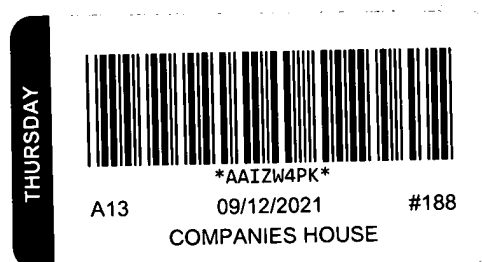
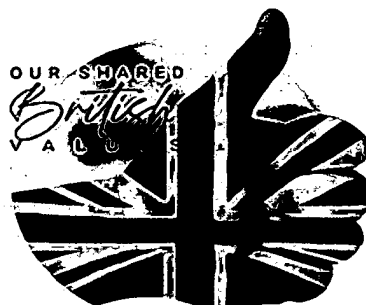
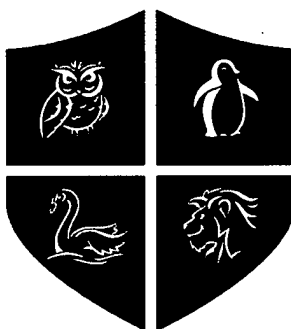


REGISTERED COMPANY NUMBER: 07547393 (England and Wales)

Trustees' Report and
Financial Statements For The Year Ended 31 August 2021
for
The Hayfield School



Allotts Business Services Ltd, Statutory Auditor
Chartered Accountants
The Old Grammar School
13 Moorgate Road
Rotherham
South Yorkshire
S60 2EN

The Hayfield School

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The Hayfield School

Reference and Administrative Details
For The Year Ended 31 August 2021

MEMBERS:	A Scott D Dickerson (Appointed December 2020) B Fletcher – (Appointed December 2020) G Hartshorn – (Resigned November 2020) M Kallaur – (Appointed December 2020) D Langford – (Resigned January 2021)
TRUSTEES	L Gilfedder (resigned 5.10.2020) U Ahmed S Cross (resigned 20.10.2021) S Featherstone D Dickerson L Fox (Headteacher) M Huby (Chair) N Ford A Alton H Jackson (resigned 3.10.2020) S Wilson (resigned 21.6.2021) M J Kallaur D W Barlow L Clark (appointed 20.10.2021) A J Sapsted (appointed 20.10.2021) M A T Bolton (appointed 20.10.2021)
COMPANY SECRETARY	H J Rose
SENIOR MANAGEMENT TEAM:	L Fox (Headteacher) I Melia (Deputy Head with Business Manager) C Lindley (Assistant Head) H Rockcliffe (Assistant Head) M Linley (Assistant Head) B Robertson (Assistant Head) R Huddart (Deputy Head) S Wilson (T&L/CPD)
REGISTERED OFFICE	Hurst Lane Auckley Doncaster South Yorkshire DN9 3HG
REGISTERED COMPANY NUMBER	07547393 (England and Wales)
AUDITORS	Allotts Business Services Ltd Chartered Accountants The Old Grammar School 13 Moorgate Road Rotherham South Yorkshire S60 2EN
SOLICITORS	Stone King LLP 16 St John's Lane London EC1M 4BS
BANKERS	Lloyds Bank PLC 106 High Street Scunthorpe DN15 6HG

The Hayfield School

Trustees' Report **For The Year Ended 31 August 2021**

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2021. The Hayfield School (the "school trust") aims to provide a high quality and inclusive education for students aged 11 to 16 so that all students can make the very best progress and attainment. This is underpinned by a culture of strong work ethic, kindness and decency. The School has a sustained excellent academic profile and has a strong reputation for developing the character and culture of students so that they are fully prepared for their transition into further education and adulthood. The school is normally over-subscribed year on year. The school serves a catchment area in and around Auckley, Doncaster with a student capacity of 1114. The current NOR is 1049 (census dated May 2021).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

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

The trustees of The Hayfield School are also the directors of the Charitable Company for the purposes of company law. The charitable company is known as The Hayfield School. Details of the trustees who served throughout the year, except as noted, are included in the Reference and Administrative Details on page 1.

Members' liability

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

Trustees' Indemnities

The School 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 School business, and provides cover up to £10,000,000. It is not possible to quantify the trustees and officers' indemnity element from the overall cost of the RPA scheme membership.

Method of recruitment and appointment or election of trustees

In accordance with the articles of association the trustees are appointed as follows:

- a. The members may appoint by ordinary resolution up to 11 trustees
- b. The total number of Trustees including the principal if they so choose to act as a Trustee under Article 57 who are employees of the Academy Trust shall not exceed one third of the total number of Trustees
- c. The Trustees may appoint Co-opted Trustees under Article 58.

Parent Trustees (A minimum of two parent trustees)

- d. Subject to Article 56A, the Parent Trustees shall be elected by parents and individuals exercising parental responsibility of registered pupils within the Academy. A Parent Trustee must be a parent, or an individual exercising parental responsibility of a registered pupil at the Academy at the time of selection.
- e. The Board of Trustees shall make all necessary arrangements for, and determine all other matters relating to, an election of Parent Trustees, including any question of whether the person is a parent, or an individual exercising parental responsibility. Any election of Parent Trustees which is contested shall be held by secret ballot.
- f. The arrangements made for the election of a Parent Trustee shall provide for every person who is entitled to vote in the election to have an opportunity to do so by post or, if he prefers, by having his ballot paper returned to the Academy Trust by a registered pupil at the Academy
- g. Where a vacancy for a Parent Trustee is required to be filled by election, the Board of Trustees shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent, or an individual exercising parental responsibility, of a registered pupil is informed of the vacancy and that it is required to be filled by election, informed that he is entitled to stand as a candidate, and vote at the election, and given the opportunity to do so.
- h. The number of parent trustees required shall be made by Parent Trustees appointed by the Board of Trustees if the number of parents standing for election is less than the number of vacancies.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The number of trustees shall be not less than three but shall not be subject to any maximum. The term of office for any trustee shall be four years. This time limit does not apply to the Headteacher and any post held which is ex officio.

The School trust actively advertises and organises elections for trustee vacancies. This is then followed by a rigorous selection process and references.

Policies and procedures adopted for the Induction and training of trustees

On appointment, all trustees are provided with handbooks detailing school legislation.

All trustees are provided with a code of conduct which centres on:

- Strategic functions and core role
- Acceptance of role and responsibilities
- Demonstration of commitment to the role
- Ability to build and maintain relationships
- Respect and confidentiality
- Declaration of conflicts of interests

In addition to the above all newly appointed trustees are supplied with a Scheme of Delegation Handbook which outlines the following:

- The Members Board
- The Board of Trustees
- The layers of Governance
- Terms of reference for each committee

Trustees are initially invited to attend all sub-committee meetings to determine which areas of governance are most appropriate to their levels of expertise. Ultimately, trustees usually choose to be members of two sub-committees. In-house training is provided on a bespoke scheduled or requested basis. Additionally, the school has invested in the use of an on-line resource called 'The Key' and is also a member of the National Governance Association which offers a wide range of learning resources and materials for the benefit of serving trustees and members. In line with the NGA the school has invested in Learning Link which enables trustees to engage in flexible eLearning. This further invests in the governors, trustees and clerks to develop their governor skills and knowledge. These learning platforms equip the trustees with the knowledge to enable them to be accountable trustees, effective trustees and ethical trustees. All members of the trust have been given access to these services

Organisational structure

The trustees are responsible for setting general policy, approving and adopting an annual plan and budget and overseeing the financial performance of the school ensuring that the public money that the school is entrusted with is used for the purposes intended whilst achieving best value. Additionally, the trustees monitor expenditure within school by the use of budgets to aid strategic thinking when making major decisions about the direction of the school, capital expenditure and senior staff appointments. The trustees hold the Headteacher to account with regards to educational performance and curriculum planning in line with integrated financial planning to ensure that these systems work systematically for the benefit of all in terms of clarity of vision, ethos and strategic direction.

The Hayfield School Senior Leadership Team consists of the Headteacher, one Deputy Headteacher (with Business manager responsibilities), three Assistant Headteachers, a senior leader with responsibility for teaching, learning and CPD, Finance Manager, Administration Manager, HR Manager and IT Manager. An associate senior leadership team is in place, comprising 4 highly effective middle leaders. This team echoes the school ethos of continual forward planning and commitment to developing staff in a school where staff mobility is very low. This includes the Designated Safeguarding Officer (DSL).

Middle leadership is split amongst subject, pastoral care, character and culture and special educational needs. Each academic area has a subject leader and larger core departments such as English, Science, Mathematics, PE will have at least one TLR post-holder. The inclusion/pastoral area comprises SENCO, and 2 Key Stage Leaders plus 1 transitional and year 7 leader all of whom are supported by a strong pastoral support team led and managed by an assistant Headteacher.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Senior Leadership Team meets daily. Each member of the Senior Leadership Team has strategic and operational responsibilities and line manages middle leaders as well as those on the shadow leadership team. Each member of the Senior Leadership Team acts as a conduit and links with one or more trustee committees.

The Chair of Trustees is part of the members' board that assesses the strategic and operational direction of the School. The members' board meets every term. This board acts as a vital link between school management and trustees. The day-to-day leadership and management are delegated to the Headteacher, who is also the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

The Hayfield School adopts the rules as set out in the School Teachers Pay and Conditions Document (STPCD). Headteachers, Deputy Headteachers and the Senior Leadership Team are paid within the leadership pay range which is between £58,135 and £106,176 per year.

An individual school range has been set by trustees for the Senior Leadership Team. If a senior leader reaches the top of these School ranges, then no further pay progression will be activated irrespective of their performance review. All point increases are dependent on the ability of the individual to demonstrate that they have achieved their set goal and objectives within the Academic year to meet the success criteria of their performance management in accordance with the 2019 Regulation in England. The relevant body determines how pay progression will be determined subject to the following:

1. the decision whether or not to award pay progression must be related to the individual's performance, as assessed through the School or authority's appraisal arrangements in accordance with the 2020 Regulations in England;
2. A recommendation on pay must be made in writing as part of the individual's appraisal report, and in making its decision the relevant body must have regard to this recommendation;
3. where the individual is not subject to the 2020 Regulations, in order to reach a decision whether or not to award pay progression the relevant body must seek to agree objectives with the individual relating to School leadership and management and pupil progress and, in the absence of such agreement, must set such objectives, and must appraise the performance of the individual taking account of those objectives;
4. Pay decisions must be clearly attributable to the performance of the individual;
5. sustained high quality of performance having regard to the results of the most recent appraisal carried out in accordance with the 2020 Regulations or the objectives agreed or set under paragraph 11.2(c) (as the case may be) should give the individual an expectation of progression up the pay range;
6. where in accordance with the provisions of an earlier document the relevant body has determined a pay range the maximum of which exceeds the highest salary payable under this Document it must continue to pay any salary determined by reference to that pay range until such time as it reassesses the pay range for its leadership posts under the provisions of this document.

The Headteachers annual pay range is set in line with the STPCD allocating the advised unit per student dependent on the key stage. This information is taken from the latest school census and reviewed on an annual basis. The Headteacher group is now slightly above the group assigned to the context of the school. This has been determined by a short term period of lower student numbers on roll from the knock on effect of the 6th form closure. Student admission numbers have now been increased to 220 per year group. Pay ranges for the Senior Leadership Team are set taking into account the complexity of the role in the particular context to the school and a judgement on pay is made in light of this. The individual range for these members has a maximum that will never exceed the Headteachers pay.

Trade union facility time

The Hayfield School supports trade union representatives to carry out facility time duties as per employment law during their normal working hours. The number of Trade Union officials is 2. During the Academic year September 2020 to August 2021 the estimated time spent on facility time is estimated to be in the banding 1% to 50% of total time. The total cost of facility time is estimated to be £1,393, which equates to 0.0287% of a total pay bill of £4,851,807.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties and other connected charities and organisations

The school trust has an excellent transition programme. The Headteacher maintains a close relationship with feeder school Headteachers, on almost a daily basis. The school trust offers in-house training and CPD programmes and SLE support to other Schools both locally and in the wider region. The school trust has established a close working relationship with New Collaborative Learning Trust, Hall Cross Academy, Ridgewood School and Kettlethorpe School. The school is a PiXL school (Partners in Excellence). This is a 'not for profit' partnership which brings thousands of school leaders and educational experts together to share best practice to raise standards to ultimately enable our students to access a brighter future as they leave the School. Many PiXL strategies have been at the core of the success of the school over the last five years. The school is a member of the South Yorkshire School Business Leaders and attends regular conferences.

OBJECTIVES AND ACTIVITIES

Objectives and Aims

The objectives of the school trust, as set out in its Articles of Association, are specifically restricted to:

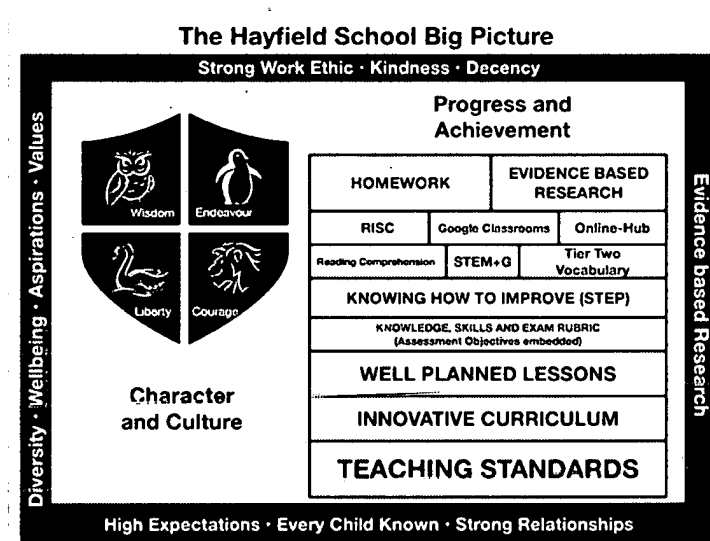
1. Advancing for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a School offering a broad and balanced curriculum.
2. Promoting for the benefit of the community of Doncaster and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life for the community.

The school is student centred and dedicated to the children and young people of the local community it serves. Through its ethos, environment and curriculum, the school enables each individual to fulfil their potential, encourages everyone to make a positive contribution to society and prepares them for the next stages of education and adult life.

The learning environment supports social inclusion and provides a safe and secure place where everyone matters.

Mission statement

The school is committed to the pursuit of the highest standards and expectations in all aspects of school life, with high aspirations for students and staff. The Hayfield School Big Picture, the Character and Culture Wheel, the school's Modern British Values design communicates the values of the school to all audiences. Underpinning these are the simple values of Strong Work Ethic, Kindness and Decency.



The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

OBJECTIVES AND ACTIVITIES



The school provides a warm and caring school environment in which young people can mature and grow within a framework of guidance and discipline.

The school's academic curriculum takes the students on an exciting journey through each subject. Acquisition of extensive knowledge is essential but there is the need to 'join the dots' between subject areas so that students can develop and refine transferable skills. The school aims for students to enjoy each subject they study so they can see the relevance in the world of work and make informed choices for their future.

The Quality of Education provided through the curriculum is well thought out, broad and balanced and extends beyond that required of the national curriculum. There is a strong culture of participation in extracurricular activities with over 25 clubs after school.

Curriculum Overview

The Character and Culture Curriculum

Extra Curricular Programme

The House System

Through the character and culture curriculum the school defines a set of positive personal traits, dispositions and virtues that informs their motivation and guides their conduct so that they reflect wisely, learn eagerly, behave with integrity and cooperate consistently well with others. This gives students the qualities they need to flourish in our society, creating proactive, positive, and self-aware life-long learners who can make a positive contribution to their community. Through enhancing young people's understanding of the world of work and career pathways, in the context of the needs of the local and the global community they can find their place. The school fosters positive values and a sense of value judgment in respect of morals, ethics, and spiritual values.

Through the wider curriculum the school seeks to engage all students in activities beyond the school day. An extensive wider curriculum is on offer to further enrich personal development and cultural capital

At The Hayfield School we expect our professionals to plan and deliver lessons in which students make great progress by extending their knowledge, skills and understanding. To support them in planning and delivery, we have created our Big Picture, containing all of the ingredients of a great lesson. The Big Picture encourages and promotes creativity within a framework, ensuring consistency without stifling individuality.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

OBJECTIVES AND ACTIVITIES

Public Benefit

In setting objectives and planning activities the trustees have given careful consideration to the Charity Commission's general guidance on public benefit when reviewing aims and objectives and in planning future activities.

The Trustees believe that the school trust's admissions policy and its achievement and performance in the period provide clear evidence that the school trust is meeting its obligations as a charity to deliver public benefit. As an academy the school can clearly demonstrate its aims and objectives. Children residing in the catchment area have priority admission to the school trust, followed by children attending feeder schools, and thereafter, children residing in closest proximity to the school trust outside the catchment area.

The two key principles of public benefit are fulfilled by the school.

Under principle 1 these benefits ensure that:

- it is clear what the benefits are
- the benefits are related to the academy aims and objectives
- the benefits are balanced against any detriment

Under principle 2 these benefits ensure that:

- the beneficiaries must be appropriate to the aims

The school trust provides an extensive lettings programme managed in house. This responsibility was taken back into School September 2020 following the collapse of SLS Lettings that formerly ran the provision for the school. This has broken even in the current academic year and careful consideration will be given to the continuation of this benefit to the community by trustees.

The Hayfield School will always seek to maximise the use of the facilities on-site, within the financial constraints, for the general benefit of the community. It aims to create a positive partnership between all stakeholders.

STRATEGIC REPORT

Academic Achievement and Performance

Context: Impact of COVID-19

The past two academic years have been truly extraordinary and challenging for all schools. That said, everyone at The Hayfield School has worked incredibly hard to overcome those challenges. Year on year there is a clear mission to build upon the success of the previous year. There is a sharp focus on the quality of teaching and learning supported by robust assessment processes.

As the school approached the spring term the challenge of the impact of Coronavirus began to be felt. Whilst no-one could have anticipated what the school was about to face, the Headteacher and the senior leadership team knew that the good will of the staff and amazing student attitudes would hold the school in good stead. As the school moved into lockdown its initial response was to ensure that all students could access work from home and this was achieved by all departments posting work on the school website. During this time school remained open for vulnerable students and the children of key workers, as well as through the holidays. As the lockdown was extended and the exams cancelled it soon became apparent that a better and more sustainable method of lesson delivery was needed. All staff had to quickly train themselves up in the use of Google Classrooms as a medium of instruction. The expectation of staff was clear, they had to plan and deliver high quality lessons to their classes online and at the time their timetable dictated. The response from all staff was truly outstanding and professional and needs to be recognised by all. At the same time the pastoral staff were making daily telephone calls to check on the wellbeing of our vulnerable and disadvantaged students, this included many home visits. The school invested heavily in the purchase of Chromebooks so that it could deliver them directly to those students who were unable to access the online lessons. The promised government support for free laptops was desperately slow and surrounded in a thick layer of bureaucratic red tape. Group tutors made weekly wellbeing phone calls to students in their tutor groups.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

STRATEGIC REPORT

The assessment team tracked student engagement with lessons and intervened where possible to resolve any issues faced.

Whilst online lessons can never replace the real experience we believe that most of our students have not fallen too far behind in their learning. Plans are in place to support those who are behind in their learning. The efforts made by all staff during this time was admirable, many of whom were looking after their own children and families at the same time, and it was a true sense of collegiate responsibility displayed by all.

Quality of Education: Curriculum Impact 2020

The school continues to be committed to ensuring that all students maximise their progress during their time at the school and continues to perform above the national average in all key measures. Most subjects are now assessed using the 9 to 1 grading system, with grade 4 a standard pass and 5 a strong pass. The school continues to focus on closing the progress and achievement gap for disadvantaged students.

The school undertakes rigorous and transparent analysis of all data in order to identify where the focus on improvement should be. There is a strong culture of positive support to ensure that all staff feel that they have the adequate and appropriate CPD opportunities. A considerable amount of staff development has focused on the use of data to improve teaching and learning and therefore outcomes for students.

Progress and Achievement 2020

Due to COVID-19 pandemic the latest results (2020) were derived from the best of the school centre assessed grades (CAG) or the government's algorithm. The school had gathered significant evidence to support the grades put forward to OFQUAL. All key staff were involved in a robust process, including senior leaders, middle leaders and pastoral leaders. The school went to great lengths to ensure that the number and balance of grades was consistent with those officially awarded in previous years, both within individual subjects, across the school as a whole and for specific sub-cohorts of students. The results fairly reflect the hard work of the students and staff. The school established a clear path of communication for those students who wished to challenge any results. A very small number of these challenges were dealt with through personal telephone conversations. A small number of students have intimated that they wish to re-sit some of their subjects in the autumn series. Schemes of work have all been rewritten to address the more rigorous content of the new examinations.

Progress and Achievement

As a result of lost learning from the COVID-19 pandemic the school will need to address the impact of lost learning, and make provision for students who require additional catch up to enable them to meet standards and expectations. The school will use the additional government funding to support this.

The school will continue to develop the use of remote learning through the G-Suite. This proved invaluable throughout lockdown and after much review it has been decided the impact of using Google Classroom and other G-Suite apps has the potential to significantly improve outcomes, bringing with it a whole new world for teaching and learning. Lessons are all recorded and stored on the G-Suite so that students can access them at any time going forward for catch up or revision.

Quality of Education: Curriculum Intent, Implementation

In line with the Education Inspection Framework devised for school inspections from September 2019 the school has been proactive in ensuring compliance. The school has invested a vast amount of time and CPD on Curriculum Intent and Implementation. A full training day was used to launch this aspect of Quality of Education and work has been ongoing throughout lockdown to ensure that all subject areas have a coherent curriculum journey from Y7-11. These are to be implemented from September 2020. They are available for viewing on the school website.

Homework and knowledge acquisition are key areas of further developing cultural capital and both will feature in the year ahead as significant pieces of strategic work.

Personal Development: Cultural Capital

A big focus this year for the school is enriching the curriculum with as many culturally significant ideas, opportunities and experiences as possible. To this end, all staff have contributed to the development of curriculum intent statements for Key Stage 3 and 4, rewriting the curriculum to maximise the cultural literacy of all students at The Hayfield School. All subject areas have done this.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

STRATEGIC REPORT

The latest Ofsted EIF (2019) aims to ensure that all schools create opportunities to ensure that students are exposed to the 'best of what has been thought and said' and this is something that we are embracing both internally with our main school curriculum as well as some exciting curricular add-ons.

As part of the drive with curriculum intent, each department was asked to recommend extra material in the form of documentaries, TED talks, lectures and films; material that they feel is essential for students to see and study but not possible to fit into their schemes of learning given curriculum time constraints. From this, a programme was established to cover one hour per week where students get to see the recommended material in support of the curriculum. All subjects have been given a designated slot for this.

The Character and Culture curriculum has been rewritten, a weekly one-hour rolling programme of personal development where students cover personal and social development, sex and relationships education and religious education. This development has taken on four strands: Diversity, Wellbeing, Aspirations and Values. The school believes that through this, students can become well-rounded young people but also learn to thrive in the wider society they enter upon leaving The Hayfield School.

Behaviour and Attitudes

The school is proud of its high expectations but these need to be maintained and can only be maintained by constant tight leadership and management, continuous CPD and reinforcement the robust behaviour management system continues to be monitored and evaluated. It is becoming embedded. A full review of how the school best responds to the behaviour data is currently ongoing. The school will also be ensuring that there is a clear strategy in place for rewards and celebration. The school is working under a new system of managing social times and safety due to the COVID-19 (i.e. staggered breaks and lunch times which span over 3 hours). Keeping the children positive and mentally healthy is high on the agenda and features strongly in the character and culture curriculum.

The work carried out to develop cultural capital through the assembly programme will be a key indicator of the strength of positive behaviour and attitudes.

Leadership and Management

The table below identifies whole school leadership and management priorities for 2021/22.

Strong Work Ethic • Kindness • Decency	
Securing a culture and ethos of kindness, decency and a strong work ethic for all	
P1: Secure high quality leadership and management at all levels and in all areas	P4: Maintain the highest Standard of Behaviour and Attitudes
P2: Provide high quality CPD with a focus on professional learning and the Big Picture	P5: Provide excellent Personal Development for our children and young people that is relevant and demonstrates progression
P3: Enhance the Quality of Education (Curriculum Intent and Implementation and Impact)	P6: Embed a Homework Policy that is purposeful, consistent and creative. (PREVIOUS OFSTED ACTION POINT)
Underpinned by robust monitoring of the student experience	
High Expectations • Every Child Known • Strong Relationships	

Diversity • Wellbeing • Aspirations • Values

Evidence based Research

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

STRATEGIC REPORT

Going Concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt a going concern basis in preparing the financial statements

The Academy has adopted a five-year budgeting process in line with DFE recommendation to identify any possible areas of weakness/threat to the school. Outturns for this period remain in a positive forecast position and all known influencing factors have been considered.

The Academy has fully embedded the use of ICFP within its financial forecast and budgets are not set in isolation to curriculum planning. Financial dashboards are produced on a termly basis and communicated to trustees along with key performance metrics. These are all reviewed taking the context of the school into consideration and fully encompass the rule of thumb and equation of life calculations.

Financial review

The lockdown from March 2020 and then January 2021 on account of the Covid-19 pandemic has had a significant financial effect on all schools that no-one could predict. To ensure the safety of returning staff and students and to accommodate students of key workers the school had to meet additional costs from existing budgets with regards to PPE, increased premises related costs, support for children eligible for free school meals, additional cleaning and specific other items to ensure the continuity of online lessons for our students.

Core funding continued through the general annual grant, however the school faced additional costs as a result of the COVID-19 outbreak that were not able to be covered from existing resources. Subsequently, and in line with government guidelines, the school completed a claim to the DfE for £47k. These costs have been identified separately within the school accounting system. This claim has subsequently been settled by the DfE and ultimately the school contributed £16k from existing budgets

Loss of income

During the period of the second lockdown of January 2021 and following government guidelines the school was unable to claim for the loss of income incurred by the need to cancel lettings. This created minimal pressure on future budgets. The lettings manager was redeployed in school for the period and lettings increased when the school facility was able to restart.

Over the academic year we have seen a negligible loss in this area.

General Financial review

The largest proportion of school trust income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes:

The grants received from the DfE and associated expenditure from September 2020 to August 2021 are shown as restricted funds in the statement of financial activities. Final figures were as anticipated and the school maintained its excellent financial reputation for value for money in year.

The restricted fixed asset fund balance has been reduced by annual depreciation charges over the expected useful life of the assets concerned.

The surplus of income over expenditure for the twelve months (excluding restricted fixed asset funds and LGPS adjustments) was £189,000.

Reserves Policy

The Trustees Finance and Audit Committee, in conjunction with the Full Trustees Committee, aims to carry forward sufficient funds to meet the school trust's long term objectives and to provide working capital, whilst ensuring that it does not affect its current operational activities, however this could be challenging given the continuing changes to the education landscape. The school will continue to act with caution pending information from the DfE with regards to the 22/23 budget. This should be the final year of increase as part of the £14 million investment by the DfE which commenced in September 2019. The government's decisions to enable the country to recover from the financial impact of the COVID-19 pandemic could affect this.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

STRATEGIC REPORT

The trustees have determined that the appropriate level of free reserves should be equivalent to one month's expenditure, approximately £500,000.

The trustees continually review the reserve levels of the school throughout the Academic year and the impact of forecast outturns on future budgets. These reviews encompass the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves. The educational obligations that the school has on a day-to-day basis are funded through the restricted reserves.

The school conducts regular cash flow forecast exercises to ensure that there is enough working capital to cover delays between spending and receipts of grants. Due to the unparalleled pressures within education budgets and the additional costs imposed on our expenditure beyond the school's control budgeted expenditure is constantly reviewed against actual spend and the necessary efficiencies/adjustments are made.

Costs imposed on our expenditure beyond the school's control budgeted expenditure is constantly reviewed against actual spend and the necessary efficiencies/adjustments are made.

Any unbudgeted emergency would be supported by unrestricted funds. The bank balance as at 31 August 2021 was £572,255. At 31 August 2021 the total reserves were £13,010,000. This consists of a pension deficit of £1,987,000, a fixed asset reserve fund of £14,638,000, a general restricted fund of £209,000 and free reserves (unrestricted general funds) as at 31 August 2021 of £150,000.

Investment Policies

The school trust would ensure that if any surplus funds did exist that these would be deposited to maximise interest. In previous years the school has successfully invested in Treasury funds for short periods of time. Constraints on budgets and government changes over the last few years have resulted in unprecedented pressures within the school budget therefore there has been no scope for investing any surplus income to maximise interest with the Academies funds.

Principal Risks and Uncertainties

Risk Management

The Trustees have assessed the major risks to which the school trust is exposed, in particular those relating to teaching, provision of facilities, financial and other operational areas of the school. Systems or procedures have been established to manage those risks.

The school produces an annual Governance Statement. Internal control systems and exposure to risks are considered in relation to all activities and legislation discussed during weekly Leadership and termly Trustees' meetings. Risk management is embedded into the day-to-day processes of the school trust. Principal risk areas for the school trust are the protection of students, employees and assets. Systems and procedures to minimise these are constantly being reviewed and updated.

The school trust has appointed a Responsible Officer who has reviewed and reported on the school trust's financial activities within each academic term for the period September 2020 to August 2021.

Financial and Risk Management Objectives and Policies

The school trust is currently slightly undersubscribed in relation to the overall capacity of the school. This is due to the knock on effect of the 6th form closure (2017/18) and the opening of the UTC within the local area which has typically impacted on the number of students on roll from year 9. This has been a whole authority effect and student number risk to our school is relatively low in comparison to other schools. The school will ensure that the loss of student numbers in the first instance and the funding risk is mitigated within expenditure. Financial efficiencies have been rolled out in every area of school expenditure. The school is very aware that it must maintain its position within the local area and is confident that it can bring its student numbers up to reflect the overall capacity of the school. Year 7 recruitment for the academic year 2021/22 has 220 NOR with a waiting list of 57 at the last count. The school took the decision in 2016 to increase its PAN from year 7 onwards over a five year rolling programme. Increases to year 7 from September 2016 will now be funded within the 2017/18 formula and the rise in student numbers will generate an increased funding level at KS3 by £125k over a 5 year period and additional monies received to the school as these students progress to KS4. A further rise in student numbers of 10 students over PAN has been introduced from September 2019 into year 7 over a rolling programme, this will ensure that the school maximises its capacity by 2023 and would be fully funded by the academic year 2024/2025. Budgets are monitored very tightly and actions are taken to minimise risk and to ensure that students are given the best value for money during their learning experience at the school.

Reference is also made to the SYPA defined benefit pension scheme which shows a deficit of £1,987,000.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

STRATEGIC REPORT

FUNDRAISING

Under the provision of the Charities (Protection and Social Investment) Act 2016 the school follows the following areas in its approach to fundraising activities. As a school from time to time it may ask the public for money to help people in need within society. In return for charitable donation the school will act in a considerate and responsible way ensuring clear transparency with the collection and payment of all charitable monies.

The school's approach to fundraising:

Fundraising in schools offers the child a positive opportunity for involvement in helping others by raising funds. It is important that trust is at the heart of all fundraising with school children.

An introduction of a House System in November 2018 promotes a strong team spirit and a healthy sense of competition. All students belong to one of four houses: Endeavour; Liberty; Courage; Wisdom. Every term sees a whole school fundraising event that links to The Big Picture, Character and Culture. The school wants its young people and staff to have fond memories of their time at the school, knowing that they had the best possible preparation to thrive in adult life and take their place in society.

Through the launch of the house system and a recent democratic vote to further embed the understanding of British Values to our student the outcome for 2020-21 is that students have decided any fundraising will be donated to the following organisations:

- MacMillan Cancer Support
- Young Minds
- RSPCA
- Cancer Research
- British Heart Foundation

Oversight/working with commercial participators and professional fundraisers: The School does not enter into any agreements with any commercial participator or professional fundraisers. All fundraising activities are organised by the school with all appropriate risk assessments completed.

Conforming to recognised Standards: The school trust will conform to its legal duties when overseeing the school's fundraising activities. The school will adhere to 6 principles to help them achieve this:

1. Planning effectively by ensuring that the school agrees, sets and then monitors the school's overall approach to fundraising. The trustees will take into account risks, values and ethos of the school and relationships with the wider public.
2. Supervision of fundraisers by ensuring that systems are in place to oversee charitable activities.
3. Ensuring strong management of assets and resources to meet legal trustee duties.
4. Compliance of laws and regulations as some of these can be detailed and complex. This covers compliance in areas such as data protection, licensing and working with commercial partners. The school will always refer to the Charities (Protection and Social Investment) Act 2016 for reference and compliance.
5. Identifying and following any recognised standards that apply to the school's fundraising activities.
6. Being open and accountable by complying with statutory accounting and reporting requirements on fundraising and operation appropriate systems that demonstrate that any charitable activity is well run and effective. All fundraising events are communicated in an open and transparent way to the School's charity donors and supporters

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

FUNDRAISING

Monitoring of fundraising

The school trustees, through regular updates and communication, are aware of the Charity's overall financial position. The school can demonstrate how fundraising supports its long term strategy and vision an effective system is in place to ensure:

- The school's sources of income are easily identifiable.
- A realistic whole school target is set in terms of fundraising.
- Any investment of the charity's money is balanced with expected income, ensuring it is an appropriate investment.
- Individual business plans and budgets are, where appropriate, drawn up for any new or significant fundraising activities.
- The progress and financial performance of charitable activities including costs and any risk are monitored.

Fundraising complaints

The school has an effective and robust procedure for dealing with complaints. The complaints procedure is accessible, open and transparent and ensures that any concerns raised by the public, supporters, donors or others are addressed in a timely and direct fashion.

The school seeks to protect the public inclusive of vulnerable people from unreasonable intrusive or persistent fundraising approaches, and undue pressure to donate to fundraising/charitable events.

Plans for the future

Every year the school is focused on 'raising the bar' to ensure that standards improve year-on-year. The school trust is committed to its students and to improving the long term prospects of its community.

There is much crossover between this section and the information provided in the Strategic Report.

There is a significantly changing landscape in education due to the current climate and restrictions of COVID-19.

Buildings

The school continues on a rolling programme of upgrades to the fabric of the school to enhance the learning environment for students. The school has previously been successful in securing CIF bids that have enabled the school to update many worn out/unfit for purpose buildings and learning spaces. A further CIF bid to replace the remaining sections of the old roof is ready for submission next month (November 2021).

Within the year 2020-21 we have been able to refurbish two classrooms into a much needed food room. In the past, demands on the curriculum at KS4 for catering and hospitality have been high and not all students have been able to be offered this as one of their preferred options. Healthy eating and wellbeing is paramount to the school and we are delighted to have been able to redirect some budgets this year to enable the development of this additional room.

The new catering company (ABM) has committed to investing £100,000 into the school site, primarily the catering facilities. This includes upgrading the 3 canteen venues and procuring a large outdoor shelter to enable outdoor eating during inclement weather and also an outdoor teaching space.

The Hayfield School
Trustees' Report
For The Year Ended 31 August 2021

AUDITORS

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.

Allotts Business Services Ltd, having expressed their willingness to continue in office, will be deemed reappointed for the next financial year in accordance with section 487(2) of the Companies Act 2006, unless the charitable company receives notice under section 488(1) of the Companies Act 2006.

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 29 November 2021 and signed on the board's behalf by:


.....
M Huby - Trustee

The Hayfield School
Governance Statement
For The Year Ended 31 August 2021

Scope of Responsibility

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

The trustees have delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, for ensuring financial controls conform to the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Hayfield School and the Secretary of State for Education. The Headteacher is also responsible for reporting to the trustees any material weaknesses or breakdowns in internal control.

A review of Governance will be performed by the School within the Autumn Term. This review will include self-evaluation.

Governance

The information on governance included here supplements that described in the Report of the Trustees and in the Statement of Trustees Responsibilities. Governance has never been more critical. The trustees of the Academy have continued to provide support and strategic challenge throughout the Academic year despite the continuing challenges of COVID-19. The trustees of the school meet regularly through separate committees to challenge, discuss and effectively manage the strategies and financial objectives. Five committees within the Academy exist. These are:

- Full Board of Trustees
- Leadership and Management
- Finance and Audit
- Quality of Education
- Behaviour, Attitudes and Personal Development

There are three meetings per committee per Academic year, therefore the trustees will meet formally 15 times throughout the academic year. Financial strategies, budgets and accounting forecasts are agenda items on three of the committees therefore providing essential information 9 times per academic year. In addition to this monthly meetings are held and minuted with the Chair of Trustees, Vice Chair, Deputy Headteacher, Finance Manager and Finance Assistant each month with regards to the financial viability of the school.

The effect on governance during the lockdown period in relation to COVID-19 has been minimal.

The Board of Trustees has formally met 3 times during the year. During the pandemic trustees have been kept well informed of the instrumental practices and procedures put in place by the SLT following DFE guidance and advice. Full details of these communications are available for inspection. Attendance during the year at meetings was as follows:

The Hayfield School
Governance Statement
For The Year Ended 31 August 2021

Governance

Board of Trustees

Trustee	Meetings attended	Out of a possible
U Ahmed	2	3
A Alton	3	3
W Barlow	3	3
S Cross	2	3
D Dickerson	2	3
S Featherstone	3	3
N Ford	3	3
M Huby	3	3
M Kallaur	3	3
S Wilson	3	3
L Fox	2	3

Leadership and management meeting:

Trustee	Meetings attended	Out of a possible
S Cross	5	5
D Dickerson	5	5
S Featherstone	4	5
M Huby	4	5
L Fox	5	5

During the year 2 trustees resigned at the beginning of the Academic year: L Gilfedder and H Jackson with one further resignation at the end of the Academic year: S Wilson.

The 2018 OFSTED report commented that the trustees are an experienced governing body who are ambitious for the students of the School. Trustees can explain very clearly how they have developed their skills since the previous Ofsted inspection of 2014. Appropriate training has been given i.e. analysis of student progress information. Minutes of Trustee Board meetings demonstrate the confidence of trustees when challenging leaders. Trustees have particularly benefited from opportunities given to them to enable effective questioning of senior and middle leaders on a variety of topics.

Trustees are highly effective and heavily involved in setting the strategic direction of the school. They have a good understanding of the school's performance data and are kept well informed about strengths and weaknesses in teaching. This is enhanced by their links with each department and through challenging discussions with heads of faculty at trustee meetings. Trustees have high aspirations and are ambitious for the school. Over the last three years, they have secured significant improvements in the learning environment embedding the expectation of both staff and students within the school. Trustees monitor closely the use of funding and ensure funding is used well and has a positive impact on raising standards.

The trustees of the academy have strong strategic leadership and are able to set the direction of the school in line with the SLT taking into consideration the culture, value and ethos of the academy. All trustees hold the school to account by analysing the educational improvements of the school through rigorous data checks. Financial frameworks and the sustainability of the school over a five-year period are reviewed termly by the board and subsequently the Chair of Trustees.

The Chair of Trustees, Vice Chair of Trustees, Deputy Headteacher and Finance Manager meet on a monthly basis unless a Finance and Audit committee meeting is scheduled. The Finance and Audit committee is a sub-committee of the main governing body. Its purpose is as follows:

Finance and Audit

In consultation with the Headteacher and the school's finance team, approve and monitor the annual budget and establish a three year detailed financial plan with a further 2 years showing a snapshot of the school's financial viability, ensuring that the school operates in accordance with the appropriate Financial Regulations and takes into consideration any changes to the educational landscape as imposed by the DFE. To consider, and make decisions, on expenditure following recommendations from other committees ensuring best value and reporting to the full Board of Trustees.

The Hayfield School
Governance Statement
For The Year Ended 31 August 2021

Buildings and Site

To advise the Board of Trustees on priorities, including Health and Safety for the maintenance and development of the schools premises and to receive and consider the proposed annual capital spending programme. To consider as required any issues related consultations in respect of asset ownership e.g. asset management, asbestos surveys etc.

To keep under review key documents related to Buildings and Site i.e. Building Development Plan, an Accessibility plan, an Annual Fire Risk Assessment and an Emergency Plan and to ensure as far as is practical that Health and Safety issues and policies are appropriately addressed and prioritised.

The committee meets each term to discuss the details for finance and building and then additionally financial analysis of the schools financial viability is discussed as part of the main agenda within Leadership and Management meetings.

During the course of this academic year the school has been able to redirect budgets to support the refurbishment of two classrooms into a much needed additional food room. This will ensure from 2021/22 that the demands on the curriculum and student choice in terms of options is satisfied. This further embeds the whole school strategy of wellbeing and health as the whole school will benefit.

As with the full trustees' meetings the effect of COVID-19 on the continuation of governance within the school was minimal. All trustees were kept abreast of the ever changing landscapes and the potential impact of COVID-19 on current budgets.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
S Cross	3	3
W Barlow	1	3
D Dickerson	3	3
S Featherstone	3	3
M Huby	3	3
M Kallaur	3	3
L Fox	1	3

In addition to this a further 6 meetings have taken place with reference to the financial statements of the school.

These have all been attended by the Chair of Trustees, Vice Chair of Trustees, Deputy Headteacher, Finance Manager and Finance Assistant.

Review of Value for Money

As Accounting Officer, the Headteacher has responsibility for ensuring that the school trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

A culture of efficiency and effectiveness is promoted within the school and each individual inclusive of trustees understands their role in securing value for money.

The Accounting Officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where available. Benchmarking supplied by DFE in conjunction with benchmarking produced on a local level by the schools appointed auditors is scrutinised by senior leaders of the schools and members of the schools governing body. The Accounting Officer for the school trust has delivered improved value for money during the year by:

Rationale and Purpose

It is self-evident that a school must seek to obtain maximum value for all money expended, thereby leaving more money to be spent directly on enhancing the quality of the educational provision of the students.

The overriding consideration must be to maintain, or enhance, working conditions for staff and students thereby allowing them the opportunity to work at maximum efficiency. At the same time attention must be paid to optimising the cost value equation for all other goods and services provided.

The Hayfield School
Governance Statement
For The Year Ended 31 August 2021

Broad Guidelines

The school applies the best practices and highest standards of financial management to optimise Value for Money and to maximise efficiency. Principles include implementing a strategic financial plan which includes elements of budgeting, budget monitoring, planning, accounting, auditing, financial reporting, cash management, credit control, debt management, procurement, supply and fixed asset management.

Best practice includes:

1. Submitting a proposed budget to the Trustees for approval.
2. Discussing, negotiating and agreeing the final budget.
3. Using the agreed budget to actively monitor and control performance to achieve Value for Money.
4. Identifying and informing the Trustees of the causes of significant variance and implementing prompt corrective action.
5. Proposing revisions to the budget if necessary, in response to significant or unforeseen developments.
6. Benchmark costs expended by the school in comparisons to national data and present these in a dashboard format to the schools governing body.
7. Providing ongoing budgetary information to relevant people.
8. Maintaining a strategic financial plan which will indicate the trends and requirements of the school development plan and will forecast future budget plans.
9. Identifying additional finance required to fund the school's proposed activities.
10. Seeking and making use of specialist financial expertise. Inclusive of professional platforms e.g. CPC and VMFI.
11. Maximising income through lettings and other activities.
12. Presenting timely and fully cost proposals, recommendations or bids.
13. Formulating finance agreements with suitable providers for agreed amounts, at agreed times with appropriate agreed costs and repayment schedules.
14. Monitoring the effectiveness and implementation of agreements.

The school will always challenge the status quo by questioning assumptions, what current systems achieve and whether these systems can be improved upon. The Academic Year 2021/22 will see an improved MIS for the financial function of the school. This will provide a cloud based platform system purposely dedicated to Academies and schools. The school will also adapt the ESFA standard chart of accounts. This will ensure that the school maintains the required standard for financial data that underpins the requirements made by the DFE for school reporting.

Staffing resources are regularly reviewed by the Headteacher in terms of curriculum requirements. These are then measured against available revenue that the school has to expend using a 'rule of thumb calculation' and ICFP. This provides a detailed analysis of staffing costs prevalent against what the school can afford and clearly details efficiencies or alternatively highlights any fundamental issues that need to be addressed. Difficult decisions have been made by the Headteacher within the current academic year to address the curriculum and staffing needs and management of this has been effective within the year with the impact on future budgets being cost effective whilst ensuring a broad and balanced curriculum provision for the pupils within our care.

The finance systems of the school, and, in particular, the points listed above are seen as the strategic support to facilitate the implementation of the annual school development plan. The Hayfield School ensures that maximum funding is spent in-year with minimal carry forward into the next financial year, taking into account future considerations and prevailing funding circumstances. The past two to three years have seen turbulent times in educational funding with unparalleled pressures on schools to fund additional costs through their existing school budgets. Examples of such costs include pay rises in accordance with NJC and teachers' pay review body increase to pension contributions, increase to national insurance contributions and the introduction of the Apprenticeship levy.

The Hayfield School
Governance Statement
For The Year Ended 31 August 2021

The school has managed its funds well within the year making efficiencies on contracts and managing curriculum changes whilst considering the impact on the financial accounts to maintain a viable financial position for future years.

Budgets have not been set in isolation from the curriculum model and the academy has fully embedded the use of integrated curriculum and financial planning (ICFP).

2020/21 Premises Review

Curriculum areas have been improved in terms of aesthetics to further enhance the student learning environment.

All buildings and maintenance work unless otherwise stated have been funded through the allocated building maintenance budget plus the use of devolved formula capital monies.

Constant monitoring of premises and capital budgets and an extremely experienced site team contribute to the efficient and effective running of in-house management systems and procedures ensuring maximum value for money.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of charitable company policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Hayfield School for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the charitable company 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 on-going process for identifying, evaluating and managing the charitable company's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

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

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

The Board of Trustees has decided:

- not to appoint an internal auditor. However, the trustees have appointed M Huby, a trustee, as Responsible Officer ('RO'). The RO's role includes giving advice on financial matters and performing a range of checks on the school trust's financial systems. On a termly basis, the RO reports to the trustees on the operation of the systems of control and on the discharge of the trustees' financial responsibilities. The school trust can confirm that the RO function has been fully delivered in line with the ESFA's requirements. No material control issues arose as a result of the RO's work.

The Hayfield School
Governance Statement
For The Year Ended 31 August 2021

The Risk and Control Framework

Examples of the work carried out by the Responsible Officer include:

- Testing of payroll systems
- Testing of Purchase Systems
- Testing of Control accounts and Bank Reconciliations
- Identification of Assets maintained on the School's Fixed Asset register
- Effectiveness of Cash flow forecasting
- Budget Notifications from the ESFA against the School's Accountancy software
- SEN identification in term of expected funding
- student premium trends / reviews
- Catch up premium strategy and effectiveness
- COVID-19 practices and procedures to ensure segregation of duties.

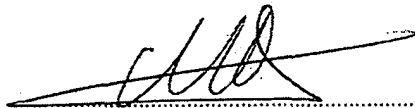
Review of Effectiveness

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:

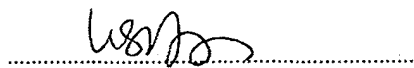
- the work of the Responsible Officer;
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the school trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 29 November 2021 and signed on its behalf by:



M Huby - Trustee



Ms L Fox - Accounting Officer


The Hayfield School

Statement on Regularity, Propriety and Compliance
For The Year Ended 31 August 2021

As accounting officer of The Hayfield School I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2020.

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.


.....
Ms L Fox - Accounting Officer

Date: 29th November 2021

The Hayfield School

Statement of Trustees' Responsibilities For The Year Ended 31 August 2021

The trustees (who act as governors of The Hayfield School and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

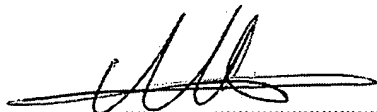
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements 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 to enable them to ensure that the financial statements 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 grants received from the 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 financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the board of trustees on 29th November 2021 and signed on its behalf by:



M Huby - Trustee

Report of the Independent Auditors to the Members of The Hayfield School

Opinion

We have audited the financial statements of The Hayfield School (the 'academy trust') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, the Charities SORP 2019 and the Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2021 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 Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon. Other information includes the trustees' report (incorporating the strategic report and the directors' report), the governance statement, and the Accounting Officer's statement.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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 Report of the Trustees (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where 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 financial statements 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.

Report of the Independent Auditors to the Members of The Hayfield School

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements 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 financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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 financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

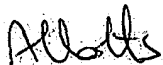
- Enquiry of management around actual and potential litigation claims and fraud;
- Enquiry of management and review of correspondence to identify any instances of non-compliance with laws and regulations
- Reviewing trustee meeting minutes
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, testing income to supporting records, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for 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 is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the academy trust'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 academy trust's members those matters we are required to state to them in an auditors' 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 academy trust and the academy trust's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Garrison BCom FCA DChA (Senior Statutory Auditor)
for and on behalf of Allotts Business Services Ltd
Chartered Accountants
The Old Grammar School
13 Moorgate Road
Rotherham
South Yorkshire
S60 2EN

Date: 29/11/2021

**Independent Reporting Accountant's Assurance Report on Regularity to
The Hayfield School and the Education and Skills Funding Agency**

In accordance with the terms of our engagement letter dated 5 September 2017 and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Hayfield School during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

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

The accounting officer is responsible, under the requirements of The Hayfield School's funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2020, 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 2020 to 2021. 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 2020 to 31 August 2021 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.

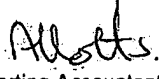
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Enquiry of officers of the academy.
- Review and testing of income and expenditure for compliance with the funding and other agreements, the Academies Financial Handbook and the academy's system of controls.
- Examination of relevant documents.
- Review of the activities carried out by the academy.
- Review of the delegated authorities set out in the Academies Financial Handbook.
- Review of governance arrangements in accordance with the Academies Financial Handbook

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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.


Reporting Accountant
Allotts Business Services Ltd
Chartered Accountants
The Old Grammar School
13 Moorgate Road
Rotherham
South Yorkshire
S60 2EN

Date: 29/11/2021

The Hayfield School

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 August 2021

					2021	2020
	Notes	Unrestricted fund £'000	Restricted funds £'000	Fixed asset fund £'000	Total funds £'000	Total funds £'000
INCOME AND ENDOWMENTS FROM						
Donations and capital grants	3	-	-	21	21	21
Charitable activities						
Funding for the academy's educational operations	4	-	5,874	-	5,874	5,704
Other trading activities	5	46	17	-	63	98
Total		<u>46</u>	<u>5,891</u>	<u>21</u>	<u>5,958</u>	<u>5,823</u>
EXPENDITURE ON						
Raising funds	7	29	8	-	37	-
Charitable activities						
Academy's educational operations		-	5,891	515	6,406	6,494
Total	6	<u>29</u>	<u>5,899</u>	<u>515</u>	<u>6,443</u>	<u>6,494</u>
NET INCOME/(EXPENDITURE)		<u>17</u>	<u>(8)</u>	<u>(494)</u>	<u>(485)</u>	<u>(671)</u>
Transfers between funds	18	-	(69)	69	-	-
		<u>17</u>	<u>(77)</u>	<u>(425)</u>	<u>(485)</u>	<u>-</u>
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit schemes	19	-	482	-	482	(208)
Net movement in funds		<u>17</u>	<u>405</u>	<u>(425)</u>	<u>(3)</u>	<u>(879)</u>
RECONCILIATION OF FUNDS						
Total funds brought forward		133	(2,183)	15,063	13,013	13,892
TOTAL FUNDS CARRIED FORWARD		<u>150</u>	<u>(1,778)</u>	<u>14,638</u>	<u>13,010</u>	<u>13,013</u>

The notes form part of these financial statements

The Hayfield School (Registered number: 07547393)

<u>Balance Sheet</u>		2021	2020
<u>31 August 2021</u>		<u>£'000</u>	<u>£'000</u>
	Notes		
FIXED ASSETS			
Tangible assets	13	<u>14,638</u>	<u>15,063</u>
CURRENT ASSETS			
Stocks	14	12	11
Debtors	15	96	122
Cash at bank		<u>573</u>	<u>347</u>
		681	480
CREDITORS			
Amounts falling due within one year	16	(322)	(310)
NET CURRENT ASSETS		<u>359</u>	<u>170</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		14,997	15,233
PENSION LIABILITY	19	(1,987)	(2,220)
NET ASSETS		<u>13,010</u>	<u>13,013</u>
FUNDS	18		
Restricted funds:			
Fixed Asset fund		14,638	15,063
General fund		209	37
Pension reserve		<u>(1,987)</u>	<u>(2,220)</u>
		<u>12,860</u>	<u>12,880</u>
Unrestricted funds:			
General fund		<u>150</u>	<u>133</u>
TOTAL FUNDS		<u>13,010</u>	<u>13,013</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 29th November 2021 and were signed on its behalf by:


 M Huby - Trustee

The notes form part of these financial statements

The Hayfield School

Cash Flow Statement
For The Year Ended 31 August 2021

	Notes	2021 £'000	2020 £'000
Cash flows from operating activities			
Cash generated from operations	1	<u>288</u>	<u>(68)</u>
Net cash provided by/(used in) operating activities		<u>288</u>	<u>(68)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(83)	(15)
Capital grants from DfE/EFA		<u>21</u>	<u>21</u>
Net cash (used in)/provided by investing activities		<u>(62)</u>	<u>6</u>
Change in cash and cash equivalents in the reporting period		226	(62)
Cash and cash equivalents at the beginning of the reporting period		<u>347</u>	<u>409</u>
Cash and cash equivalents at the end of the reporting period		<u>573</u>	<u>347</u>

The notes form part of these financial statements

The Hayfield School

Notes to the Cash Flow Statement
For The Year Ended 31 August 2021

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £'000	2020 £'000
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(485)	(671)
Adjustments for:		
Depreciation charges	508	525
Capital grants from DfE/ESFA	(21)	(21)
(Increase)/decrease in stocks	(1)	1
Decrease/(increase) in debtors	26	(45)
Increase/(decrease) in creditors	12	(73)
Difference between pension charge and cash contributions	249	216
Net cash provided by/(used in) operations	<u>288</u>	<u>(68)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.20 £'000	Cash flow £'000	At 31.8.21 £'000
Net cash			
Cash at bank	<u>347</u>	<u>226</u>	<u>573</u>
	<u>347</u>	<u>226</u>	<u>573</u>
Total	<u>347</u>	<u>226</u>	<u>573</u>

The notes form part of these financial statements

The Hayfield School

Notes to the Financial Statements **For The Year Ended 31 August 2021**

1. STATEMENT OF 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.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006.

Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the 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 financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

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

Grants

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year 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.

Donations

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

Other income

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

Donated goods, facilities and services

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

The Hayfield School

Notes to the Financial Statements - continued **For The Year Ended 31 August 2021**

2. ACCOUNTING POLICIES - continued

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 allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on Raising Funds

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

Charitable activities

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

Tangible fixed assets

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. 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 such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy.

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

Freehold buildings	over 50 years
Furniture and equipment	over 10 years
Computer equipment	over 3 years
Motor vehicles	over 10 years

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 16. 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.

Stocks

Unsold uniforms and computer consumables are valued at the lower of cost or net realisable value.

The Hayfield School

Notes to the Financial Statements - continued **For The Year Ended 31 August 2021**

2. ACCOUNTING POLICIES - continued

Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 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

Fund accounting

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Department for Education Group.

Pension costs and other post-retirement benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. 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 recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income/(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.

Liabilities

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

Leased assets

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The Hayfield School

Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

2. ACCOUNTING POLICIES - continued

Liabilities

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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. 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 £'000	Restricted funds £'000	2021 Total funds £'000	2020 Total funds £'000
Grants	-	21	21	21

Grants received, included in the above, are as follows:

	2021 £'000	2020 £'000
Capital grants	21	21

4. FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000	2020 Total funds £'000
DfE/ESFA grants				
General Annual Grant(GAG)	-	5,164	5,164	4,918
Other DfE/EFSA grant				
Pupil Premium	-	160	160	190
Teacher pension grant	-	205	205	197
Teacher pay grant	-	72	72	70
Other DfE/ESFA Grants	-	32	32	11
	-	5,633	5,633	5,386
Other Government grant				
Local authority grants	-	144	144	175
COVID-19 additional funding (DfE/ESFA)				
Other DfE/ESFA funding	-	(16)	(16)	37
Catch up premium	-	84	84	14
Covid-19 additional funding (non-DfE/ESFA)				
Other COVID-19 funding	-	29	29	-
	-	241	241	226
Other income from the academy trust's educational operations	-	5,874	5,874	92
	-	5,874	5,874	5,704

The academy trust has received £84k of funding for catch up premium, matched by costs and a further £29k for lateral flow testing. The £16k negative income, relates to COVID-19 funding claimed in the previous year and not paid.

The Hayfield School

Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

5. OTHER TRADING ACTIVITIES

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000	2020 Total funds £'000
Fundraising	6	-	6	8
Hire of facilities	23	-	23	-
Other services	-	11	11	15
Sundry income	17	6	23	75
	<u>46</u>	<u>17</u>	<u>63</u>	<u>98</u>

6. EXPENDITURE

	Non-pay expenditure			2021	2020
	Staff costs £'000	Premises £'000	Other costs £'000	Total £'000	Total £'000
Raising funds					
Costs of fundraising					
Allocated support costs	23	-	14	37	-
Charitable activities					
Academy's educational operations					
Direct costs	4,171	280	588	5,039	5,142
Allocated support costs	940	295	132	1,367	1,352
	<u>5,134</u>	<u>575</u>	<u>734</u>	<u>6,443</u>	<u>6,494</u>

Net income/(expenditure) is stated after charging/(crediting):

	2021 £'000	2020 £'000
Auditors' remuneration	11	11
Auditors' remuneration – non audit services	1	1
Depreciation - owned assets	508	525
Operating leases - Others	<u>5</u>	<u>4</u>

7. RAISING FUNDS

Costs of fundraising

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000	2020 Total funds £'000
Support costs	<u>29</u>	<u>8</u>	<u>37</u>	<u>-</u>

8. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000	2020 Total funds £'000
Direct costs	-	5,039	5,039	5,142
Support costs	<u>-</u>	<u>1,367</u>	<u>1,367</u>	<u>1,352</u>
	<u>-</u>	<u>6,406</u>	<u>6,406</u>	<u>6,494</u>

The Hayfield School

Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

8. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS - continued

	2021	2020
	Total	Total
	£'000	£'000
Analysis of support costs		
Support staff costs	940	937
Technology costs	3	1
Premises costs	295	306
Other support costs	109	88
Governance costs	20	20
Total support costs	<u>1,367</u>	<u>1,352</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

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

Mr S Wilson (staff trustee) - resigned 21 June 2021
Remuneration £55,000 - £60,000 (2020: £50,000 - £55,000)
Employer's pension contributions £10,000 - £15,000 (2020: £10,000 - £15,000)

Ms L Fox (head teacher and trustee)
Remuneration £105,000 - £110,000 (2020: £100,000 - £105,000)
Employer's pension contributions £25,000 - £30,000 (2020: £20,000 - £25,000)

Trustees' expenses

During the year ended 31 August 2021, there were no travel and subsistence expenses reimbursed to trustees (2020: £ NIL).

There were no related party transactions involving the trustees.

10. STAFF COSTS

a) Staff costs

Staff costs during the period were:

	2021	2020
	£'000	£'000
Wages and salaries	3,658	3,582
Social security costs	364	352
Pension costs	1,023	981
Apprenticeship levy	3	3
	<u>5,048</u>	<u>4,918</u>
Supply teacher costs	34	12
Staff restructuring	52	128
	<u>5,134</u>	<u>5,058</u>

b) Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £52,000 (2020: £127,868). Individually, the payments were £15,000, £12,000 and £25,000.

c) Staff numbers

The average number of persons (including senior management team) employed by the academy trust during the year was as follows:

	2021	2020
Teachers and educational support	64	65
Administration and support	48	50
Management	7	8
	<u>119</u>	<u>123</u>

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Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

10. STAFF COSTS - continued

d) Higher paid staff

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

	2021	2020
£60,001 - £70,000	-	1
£70,001 - £80,000	1	2
£100,001 - £110,000	1	1
	<u>2</u>	<u>4</u>

e) Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £604,438 (2020: £718,009).

11. TRUSTEES' AND OFFICERS' INSURANCE

The academy trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy 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.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £'000	Restricted funds £'000	Fixed asset fund £'000	Total funds £'000
INCOME AND ENDOWMENTS FROM				
Donations and capital grants	-	-	21	21
Charitable activities				
Funding for the academy's educational operations	-	5,704	-	5,704
Other trading activities	24	74	-	98
Total	24	5,778	21	5,823
EXPENDITURE ON				
Charitable activities				
Academy's educational operations	-	5,957	537	6,494
Total	-	5,957	537	6,494
NET INCOME/(EXPENDITURE)	24	(179)	(516)	(671)
Other recognised gains/(losses)				
Actuarial gains/(losses) on defined benefit schemes	-	(208)	-	(208)
Net movement in funds	24	(387)	(516)	(879)
Total funds brought forward	109	(1,796)	15,579	13,892
TOTAL FUNDS CARRIED FORWARD	<u>133</u>	<u>(2,183)</u>	<u>15,063</u>	<u>13,013</u>

The Hayfield School

Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

13. TANGIBLE FIXED ASSETS

	Freehold land and buildings £'000	Furniture and equipment £'000	Motor vehicles £'000	Computer equipment £'000	Totals £'000
COST					
At 1 September 2020	16,194	2,323	12	204	18,733
Additions	65	12	-	6	83
At 31 August 2021	<u>16,259</u>	<u>2,335</u>	<u>12</u>	<u>210</u>	<u>18,816</u>
DEPRECIATION					
At 1 September 2020	2,245	1,214	8	203	3,670
Charge for year	280	223	2	3	508
At 31 August 2021	<u>2,525</u>	<u>1,437</u>	<u>10</u>	<u>206</u>	<u>4,178</u>
NET BOOK VALUE					
At 31 August 2021	<u>13,734</u>	<u>898</u>	<u>2</u>	<u>4</u>	<u>14,638</u>
At 31 August 2020	<u>13,949</u>	<u>1,109</u>	<u>4</u>	<u>1</u>	<u>15,063</u>

Included in cost or valuation of land and buildings is freehold land of £3,415,000 (2020 £3,415,000) which is not depreciated.

During the year ended 31 August 2021, there was an addition of £64,658 which relates to capital works on the existing building, to create a new food room.

14. STOCKS

	2021 £'000	2020 £'000
ICT equipment	8	7
Clothing	<u>4</u>	<u>4</u>
	<u>12</u>	<u>11</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £'000	2020 £'000
Prepayments and accrued income	<u>96</u>	<u>122</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £'000	2020 £'000
Taxation and social security	108	114
Other creditors	90	93
Accruals and deferred income	<u>124</u>	<u>103</u>
	<u>322</u>	<u>310</u>
Deferred income		
	2021 £'000	2020 £'000
Deferred Income at 1 September 2020	34	84
Resources deferred in the year	28	34
Amounts released from previous years	<u>(34)</u>	<u>(84)</u>
Deferred Income at 31 August 2021	<u>28</u>	<u>34</u>

The above consists of holiday deposits and other funds received during the period which relate to later periods.

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Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2021 are represented by:

	Unrestricted fund £'000	Restricted funds £'000	Fixed asset fund £'000	2021 Total funds £'000
Fixed assets	-	-	14,638	14,638
Current assets	150	531	-	681
Current liabilities	-	(322)	-	(322)
Pension liability	-	(1,987)	-	(1,987)
	<u>150</u>	<u>(1,778)</u>	<u>14,638</u>	<u>13,010</u>

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

	Unrestricted fund £'000	Restricted funds £'000	Fixed asset fund £'000	2020 Total funds £'000
Fixed assets	-	-	15,063	15,063
Current assets	133	347	-	480
Current liabilities	-	(310)	-	(310)
Pension liability	-	(2,220)	-	(2,220)
	<u>133</u>	<u>(2,183)</u>	<u>15,063</u>	<u>13,013</u>

18. MOVEMENT IN FUNDS

	Balance 01.09.20 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance 31.08.21 £000
Restricted general funds					
General annual grant (GAG)	37	5,164	(4,923)	(69)	209
Pupil Premium	-	160	(160)	-	-
Teacher pension grant	-	205	(205)	-	-
Teacher pay grant	-	72	(72)	-	-
Other ESFA	-	9	(9)	-	-
Other LA grants	-	144	(144)	-	-
Covid grants	-	120	(120)	-	-
Other revenue	-	17	(17)	-	-
Pension reserve	(2,220)	-	(249)	482	(1,987)
	<u>(2,183)</u>	<u>5,891</u>	<u>(5,899)</u>	<u>413</u>	<u>(1,778)</u>
Restricted fixed asset funds					
Assets inherited on conversion	12,342	-	(228)	-	12,114
DfE/ESFA grants	2,678	21	(277)	-	2,422
Other Capital	1	-	-	-	1
Capital Expenditure from GAG	42	-	(10)	69	101
	<u>15,063</u>	<u>21</u>	<u>(515)</u>	<u>69</u>	<u>14,638</u>
Total restricted funds	<u>12,880</u>	<u>5,912</u>	<u>(6,414)</u>	<u>482</u>	<u>12,860</u>
Unrestricted funds	<u>133</u>	<u>46</u>	<u>(29)</u>	<u>-</u>	<u>150</u>
Total funds	<u>13,013</u>	<u>5,958</u>	<u>(6,443)</u>	<u>482</u>	<u>13,010</u>

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

The restricted fixed assets funds represent the net book values of donated fixed assets and assets purchased from ESFA and other government grants, which have to be held for the continuing use of the academy, along with unspent grants for capital purposes.

The balance on restricted general funds represents the balance of unspent grants and other revenue to be spent in future periods, including unspent General Annual Grant.

The Hayfield School

Notes to the Financial Statements - continued For The Year Ended 31 August 2021

18. MOVEMENT IN FUNDS

The balance on unrestricted funds represents the unspent surplus from the local authority on conversion and unspent surpluses from other unrestricted activities.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2021.

Comparative information in respect of the preceding period as follows:

	Balance 01.09.19 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance 31.08.20 £000
Restricted general funds					
General annual grant (GAG)	-	4,917	(4,880)	-	37
Pupil Premium	-	204	(204)	-	-
Other ESFA	-	279	(279)	-	-
Other grants	-	212	(212)	-	-
Other revenue	-	166	(166)	-	-
Pension reserve	(1,796)	-	(216)	(208)	(2,220)
	<u>(1,796)</u>	<u>5,778</u>	<u>(5,957)</u>	<u>(208)</u>	<u>(2,183)</u>
Restricted fixed asset funds					
Assets inherited on conversion	12,589	-	(247)	-	12,342
DfE/ESFA grants	2,935	21	(278)	-	2,678
Other Capital	2	-	(1)	-	1
Capital Expenditure from GAG	53	-	(11)	-	42
	<u>15,579</u>	<u>21</u>	<u>(537)</u>	<u>-</u>	<u>15,063</u>
Total restricted funds	<u>13,783</u>	<u>5,799</u>	<u>(6,494)</u>	<u>(208)</u>	<u>12,880</u>
Unrestricted funds	<u>109</u>	<u>24</u>	<u>-</u>	<u>-</u>	<u>133</u>
Total funds	<u>13,892</u>	<u>5,823</u>	<u>(6,494)</u>	<u>(208)</u>	<u>13,013</u>

19. PENSION AND SIMILAR OBLIGATIONS

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS to the period ended 31 March 2019.

Contributions amounting to £90,253 were payable to the schemes at 31 August 2021 (2020 - £93,366) and are included within creditors.

Teachers' pension scheme

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

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

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Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

19. PENSION AND SIMILAR OBLIGATIONS - continued

Valuation of the teachers' pension scheme

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

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £796,222 (2020 - £774,529).

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

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

Local government pension scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £156,000 (2019: £193,000), of which employer's contributions totalled £114,000 (2019: £149,000) and employees' contributions totalled £42,000 (2019: £44,000). The agreed contribution rates for future years are 17 per cent for employers and 5.5 - 12.5 per cent for employees.

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

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	2021	2020
	£'000	£'000
Present value of funded obligations	(8,413)	(7,646)
Fair value of plan assets	<u>6,426</u>	<u>5,426</u>
	(1,987)	(2,220)
Present value of unfunded obligations	-	-
Deficit	<u>(1,987)</u>	<u>(2,220)</u>
Net liability	<u>(1,987)</u>	<u>(2,220)</u>

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Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

19. PENSION AND SIMILAR OBLIGATIONS - continued

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	2021	2020
	£'000	£'000
Current service cost	327	278
Net interest from net defined benefit asset/liability	39	30
Past service cost	-	18
	<u>366</u>	<u>326</u>
Actual return on plan assets	<u>978</u>	<u>(164)</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2021	2020
	£'000	£'000
Opening at 1 September	7,646	7,371
Current service cost	327	278
Past service cost	-	18
Employee contributions	49	42
Interest cost	137	131
Actuarial loss/(gain)	398	(57)
Benefits paid	<u>(144)</u>	<u>(137)</u>
	<u>8,413</u>	<u>7,646</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
	£'000	£'000
Opening at 1 September	5,426	5,575
Employer contributions	121	114
Employee contributions	49	42
Admin expenses	(4)	(4)
Return on assets	98	101
Actuarial gain / (loss)	880	(265)
Benefits paid	<u>(144)</u>	<u>(137)</u>
	<u>6,426</u>	<u>5,426</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2021	2020
	£'000	£'000
Actuarial gains/(losses)	<u>482</u>	<u>(208)</u>
	<u>482</u>	<u>(208)</u>

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Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

19. PENSION AND SIMILAR OBLIGATIONS - continued

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
	£'000	£'000
Equities	3,109	2,572
Property	553	456
Government Bonds	887	798
Other Bonds	476	477
Cash	64	195
Other	1,337	928
	<u>6,426</u>	<u>5,426</u>

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2021	2020
Discount rate for scheme liabilities	1.70%	1.80%
Rate of increase in salaries	3.95%	3.65%
Rate of increase for pensions	2.80%	2.50%
Rate of inflation (CPI)	2.70%	2.40%

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

Retiring today		
Males	22.5	22.4
Females	25.3	25.2
Retiring in 20 years		
Males	24	23.9
Females	27.2	27.1

Sensitivity analysis

	Central	+0.1%pa discount rate	+0.1%pa inflation	+0.1%pa pay growth	1 year increase in life expectancy
	£000s	£000s	£000s	£000s	£000s
Liabilities	8,413	8,270	8,559	8,422	8,693
Assets	(6,426)	(6,426)	(6,426)	(6,426)	(6,426)
Deficit	1,987	1,844	2,133	1,996	2,267
Projected service costs	362	353	371	362	374
Projected net interest costs	33	32	35	33	38

	2021	2020
	£000s	£000s
Discount rate +0.1%	(143)	(130)
Discount rate -0.1%	145	132
Mortality rate 1 year increase	280	232
Mortality rate 1 year decrease	(271)	(225)
CPI rate +0.1%	146	133
CPI rate -0.1%	(144)	(131)

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Notes to the Financial Statements - continued
For The Year Ended 31 August 2021

20. OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021 £'000	2020 £'000
Within one year	6	1
Between one and five years	<u>18</u>	<u>3</u>
	<u>24</u>	<u>4</u>

21. MEMBERS' LIABILITY

Each member of the academy trust undertakes to contribute to the assets of the 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 cease to be a member.

22. RELATED PARTY DISCLOSURES

No related party transactions took place in the period of account.