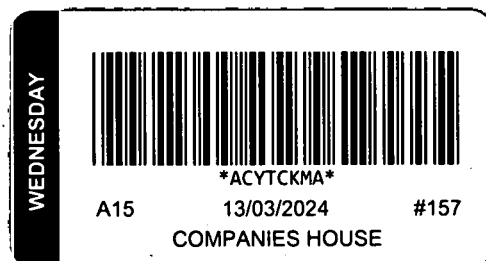


Company registration number 07538730 (England and Wales)

DENMARK ROAD HIGH SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2023



DENMARK ROAD HIGH SCHOOL

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DENMARK ROAD HIGH SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr A Collyer (Chair of Trustees until 6 July 2023)
Mr A Haigh
Mr D Goddard
Dr J Grills (Appointed 12 September 2022; resigned 25 July 2023)

Trustees

Mr A Collyer (Chair of Trustees until 6 July 2023)
Mrs L Bradley (Resigned 5 July 2023)
Mr G Dawson (Resigned 13 June 2023)
Dr D Filipovic-Carter
Miss H Ginman (Resigned 27 September 2023)
Dr J Grills (Resigned 12 September 2022)
Ms F Hackett (Chair of Trustees from 6 July 2023)
Mr S Locke
Mrs K Parker-Roberts (Resigned 9 November 2023)
Mrs B Whitelock
Ms J Parker
Ms A Dew (Appointed 6 December 2023)
Ms M Young (Appointed 6 December 2023)

Senior leadership team

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

Miss C Giblin
Mr T Mannion (Resigned 31 August 2023)
Mrs R Harries
Mrs H Kowalewski (Resigned 26 February 2023)
Mrs A Pandor (Appointed 1 September 2022)
Mrs K Pope (Appointed 1 September 2022)
Mr J Yau (Appointed 1 January 2023)
Mr D Edwards (Appointed 1 September 2023)
Mr B Robinson (Appointed 1 September 2023)

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 2023

The trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic 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 988 in the school census of October 2022.

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 (National Governance Association) website and National College.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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.

The Trust Board meets 6 times a year, to review performance, receive committee reports and track progress against strategic objectives. Meetings during the year were a mix of face to face and virtual.

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 Risk committee will make recommendations to the Trust Board as necessary.

During the academic year 2022–23 the Board had five main committees:

Finance and Resources / Audit and Risk Committee

This includes Audit and Internal scrutiny and Health and Safety 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.

Curriculum Committee

This committee delves deeper into curriculum issues and reports back to the Trust Board. This committee met three times during the academic year.

The Headteacher is appointed by the trustees to manage the day-to-day operations of the Academy and is also the Accounting Officer. 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 2023

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	3
Full-time equivalent employee number	2.55

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	3
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	547
Total pay bill	4,430,636
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. The Academy has also collaborated closely with Churchdown Academy, Chosen Hill School, Churchdown Juniors and Parton Manor Federation. Headteachers work closely together to make improvements in Safeguarding and wellbeing practice, share expertise, practise quality assurance and enhance the CPD offered. 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 (Continuing Professional Development) 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 2023

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 2023

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 2022 we admitted 149 new students in Year 7 and 107 students in Year 12. This gave us a total sixth form population of 224 and a school population of 988.

The admissions test for 2023 entry ran in two sittings in September 2022. 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 2023 for these young women, with 25 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 2024 having met the Qualifying Standard.

Premises & facilities

Towards the end of May 2023, we were informed our Condition Improvement Fund project to improve fire safety was successful. Work started immediately to achieve a L3 fire alarm system classification. This included the upgrade of all fire panels, rewiring, replacement of all smoke detectors and the installation of sounder beacons across the estate.

During the summer break we used identified reserves to make significant refurbishment improvements to our Humanities Block and Learning Resource Centre (LRC). Humanities classrooms have increased in size from 44 to 59 square metres. A new staircase has been installed to provide additional teaching/office spaces and a newly created staff/disabled student toilet downstairs. New windows have improved light and ventilation. By removing internal walls and re-purposing space in the LRC we have replaced 3 toilets with 6 gender neutral cubicles including a disabled cubicle.

IT improvements continued with work to the estate infrastructure including the upgrading of cabling between all buildings. Additional interactive teaching screens were installed to the Humanities Block, IT2 and the remaining Maths classrooms.

We used additional Devolved Formula Capital to fund projects with a focus on improving energy efficiency. Funding was used to replace obsolete boilers in the Humanities Block and LRC. We also updated our Building Management System so that all 5 plant rooms are networked with each other. This networking allows for the robust control and monitoring of energy use.

We continue to improve facilities through the Premises Development Plan. In addition to the future replacement of existing mobile classrooms and an increased Kitchen and Restaurant space we are considering the options to convert no longer needed Site Manager accommodation to office space. We aspire to achieve our much-wanted Theatre space and Sports Centre.

Finance

School funding has benefitted from additional funding; Mainstream Schools Additional Grant, Supplementary Grant, School Led Tutoring Funding, 16-19 Tuition Funding and ECT and Mentor Time Off Timetable Grant.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Management Accounts tracked an in-year spend in line with the ESFA submitted budget; despite pay awards being announced after the budget submission. Through on-going careful financial management, we retain a healthy reserve position. This will allow us to make further estate developments and improvements to ensure the school environment remains safe and fit for purpose.

We have seen an expected decrease on donations into our Help Us Grow (HUG) campaign. Financial support to benefit student experience and outcomes is important and we will work sensitively with our community to encourage the continuation of this income stream.

Teaching & Learning

Our focus across Teaching and Learning for 2022-23 was inclusive practice, focusing particularly on provision for PP, SEND, identified intervention students and the Global Majority. We continued to embed our 'thinking hard', 'self-regulated learning' and 'metacognition' initiatives to ensure a responsive and high-impact approach with our teaching, making deliberate effort to include all learners through questioning and activity. We monitored this throughout the year with lesson visits conducted by members of the Senior Leadership Team, Associate Senior Leadership Team and Middle Leaders. This showed evidence of metacognition approaches being effectively used in over half of the lessons seen through things like Cornell Notes, Dual Coding, Flash Cards, Flipped Learning, Mind Maps or Self-Quizzing.

During 2022-23 our continued 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. The strength of our effective assessment and professional expertise was highlighted by our in-year projected data closely matching our final examination outcomes.

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 introduction of the Discover+ curriculum, enabling all students to partake in clubs and activities and super-curricular each day. We continue to build upon the excellent curriculum offer recognised in October 2021 when 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 subject areas continue to identify and deliver ways to better represent the experiences and voices of our community, for example the choice of texts in English and Drama.

Our curriculum is ambitious. We introduce our students to the best that has been thought and said, and support for personal development through our 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.

The Academy offers a plethora of sporting fixtures and enrichment opportunities such as trips and visits. Our bespoke INVEST days where all students and staff take part in extracurricular activities on collapsed timetable days continue to provide enrichment beyond the classroom experience. 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 2023

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 (National Professional Qualifications) is in place, working with our local Teaching School Hubs.

In addition, the academic year 2022-23 saw the introduction of our staff Professional Growth Policy. Every member of the organisation selects a project related to one of the trust's KPIs. Staff have created careers fairs, primary music festivals, Greenpower car challenge, to name but a few.

Wellbeing provision

Our provision continues to grow from its current position of strength. 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. We have increased staffing in the area enabling us to offer more 1:1 and small group support. Through our curriculum students 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 feel able to visit our 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, who is supported by our Student Support Officers and Heads of Year 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 Officers 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 2023

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.'

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.

Key performance indicators

Educational Performance

The results in the tables below show the last external examination year (2019), the two CAG/TAG years (2020 and 2021), 2022 and 2023 outcomes (unvalidated data).

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
2023	356	11.2	35.4	67.1	83.7	94.9	98.9	39.13	-0.71

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
2023	1709	24.5	50.1	73.1	90.7	96.8	98.7	7.33	0.97

The Academy is in the top 1% in the country for Progress 8 and listed in the Top 100 schools in The Sunday Times Parent Power guide 2023.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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.

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 2023 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 2023, total revenue expenditure of £5,678,415 (excluding depreciation and LGPS (Local Government Pension Scheme) pension costs) was fully covered by grant funding from the ESFA and other incoming resources. The overall surplus during the year ended 31 August 2023 was £870,497. 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 2023 of £237,722 and £10,406 respectively.

As at 31 August 2023, the net book value of fixed assets was £16,170,621 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.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 on 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.

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.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 2023, an operating surplus of £248,128 was incurred. The academy's revenue income outweighed the expenditure incurred.

Financial position

The Academy held fund balances at 31 August 2023 of £17,696,205 comprising £16,403,011 of restricted fixed asset funds, £1,367,905 of a restricted fund surplus, £52,289 of an unrestricted fund surplus, and £127,000 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. This academic year has seen a particular focus on premises to ensure the trust's estate is safe, well-maintained, and complies with relevant regulations. 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.

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 2022-23 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.

DENMARK ROAD HIGH SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 Parent and Staff Association (PSA) who either purchase items for the school or feed money into HUG. The school will continue the campaign into 2023-24 with sensitivity in light of the current financial climate. In the academic year 2022-23, fundraising income was £12,797.

Plans for future periods

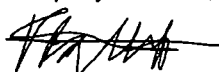
The academy developed a clear vision and plan to July 2027. In line with this our ten-year premises development plan will also be completed. We continue to focus on further curriculum development, specifically continuing the process of developing our diverse and inclusive provision and becoming a restorative 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 18/12/2023..... and signed on its behalf by:



.....
Ms F Hackett

Chair of Trustees from 6 July 2023

DENMARK ROAD HIGH SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

Scope of responsibility

As trustees, we acknowledge we 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 DfE's Governance Handbook and competency framework for governance.

The board of trustees 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 accounting officer is also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

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

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

Trustees	Meetings attended	Out of possible
Mr A Collyer (Chair of Trustees until 6 July 2023)	6	6
Mrs L Bradley (Resigned 5 July 2023)	4	6
Mr G Dawson (Resigned 13 June 2023)	5	5
Dr D Filipovic-Carter	6	6
Miss H Ginman (Resigned 27 September 2023)	4	6
Dr J Grills (Resigned 12 September 2022)	0	0
Ms F Hackett (Chair of Trustees from 6 July 2023)	5	6
Mr S Locke	5	6
Mrs K Parker-Roberts (Resigned 9 November 2023)	2	6
Mrs B Whitelock	6	6
Ms J Parker	4	6
Ms A Dew (Appointed 6 December 2023)	0	0
Ms M Young (Appointed 6 December 2023)	0	0

The membership of the Trust Board has changed a little but the majority have remained constant. 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.

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.

DENMARK ROAD HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 2024. 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 2023/24 academic year.

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.
- Strategic overview of health and safety

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

Trustees	Meetings attended	Out of possible
Mr A Collyer (Chair of Trustees until 6 July 2023)	2	4
Mr G Dawson (Resigned 13 June 2023)	3	3
Ms F Hackett (Chair of Trustees from 6 July 2023)	3	4
Mr S Locke	4	4
Mrs B Whitelock	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, as well as estates safety and management, achieved in return for the taxpayer resources received.

DENMARK ROAD HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 board of trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate.

The Trust worked with external providers and has subsequently adopted a Premises Maintenance Plan and Premises Development Plan, these are used to inform our rolling programme of works to ensure the trust's estate is safe, well-maintained, and complies with relevant regulations. This is in addition to the daily, monthly, termly and annual checks undertaken by our site team conducted, logged and reviewed in accordance with legislation and guidance. Where the Dedicated Schools Grant is insufficient to meet need, the school also uses these plans to inform bids to Government through CIF.

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);
- 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 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy 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 2022 to 31 August 2023 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 Finance, Resource, Audit and Risk Committee (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.

For 2022-23 the Board of Trustees decided:

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

DENMARK ROAD HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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:

- Payroll Systems and Management;
- HR Management;
- HR Compliance.

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 FRC 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 will have delivered the schedule of work as planned for 1 September 2022 to 31 August 2023 by the relevant filing deadlines. There have been no material control issues arising from the internal audit report.

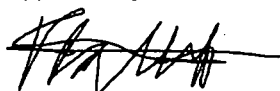
Review of effectiveness

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 financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework;
- the work of the external auditor
- correspondence from ESFA, eg financial notice to improve/notice to improve (FNtI/NtI) and 'minded to' letters.

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 18/12/2023 and signed on its behalf by:



Ms F Hackett
Chair of Trustees from 6 July 2023

DENMARK ROAD HIGH SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2023

As accounting officer of Denmark Road High School, I have considered my responsibility to notify the academy board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, 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 2022, including responsibilities for estates safety and management.

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 2022.

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

18/12/2023

.....

DENMARK ROAD HIGH SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

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 2022 to 2023 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:

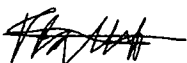
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting 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 18/12/2023 and signed on its behalf by:



Ms F Hackett
Chair of Trustees from 6 July 2023

DENMARK ROAD HIGH SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2023

Opinion

We have audited the accounts of Denmark Road High School for the year ended 31 August 2023 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 2022 to 2023 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 2023 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 2022 to 2023.

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 other information comprises the information included in the annual report other than the accounts and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the accounts themselves. 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 2023

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 2023

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 2022 to 2023 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 2023

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 Service

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

18/12/2023
.....

**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 2023

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 2022 to 2023, 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 2022 to 31 August 2023 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 2022, 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 2022 to 2023. 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 2022 to 31 August 2023 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 2023

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 2022 to 31 August 2023 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: **18/12/2023**
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DENMARK ROAD HIGH SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £	Restricted funds: General £ Fixed asset £	Total 2023 £	Total 2022 £
Income and endowments from:					
Donations and capital grants	3	-	7,366	257,451	264,817
Charitable activities:					
- Funding for educational operations	4	-	6,245,430	-	6,245,430
Other trading activities	5	10,220	35,774	-	45,994
Investments	6	193	-	-	193
Total		10,413	6,288,570	257,451	6,556,434
Expenditure on:					
Raising funds	7	7	7,270	-	7,277
Charitable activities:					
- Educational operations	8	-	5,692,138	604,522	6,296,660
Total	7	7	5,699,408	604,522	6,303,937
Net income/(expenditure)		10,406	589,162	(347,071)	252,497
Transfers between funds	16	-	(372,440)	372,440	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	24	-	618,000	-	618,000
Net movement in funds		10,406	834,722	25,369	870,497
Reconciliation of funds					
Total funds brought forward		41,883	406,183	16,377,642	16,825,708
Total funds carried forward		52,289	1,240,905	16,403,011	17,696,205

DENMARK ROAD HIGH SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted funds £	Restricted funds: General £ Fixed asset £	Total 2022 £
Income and endowments from:				
Donations and capital grants	3	-	16,152	1,025,858
Charitable activities:				
- Funding for educational operations	4	-	5,796,067	-
Other trading activities	5	2,606	17,240	-
Investments	6	148	-	-
Total		2,754	5,829,459	1,025,858
Expenditure on:				
Raising funds	7	67	4,376	-
Charitable activities:				
- Educational operations	8	-	5,343,513	606,244
Total	7	67	5,347,889	606,244
Net income		2,687	481,570	419,614
Transfers between funds	16	-	(317,557)	317,557
Other recognised gains/(losses)				
Actuarial gains on defined benefit pension schemes	24	-	1,712,000	-
Net movement in funds		2,687	1,876,013	737,171
Reconciliation of funds				
Total funds brought forward		39,196	(1,469,830)	15,640,471
Total funds carried forward		41,883	406,183	16,377,642

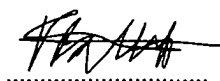
DENMARK ROAD HIGH SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	12		16,170,621		16,187,666
Current assets					
Debtors	13	375,211		388,049	
Cash at bank and in hand		2,043,091		1,575,392	
		2,418,302		1,963,441	
Current liabilities					
Creditors: amounts falling due within one year	14	(765,718)		(601,399)	
Net current assets			1,652,584		1,362,042
Net assets excluding pension liability			17,823,205		17,549,708
Defined benefit pension scheme liability	24		(127,000)		(724,000)
Total net assets			17,696,205		16,825,708
Funds of the academy:					
Restricted funds	16				
- Fixed asset funds			16,403,011		16,377,642
- Restricted income funds			1,367,905		1,130,183
- Pension reserve			(127,000)		(724,000)
Total restricted funds			17,643,916		16,783,825
Unrestricted income funds	16		52,289		41,883
Total funds			17,696,205		16,825,708

The accounts on pages 27 to 49 were approved by the trustees and authorised for issue on 18/12/2023 and are signed on their behalf by:



Ms F Hackett
Chair of Trustees from 6 July 2023

Company registration number 07538730 (England and Wales)

DENMARK ROAD HIGH SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Net cash provided by operating activities	20		724,239		623,429
Cash flows from investing activities					
Dividends, interest and rents from investments		193		148	
Capital grants from DfE Group		280,879		788,152	
Capital funding received from sponsors and others		30,232		164,073	
Purchase of tangible fixed assets		(567,844)		(1,294,237)	
Net cash used in investing activities			(256,540)		(341,864)
Net increase in cash and cash equivalents in the reporting period			467,699		281,565
Cash and cash equivalents at beginning of the year			1,575,392		1,293,827
Cash and cash equivalents at end of the year			<u>2,043,091</u>		<u>1,575,392</u>

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

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 2023

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 2023

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 2023

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 2023

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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. 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 2023 £	Total 2022 £
Capital grants	-	174,654	174,654	1,004,480
Other donations	-	90,163	90,163	37,530
	<u>-</u>	<u>264,817</u>	<u>264,817</u>	<u>1,042,010</u>

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

4 Funding for the academy's educational operations

Educational operations	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
DfE/ESFA grants				
General annual grant (GAG)	-	5,567,925	5,567,925	5,208,081
Other DfE/ESFA grants:				
- Pupil premium	-	44,960	44,960	46,182
- Supplementary grant	-	129,070	129,070	53,117
- Maintained schools additional grant	-	60,462	60,462	-
- Teachers pension grants	-	52,467	52,467	47,113
- Teachers pay grants	-	919	919	16,673
- Others	-	41,493	41,493	54,910
	-	5,897,296	5,897,296	5,426,076
Other government grants				
Local authority grants	-	31,448	31,448	11,540
COVID-19 additional funding				
DfE/ESFA				
Catch-up premium	-	-	-	5,448
Other incoming resources	-	-	-	4,450
Total funding for educational operations	-	5,928,744	5,928,744	5,447,514
School funds	-	316,686	316,686	348,553
Total funding	-	6,245,430	6,245,430	5,796,067

The academy received £Nil (2022: £5,448) of funding for catch-up premium and costs incurred in respect of this funding totalled £Nil (2022: £5,448).

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Hire of facilities	10,220	-	10,220	2,606
Other income	-	35,774	35,774	17,240
	10,220	35,774	45,994	19,846

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Short term deposits	193	-	193	148

7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2023 £	Total 2022 £
Expenditure on raising funds					
- Direct costs	7	-	7,270	7,277	4,443
Academy's educational operations					
- Direct costs	3,834,687	604,522	656,927	5,096,136	4,702,153
- Allocated support costs	595,942	259,426	345,156	1,200,524	1,247,604
	4,430,636	863,948	1,009,353	6,303,937	5,954,200

Net income/(expenditure) for the year includes:

	2023 £	2022 £
Operating lease rentals	62,702	63,302
Depreciation of tangible fixed assets	604,522	606,244
Fees payable to auditor for:		
- Audit	9,075	11,660
- Assurance services other than audit	2,890	2,720
- Other services	1,800	3,050
Net interest on defined benefit pension liability	30,000	38,000

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

8 Charitable activities

	2023 £	2022 £
All from restricted funds:		
Direct costs		
Educational operations	5,096,136	4,702,153
Support costs		
Educational operations	1,200,524	1,247,604
	<u>6,296,660</u>	<u>5,949,757</u>
	2023 £	2022 £
Analysis of support costs		
Support staff costs	595,942	752,726
Premises costs	259,426	221,214
Legal costs	4,628	6,129
Other support costs	325,618	250,297
Governance costs	14,910	17,238
	<u>1,200,524</u>	<u>1,247,604</u>

9 Staff

Staff costs

Staff costs during the year were:

	2023 £	2022 £
Wages and salaries	3,270,769	2,981,342
Social security costs	327,672	305,687
Pension costs	803,757	903,377
Staff costs - employees	<u>4,402,198</u>	<u>4,190,406</u>
Agency staff costs	28,438	30,715
Total staff expenditure	<u>4,430,636</u>	<u>4,221,121</u>

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

9 Staff

(Continued)

Staff numbers

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

	2023 Number	2022 Number
Teachers	57	56
Administration and support	34	37
Management	7	7
	<u>98</u>	<u>100</u>

Higher paid staff

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

	2023 Number	2022 Number
In the band 60,001 - 70,000	3	3
In the band 90,001 - 100,000	-	1
In the band 100,001 - 110,000	1	-
	<u>4</u>	<u>4</u>

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 £605,359 (2022: £577,901).

10 Trustees' remuneration and expenses

None of the trustees have been paid remuneration or have received other benefits from an employment with the academy.

During the year trustees received reimbursement of expenses totalling £115 (2022: £Nil).

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 2023

12 Tangible fixed assets

	Freehold land and buildings £	Leasehold land and buildings £	Office equipment £	Academy equipment £	Motor vehicles £	Total £
Cost						
At 1 September 2022	260,000	19,937,975	435,714	419,582	25,765	21,079,036
Additions	-	382,159	27,959	177,359	-	587,477
At 31 August 2023	260,000	20,320,134	463,673	596,941	25,765	21,666,513
Depreciation						
At 1 September 2022	23,975	4,194,806	401,389	245,435	25,765	4,891,370
Charge for the year	2,100	558,634	13,965	29,823	-	604,522
At 31 August 2023	26,075	4,753,440	415,354	275,258	25,765	5,495,892
Net book value						
At 31 August 2023	233,925	15,566,694	48,319	321,683	-	16,170,621
At 31 August 2022	236,025	15,743,169	34,325	174,147	-	16,187,666

Included within the cost of freehold land and buildings is land of £155,000 (2022: £155,000) and included within the cost of leasehold land and buildings is land of £1,580,000 (2022: £1,580,000).

13 Debtors

	2023 £	2022 £
Trade debtors	3,114	-
VAT recoverable	113,170	46,701
Prepayments and accrued income	258,927	341,348
	<u>375,211</u>	<u>388,049</u>

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	156,160	266,538
Other taxation and social security	79,564	73,258
Other creditors	95,176	83,879
Accruals and deferred income	434,818	177,724
	<u>765,718</u>	<u>601,399</u>

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

15 Deferred income

	2023 £	2022 £
Deferred income is included within:		
Creditors due within one year	165,034	118,214
Deferred income at 1 September 2022	118,214	128,014
Released from previous years	(118,214)	(128,014)
Resources deferred in the year	165,034	118,214
Deferred income at 31 August 2023	165,034	118,214

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 (2022: educational trips).

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

16 Funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	1,022,157	5,567,925	(5,007,792)	(372,440)	1,209,850
Pupil premium	-	44,960	(44,960)	-	-
Supplementary grant	-	129,070	(129,070)	-	-
Teachers pension grant	-	52,467	(52,467)	-	-
Mainstream schools additional grant	-	60,462	(60,462)	-	-
Other DfE/ESFA grants	-	42,412	(29,538)	-	12,874
Other government grants	-	31,448	(29,811)	-	1,637
School funds	51,246	316,686	(309,672)	-	58,260
Other restricted funds	56,780	43,140	(14,636)	-	85,284
Pension reserve	(724,000)	-	(21,000)	618,000	(127,000)
	<u>406,183</u>	<u>6,288,570</u>	<u>(5,699,408)</u>	<u>245,560</u>	<u>1,240,905</u>
Restricted fixed asset funds					
Inherited on conversion	12,661,020	-	(283,100)	-	12,377,920
DfE group capital grants	3,028,405	174,654	(248,492)	-	2,954,567
Capital expenditure from GAG	300,683	-	(28,207)	372,440	644,916
School funds	7,925	-	(304)	-	7,621
Other capital donations	379,609	82,797	(44,419)	-	417,987
	<u>16,377,642</u>	<u>257,451</u>	<u>(604,522)</u>	<u>372,440</u>	<u>16,403,011</u>
Total restricted funds	<u>16,783,825</u>	<u>6,546,021</u>	<u>(6,303,930)</u>	<u>618,000</u>	<u>17,643,916</u>
Unrestricted funds					
General funds	<u>41,883</u>	<u>10,413</u>	<u>(7)</u>	<u>-</u>	<u>52,289</u>
Total funds	<u>16,825,708</u>	<u>6,556,434</u>	<u>(6,303,937)</u>	<u>618,000</u>	<u>17,696,205</u>

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

16 Funds

(Continued)

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

The Restricted General Fund includes GAG and other grants receivable from the ESFA, Local Authority and Private Sponsors towards the 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 2023

16 Funds

(Continued)

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

	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)	-	-
Catch-up premium	-	5,448	(5,448)	-	-
Other DfE/ESFA grants	-	171,813	(171,813)	-	-
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>

17 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	16,170,621	16,170,621
Current assets	52,289	1,868,580	497,433	2,418,302
Current liabilities	-	(500,675)	(265,043)	(765,718)
Pension scheme liability	-	(127,000)	-	(127,000)
Total net assets	<u>52,289</u>	<u>1,240,905</u>	<u>16,403,011</u>	<u>17,696,205</u>

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

17 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £	Restricted funds: General £	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
Current liabilities	-	(355,989)	(245,410)	(601,399)
Pension scheme liability	-	(724,000)	-	(724,000)
Total net assets	41,883	406,183	16,377,642	16,825,708

18 Long-term commitments

Operating leases

At 31 August 2023 the total of the academy's future minimum lease payments under non-cancellable operating leases was:

	2023 £	2022 £
Amounts due within one year	10,190	55,502
Amounts due in two and five years	-	10,190
	10,190	65,692

19 Capital commitments

At 31 August 2023 the Academy had capital commitments totalling £36,701 (2022: £Nil).

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

	2023 £	2022 £
Net income for the reporting period (as per the statement of financial activities)	252,497	1,142,651
Adjusted for:		
Capital grants from DfE and other capital income	(257,451)	(1,025,858)
Investment income receivable	(193)	(148)
Defined benefit pension costs less contributions payable	(9,000)	153,000
Defined benefit pension scheme finance cost	30,000	38,000
Depreciation of tangible fixed assets	604,522	606,244
(Increase)/decrease in debtors	(40,822)	11,777
Increase/(decrease) in creditors	144,686	(63,457)
Net cash provided by operating activities	724,239	862,209

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

21 Analysis of changes in net funds

	1 September 2022 £	Cash flows £	31 August 2023 £
Cash	1,575,392	467,699	2,043,091

22 Contingent liabilities

At 31 August 2023 the Academy had contingent liabilities totalling £Nil (2022: £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 2022.

Contributions amounting to £65,858 (TPS) and £24,049 (LGPS) were payable to the schemes at 31 August 2023 (2022 - £61,457(TPS), £21,562(LGPS)) and are included within creditors.

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 academy trusts. 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.

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

24 Pension and similar obligations

(Continued)

The 31 March 2016 TPS actuarial valuation results were implemented from 1 September 2019. The key elements of the valuation and subsequent consultation were:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- 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. 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 latest actuarial TPS valuation results, as at 31 March 2020, were released in October 2023. The revised employer contribution rate, arising from this valuation, is due to be implemented from 1 April 2024.

The employer's pension costs paid to the TPS in the period amounted to £575,423 (2022: £547,757).

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 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Total contributions made	2023 £	2022 £
Employer's contributions	233,000	202,000
Employees' contributions	46,000	40,000
Total contributions	<u>279,000</u>	<u>242,000</u>

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

24 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2023 %	2022 %
Rate of increase in salaries	3.5	3.5
Rate of increase for pensions in payment/inflation	3.0	3.2
Discount rate for scheme liabilities	5.2	4.25
Inflation assumption (CPI)	3.0	3.2
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:

	2023 Years	2022 Years
Retiring today		
- Males	20.3	21.7
- Females	24.9	24.1
Retiring in 20 years		
- Males	22.0	22.6
- Females	25.9	25.8

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

	2023	2022
Discount rate + 0.1%	(55,000)	(64,000)
Discount rate - 0.1%	55,000	64,000
Mortality assumption + 1 year	123,000	135,000
Mortality assumption - 1 year	(123,000)	(135,000)
CPI rate + 0.1%	51,000	59,000
CPI rate - 0.1%	(51,000)	(59,000)

The academy's share of the assets in the scheme

	2023 Fair value £	2022 Fair value £
Equities	1,911,000	1,802,000
Bonds	617,000	503,500
Cash	59,000	53,000
Property	353,000	291,500
Total market value of assets	2,940,000	2,650,000

The actual return on scheme assets was £97,000 (2022: £(147,000)).

DENMARK ROAD HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

24 Pension and similar obligations

(Continued)

Amount recognised in the statement of financial activities	2023 £	2022 £
Current service cost	224,000	355,000
Interest income	(117,000)	(45,000)
Interest cost	147,000	83,000
Total operating charge	254,000	393,000
Changes in the present value of defined benefit obligations	2023 £	2022 £
At 1 September 2022	3,374,000	4,870,000
Current service cost	224,000	355,000
Interest cost	147,000	83,000
Employee contributions	46,000	40,000
Actuarial gain	(638,000)	(1,904,000)
Benefits paid	(86,000)	(70,000)
At 31 August 2023	3,067,000	3,374,000
Changes in the fair value of the academy's share of scheme assets	2023 £	2022 £
At 1 September 2022	2,650,000	2,625,000
Interest income	117,000	45,000
Actuarial loss	(20,000)	(192,000)
Employer contributions	233,000	202,000
Employee contributions	46,000	40,000
Benefits paid	(86,000)	(70,000)
At 31 August 2023	2,940,000	2,650,000

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 (2022: £Nil), other than trustees' remuneration and expenses already disclosed in note 10.