,410)	(601,399)
Defined benefit pension liability	-	(724,000)	-	(724,000)
Total net assets	41,883	406,183	16,377,642	16,825,708

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	-	-	15,374,146	15,374,146
Current assets	39,196	1,194,616	386,208	1,620,020
Creditors falling due within one year	-	(419,446)	(119,883)	(539,329)
Defined benefit pension liability	-	(2,245,000)	-	(2,245,000)
Total net assets	39,196	(1,469,830)	15,640,471	14,209,837

18 Long-term commitments, including operating leases

At 31 August 2022 the total of the academy's future minimum lease payments under non-cancellable operating leases was:

	2022 £	2021 £
Amounts due within one year	55,502	59,586
Amounts due in two and five years	10,190	67,550
	65,692	127,136

19 Capital commitments

	2022 £	2021 £
Expenditure contracted for but not provided in the accounts	-	771,734

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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

	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)	903,871	126,862
Adjusted for:		
Capital grants from DfE and other capital income	(1,025,858)	(271,847)
Investment income receivable	(148)	(91)
Defined benefit pension costs less contributions payable	153,000	76,000
Defined benefit pension scheme finance cost	38,000	34,000
Depreciation of tangible fixed assets	606,244	456,390
Decrease in debtors	11,777	32,066
(Decrease) in creditors	(63,457)	(18,330)
Net cash provided by operating activities	623,429	435,050

21 Analysis of changes in net funds

	1 September 2021 £	Cash flows £	31 August 2022 £
Cash	1,293,827	281,565	1,575,392

22 Contingent liabilities

At 31 August 2022 the Academy had contingent liabilities totalling £Nil (2021: £Nil).

23 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.

24 Pension and similar obligations

The academy'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 £61,457 (TPS) and £21,562 (LGPS) were payable to the schemes at 31 August 2022 (2021 - £63,301 (TPS), £17,634 (LGPS)) and are included within creditors.

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

24 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 2024.

The employer's pension costs paid to the TPS in the period amounted to £547,757 (2021: £519,157).

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 has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy 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 31.2% for employers and 5.5 to 12.5% for employees.

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

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

24 Pension and similar obligations

(Continued)

Total contributions made	2022 £	2021 £
Employer's contributions	202,000	182,000
Employees' contributions	40,000	35,000
Total contributions	242,000	217,000
Principal actuarial assumptions	2022 %	2021 %
Rate of increase in salaries	3.5	3.2
Rate of increase for pensions in payment/inflation	3.2	2.9
Discount rate for scheme liabilities	4.25	1.65
Inflation assumption (CPI)	3.2	2.9
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:

	2022 Years	2021 Years
Retiring today		
- Males	21.7	21.9
- Females	24.1	24.3
Retiring in 20 years		
- Males	22.6	22.9
- Females	25.8	26.0

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

	2022	2021
Discount rate + 0.1%	(64,000)	(94,000)
Discount rate - 0.1%	64,000	94,000
Mortality assumption + 1 year	135,000	195,000
Mortality assumption - 1 year	(135,000)	(195,000)
CPI rate + 0.1%	59,000	84,000
CPI rate - 0.1%	(59,000)	(84,000)

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

24 Pension and similar obligations

(Continued)

The academy's share of the assets in the scheme

	2022 Fair value £	2021 Fair value £
Equities	1,802,000	1,837,500
Bonds	503,500	551,250
Cash	53,000	52,500
Property	291,500	183,750
Total market value of assets	2,650,000	2,625,000

The actual return on scheme assets was £(147,000) (2021: £406,000).

Amount recognised in the statement of financial activities

	2022 £	2021 £
Current service cost	355,000	258,000
Interest income	(45,000)	(36,000)
Interest cost	83,000	70,000
Total operating charge	393,000	292,000

Changes in the present value of defined benefit obligations

	2022 £	2021 £
At 1 September 2021	4,870,000	4,016,000
Current service cost	355,000	258,000
Interest cost	83,000	70,000
Employee contributions	40,000	35,000
Actuarial (gain)/loss	(1,904,000)	551,000
Benefits paid	(70,000)	(60,000)
At 31 August 2022	3,374,000	4,870,000

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

	2022 £	2021 £
At 1 September 2021	2,625,000	2,062,000
Interest income	45,000	36,000
Actuarial loss/(gain)	(192,000)	370,000
Employer contributions	202,000	182,000
Employee contributions	40,000	35,000
Benefits paid	(70,000)	(60,000)
At 31 August 2022	2,650,000	2,625,000

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

25 Related party transactions

Owing to the nature of the academy and the 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 Academy Trust Handbook, including notifying 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 and related party transactions.

No related party transactions took place in the period of account (2021: £Nil), other than trustees' remuneration and expenses already disclosed in note 10.