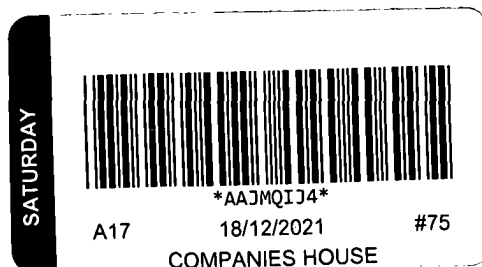


Company Registration Number: 07662023 (England & Wales)

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021



GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

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GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	C. Evans (deceased 28 October 2021) A. Oades J. Hull
Trustees	A. Oades *+, Chair C. Evans *+, Vice Chair (deceased 28 October 2021) P. Farmer *+, Accounting Officer A. Bell * S. Howell T. Metson + J. Butcher C. Garcea J. Hull P. Delf R. Hanson *+

* Members of the Finance, Premises & Personnel Committee

+ Members of the Audit Committee

Company registered number	07662023
Company name	Great Baddow High School
Principal and registered office	Great Baddow High School Duffield Road Chelmsford Essex CM2 9RZ
Company secretary	Paul Draper
Senior management team	Paul Farmer, Headteacher Amanda Mills, Deputy Headteacher Paul Dexter, Deputy Headteacher Matthew Copping, Assistant Headteacher Peter Gibbon, Assistant Headteacher Jess Ferguson, Assistant Headteacher Cathy Kibble, Assistant Headteacher Adrian Degge, Assistant Headteacher Marc Lewis, Assistant Headteacher Paul Draper, Business Manager
Independent auditors	MHA MacIntyre Hudson Statutory Auditor 6th Floor 2 London Wall Place London, United Kingdom EC2Y 5AU

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Bankers	Lloyds TSB Bank 88-89 High Street Chelmsford CM11DX
Solicitors	Winckworth Sherwood LLP Minerva House 5 Montague Close London SE19BB

GREAT BADDOW HIGH SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their Annual Report together with the financial statements and auditors' reports of the charitable company for the year ended /period to 31 August 2021. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates an Academy for pupils aged 11 to 18 serving a catchment area in Chelmsford, Essex. It has a pupil capacity of 1,520 and had a roll of 1,482 in the school census on 3rd October 2020.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee and an exempt Charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Great Baddow High School are also the Directors of the charitable company for the purposes of company law.

The charitable company is known as Great Baddow High School.

Details of the Trustees who served during the year 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

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. Details of the costs can be found in Note 16 to the accounts.

Method of Recruitment and Appointment or Election of Trustees

The Trustees have set up procedures that will enable regular reviews of the mix of skills that should be available to the Board. New Trustees will then be sought with these skills, either as additional Trustees or replacements when existing Trustees stand down. It is anticipated that the great majority of new Trustees will be drawn from the local community being either parents or guardians of pupils at the Academy Trust or others that have shown an interest in the future wellbeing of the Academy Trust and its pupils. Recruitment is therefore likely to be through a combination of approaches to individuals with known skills and by wider communications to those within the Chelmsford area.

New Trustees will be appointed to the Board by the existing Trustees for a period of 4 years.

The Board of Trustees comprises of up to 3 parent Trustees, 8 community Trustees and 3 staff Trustees (including the Headteacher); The Board of Trustees may also appoint co-opted Trustees for a period of 4 years. The parent Trustees are nominated and elected by the parent body of the school. The staff Trustees are nominated and elected by the school's staff- one from the teaching staff and one from the non-teaching staff. The community Trustees are appointed by the Board of existing Trustees. Community Trustees may be re-appointed after the end of their term of office.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Policies and Procedures Adopted for the Induction and Training of Trustees

The Academy Trust subscribes to the Governor and Clerk Professional Learning and Development service delivered by Juniper Education Services Ltd (formerly Essex County Council). Currently, the Vice-Chair of Trustees is responsible for organising the induction of new Trustees and the training link governor is responsible for arranging/recording training for all Trustees through this programme. A log is kept of all Trustees training and reviewed annually at full Board of Trustees meetings.

Organisational Structure

The Trustees have responsibility for setting and monitoring the overall strategic direction of the Charitable Company, approving decisions reserved to Trustees and appointing key members of staff.

The Trustees meet at least six times each year. All decisions reserved to the Trustees are taken by the Board of Trustees as a whole. Board committees meet at least three times each year, except for the Curriculum committee which meets six times each year, to consider detailed matters and recommend relevant decisions to the full board.

There are four such committees:

- Finance, Premises & Personnel
- Audit, Risk & Business Continuity
- Curriculum
- Pay

Additionally, ad hoc groups of Trustees are established to consider specific issues and make recommendations to the Board. All Trustees give their time freely; No remuneration or reimbursement of expenses was paid during the period. The role of Responsible Officer has been sub-contracted out to Juniper Education Services (formerly Essex County Council). Carol Evans (Chair of Audit Committee) has an oversight role in relation to this service and the systems and processes of control and risk management that operate throughout the Academy Trust.

The Headteacher is the Accounting Officer, and attends all Board of Trustees meetings, working closely with both the other Trustees and the senior staff of the Academy Trust.

The day-to-day management of the Academy Trust rests with the Headteacher who has overall responsibility for the Academy Trust. The Headteacher is responsible for establishing a Senior Leadership Team (SLT) – see below.

Arrangements for setting pay and remuneration of key management personnel

Academy Trustees are unpaid. [Although they are entitled to claim expenses for costs incurred relating to attendance at Governing Body meetings, training or courses, they rarely, if ever do so.]

The senior management of the school (Senior Leadership Team) currently comprises the headteacher, two deputy heads, business manager, AHT (i/c pastoral); AHT (Head of Science; More Able KS4); AHT (Director of Learning); Head of Sixth Form; AHT (Staff Wellbeing; Safeguarding; Network; More Able KS3); AHT (Head of Maths; disadvantaged students), Designated Safeguarding Lead

The pay ranges of the senior team are set on appointment to reflect:

- the nature and breadth of the role
- the level or prior experience required
- the differentials between different SLT roles and between other teachers in receipt of higher Teaching and Learning Responsibilities
- the proportion of time to be given to SLT duties

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Pay ranges are benchmarked against other schools of a similar size and nature.

Pay progression and the pay ranges of each member of the SLT are reviewed annually by the Governors' Pay Committee or the Headteacher's Pay Committee and reflect any changes in the points above or which result from changes in staffing.

The Academy monitors the gender pay balance within the organisation and produces an annual data report for discussion at board level.

Related Parties and other Connected Charities and Organisations

To avoid any conflict between their business and personal interests, every Member, Governor and staff member of the Academy with financial influence is required to complete annually a declaration of business interests and connected parties. The Academy maintains a register of these interests, which also includes declarations by Members, Governors and staff relating to any gifts or hospitality received from current or potential suppliers in accordance with the school Gifts & Hospitality policy.

The school maintains its commitment to collaboration and sharing best practice through active involvement in a number of partnerships.

- The Association of Secondary Heads in Essex (ASHE) provides cost-effective training for senior staff, best practice workshops for subject leaders, advice and guidance on national and local issues and liaises between schools and the LA to minimise bureaucracy.
- MESH (the Mid-Essex Secondary Heads i.e. local ASHE group) and ASHE itself provide a forum for sharing best practice.
- The trust continues to play a pro-active role in the local primary cluster group, and the Behaviour and Attendance Partnership (BAP), a sub-group of MESH group, where it contributes fully to the pooled funding arrangements and where, through collaboration, economies of scale have continued to be achieved in respect of a range of pastoral and educational activities e.g. Chelmsford Teaching Schools' Alliance.
- MESH supports the provision of a senior teacher to 'broker' managed moves between local schools via the BAP. This drastically reduces the time taken by pastoral leaders and facilitates better outcomes for students at risk of permanent exclusion.
- Both the Chelmsford School Sports Partnership (joint funding of staff and administrative support) and the West Ham Foundation (provision of staff to support curriculum and extra-curricular activities) are engaged with the academy. The Academy works with a number of local primary schools, providing access to sports facilities and a programme of extra-curricular clubs delivered by Great Baddow High School, covering a wide range of activities.

We also connect with alternative educational providers in the area to support the academy's Alternative Education / Inclusion programme. These include: Winchmore Tutors Ltd, Academy 21, Youth Build, Circles Farm, Essex County Council Specialist Teaching Teams and SENDOPS as well as the Preparing for Adulthood team, Chelmsford College and Directions AIG. These providers have been used historically and have been recommended by our BAP partners as providers that will deliver good quality blended programmes of learning.

We seek to audit our partnerships annually and work with those providers that enable us to create the most cost efficient and progressive packages of learning for individual pupils."

In addition to the interventions and measures for supporting students that the academy pays for, the pastoral and safeguarding teams have also managed to secure a number of excellent interventions free of charge.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

- **Made For More Mentors:** Four mentors work in school weekly at no cost. They currently give us 12 hours a week, meaning that 24 students each week access one-to-one mentoring support.
- **Starting Point:** This is run by the YMCA and funded through Comic Relief funding; it aims to teach strategies for dealing with anxiety, stress, exam pressure, sleep issues and more. Two groups of 8-10 students access this intervention each week for 1 hour; so far approximately 250 GBHS students have benefitted from this intervention since the project began. The facilitator also holds bespoke one-to-one sessions with 3 students a week.
- **The Children's Society:** two group workshops every week for targeted groups of around 15 students at a time (i.e. – approx. 30 students a week) – covering personal safety, self-confidence, body image, anger, online safety, substance misuse, etc. These 'Safer in Essex' workshops are on a permanently rolling basis, meaning that 30 students benefit each half term (180 students per year).
- **Young Carer support:** this community accesses a number of different free interventions in school e.g. mentor/therapist one-to-one, drop in clinic' etc.
- **Yoyo: 1-2-1 bereavement counselling** referrals via Farleigh Hospice
- **Kids Inspire:** 1-2-1 support incl. drama therapy, art therapy, etc.
- **School Nurse:** drop-in clinic each week - 8 students a week focusing on issues such as diet, sexual health, sleep and mental health.
- **Project Me:** collaboration between BamBamBoogies Dance and Kate Nokes Youth Coaching - aims to teach students to raise aspirations, develop confidence, learn about mental health, and to explore the connection between mental and physical wellbeing. Project Me provided 3 rounds of the intervention (8 weeks per round) This was fully funded. 50 students each accessed 20 hours of support.
- **Wilderness Project/Brighter Futures:** Outdoor therapeutic alternative education, aimed at building confidence, re-engaging learners, supporting vulnerability, etc. This is a fully funded project, taking place one day a week for half a term, followed by one-to-one counselling for up to a term. Last year, two students successfully completed the project (based in Chatham Green) and we have referred two more students for the next project.
- **Sisters In Strength/The Good Man Project:** A fully funded group intervention run by Essex Youth Service. Sisters In Strength is a five-week mentoring programme is designed for girls and young women who are at risk of entering into an abusive relationship, becoming a potential perpetrator within a relationship or are currently in an abusive relationship. It covers displaying signs of unhealthy relationships / coercive behaviours. The Good Man Project covers similar topics, but with boys. We have both of these as a rolling programme for students in Key Stage 3. Currently we host two groups in school each week, and also facilitate individuals to access this online in a virtual format.
- **Children's Wellbeing Practitioner:** This service offers bespoke 1-2-1 support for students struggling with early signs of mental health/body image issues/risky behaviour etc. We refer into this service through the School Nurse and the students access support either face to face or online. The support is 1 hour per week, for approximately 12 weeks. We currently have 4 students accessing this service.
- **EYPDAS:** The Essex Young People's Drug and Alcohol Service work with students who are struggling with addiction or drug/alcohol dependency. They also offer work for students supporting others with addictions, and can help with small group information work etc. We currently have one student working with EYPDAS.
- **FiFXtra:** A new route for referring students to a number of interventions, funded off the back of the pandemic. Through the central referral 'hub', students can access counselling, positive psychology, independent living advice, etc.

The wide range of resources and interventions listed above, represent a significant cost saving; they ensure GBHS students receive outstanding pastoral and wellbeing support at a fraction of the cost to the Academy.

GREAT BADDOW HIGH SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

OBJECTIVES AND ACTIVITIES

The charitable objectives for which the Charitable Company was established, are set down in the governing document as follows:

- To advance 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 ("the Academy"); and
- To promote for the benefit of the inhabitants of Chelmsford, Essex 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 of the said inhabitants.

The Academy Trust's key objectives for September 2020 - August 2022 are detailed below:

Our school motto translates as 'Always striving for higher things' which encapsulates our vision for our students and our staff. Consequently, we aim to:

- support students in achieving their academic potential and to develop as well-rounded, confident young people who can make a positive contribution now and in the future;
- provide outstanding educational experiences and opportunities for success within the classroom, through trips, visits and a wide range of extra-curricular activities;
- ensure that all students feel happy and safe, knowing that they are supported within a secure, caring learning environment;
- develop individuals with a life-long understanding of how to keep themselves healthy and safe and to appreciate the benefits of an active lifestyle;
- promote outstanding personal development opportunities for all students through a rich and varied programme of extra-curricular activities and student leadership;
- provide leadership at all levels which inspires, motivates, challenges and supports; and
- share our values and aspirations with parents so that we work together to achieve the best for our students.

Areas for improvement as identified in the School Development Plan 2020-21

Priority 1: Improve outcomes and attendance of disadvantaged students

Priority 2: Improve progress and attainment of disadvantaged students

Priority 3: Maintain progress and attainment in English

Priority 4: Maintain financial sustainability and ensure the quality of educational experience for young people in our community

Priority 5: Ensure high standards, rigour and consistency, particularly at Key Stage 3 and 5

Strands to support the achievement of these priorities:

Leadership and Management:

- Equip and support all leaders to be accountable for and address all areas of underperformance at individual, subject or aspect level.
- Ensure that the aim of 'striving for higher things' is shared by all stakeholders, with a particular focus on, 'disadvantaged', boys and the more able.
- Continue to ensure that there is a shared vision for behaviour for learning modelled by all staff

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Quality of Education:

- Further promote an ethos of sharing and collaboration and 'developmental monitoring' in order to be cost/time effective and to develop leaders of teaching and learning
- Continue the CPD focus on 'stretch and challenge'

Personal development, behaviour and welfare:

- Continue to improve attendance and reduce the gap between disadvantaged students and others
- Further develop the house and rewards systems to engage and motivate
- Maintain the highest expectations of students and ensure that safeguarding continues to be at the heart of the school's work.

Public Benefit

Great Baddow High School is a Charitable Trust with the purpose of the advancement of education. The Trustees of the Academy Trust have complied with their duty under Section 4 of the Charities Act 2006 to have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties.

STRATEGIC REPORT

Achievements and performance

A summary of progress towards key priorities is detailed below.

Leadership and Management

A significant amount of work has continued with middle leaders, teachers, parents and students to ensure the best preparation for the new GCSEs. Similarly, change at A Level has been supported through an external review of the sixth form, facilitated by an Essex Headteachers' school improvement activity which included the involvement of the LA Sixth Form specialist. The school has completed a comprehensive review of Teaching and Learning in Key Stage 3. A developing leaders CPD programme has been launched to support and develop leadership at all levels.

The strategies developed over recent years to focus on the regular, rigorous tracking of student progress and attainment, and the identification of appropriate intervention or support are now embedded across the school.

The GCSE options process has enabled half of the cohort to study triple science with the school delivering triple science through the core curriculum rather than taking up one option and enabling greater breadth and balance in an individual's programme of study. This reflects our determination to retain a broad, balanced curriculum in Y7-9, with options chosen in Y9, and to ensure students can access EBACC and a wide range of practical and creative subjects. The curriculum is supported by a range of activities that develop SMSC and an awareness and understanding of British Values. We review curriculum provision at all key stages each year to ensure that it engages all learners and establishes a positive learning pathway for all abilities and reflects the particular cohort.

Safeguarding and safety remain at the core of the school's work with all staff proactive in their response to safeguarding and safety issues.

The Academy Trust is proud of the many opportunities provided to students through extra-curricular activities in sport, the arts and other curriculum areas and through the vast number of trips and visits. We regard this provision as evidence of the commitment and enthusiasm of our staff and of the positive relationships enjoyed between staff and students. Further evidence relating to all areas of achievement and these priorities has been reported to parents in our weekly newsletter and half-termly through Magnus accessed via www.gbhs.co.uk.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

COVID 19 Measures

The school was in a strong position to deliver a comprehensive programme of remote learning as periods of lockdown disrupted the face-to-face delivery of the curriculum and prevented students accessing the enrichment activities.

When students were in school, they were taught in cohort bubbles and restricted to specific areas of the school. For many this meant that they could not access specialist teaching areas and teachers adapted nomadic practice to prevent large groups transitioning around the school site. A host of measures supported both students and staff to keep them as safe as possible and minimise the impact on learning.

Teacher assessed grades were used to determine final grades for both level 2 and level 3 qualifications. All judgements were evidenced based and staff undertook a rigorous moderation and standardisation process to ensure accuracy. This was an extremely difficult process during the summer term when students were prohibited from being in school due to Covid-19.

Regular updates were posted on the school website regarding the provision of remote learning for all students and ensured that all the information provided by the government was relayed to all stakeholders at the appropriate time.

The school could not have hoped for a better response from our students, parents and staff. The senior leadership team was and continues to be an incredible asset to the school, and everyone stepped up to meet the cause in 'our hour of need'. The school is incredibly proud of how our school community responded to this unprecedented situation.

Teaching, Learning and Assessment

Professional Development (CPD) opportunities are provided for teachers and support staff throughout the school year. School CPD has focused on reviewing and reflecting on our practice as an individual, department, faculty by Key Stage and the entirety of our school curriculum. This has included redefining and identifying our curriculum and subject intent, the way in which our subject builds on prior knowledge and skills from KS2, and the manner in which we implement our curriculum and the impact that has on students' progress, attainment and personal development. All teaching colleagues have been involved in this process and been given time to develop their personal confidence in articulating the way in which students learn in their subject, the sequencing and tools deployed to facilitate progress and enjoyment. Colleagues worked together in a trio to observe and share good practice across departments. Colleagues had initial input regarding research-based learning, this is evident in the way in which many of our practitioners at GBHS teach; it is an area of pedagogy we plan to develop and embed.

Alongside this whole school focus colleagues have been surveyed to identify barriers to, in particular, IT obstacles to efficiency. Colleagues have participated in bespoke CPD sessions to overcome obstacles to efficiency and share good practice.

High quality Teaching and Learning is at the heart of everything we do; Learning walks, Aspect reviews have enabled us to support colleagues in developing their skills and confidence; this has been ongoing.

During the lockdown all colleagues undertook a steep learning curve to enable us to effectively communicate with our students regarding their learning. Teaching and Learning Champions (TLCs), some already identified and some new and emerging prepared and shared online CPD for colleagues to assist them with getting the most from our platforms, therefore facilitating high quality learning remotely. Colleagues were surveyed as we moved towards increased demands and a need for active/live teaching. Colleagues were given time to develop their skills and confidence with the support of virtual materials and online virtual mentoring and guidance.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Consistency of judgement relating to lesson observation, marking and feedback, quality of homework was closely monitored in each department and across the whole school. High quality practice was celebrated and where support was required this took place via subject leaders. Accountability was increased and colleagues made a significant shift towards a consistent approach whilst on site and during a time of remote learning. Judgements of the quality of teaching and learning are based on formal lesson observation and learning walks, quality of marking and feedback, student feedback and outcomes. The lesson observation proforma is revised at least annually to reflect Academy Trust priorities and any changes to the Ofsted framework. The focus of the feedback is on improving practice and identifying outstanding practice for sharing within or across departments. All teachers are observed at least twice and often three times a year by their Head of Faculty/Department, by SLT as part of a faculty or aspect review and in a peer observation activity. All new teachers are observed by the Headteacher/AHT (T&L) during their first term.

The quality of teaching is graded as Good by the Academy Trust and is informed by planned and spontaneous lesson observations, learning walks and Faculty/Aspect Reviews, student voice and as evidenced through student outcomes. Lesson observation feedback informs individual or whole Academy Trust CPD. There is much evidence of outstanding practice. Where teaching is judged as Requiring Improvement, clear action points are identified to enable that teacher to become consistently 'good'. A very small number of teachers judged as 'requiring improvement', based on observed practice and student outcomes, have been supported by their line-managers and other outstanding practitioners through a programme of joint planning, paired observations and individual CPD.

Drop Everything and Read (DEAR) is now established across the school to encourage independent reading and enable teachers to highlight the importance of reading in general and in relation to the increased rigour of the new GCSEs. The DEAR programme was increased with regards to its frequency and the engagement of students and colleagues.

Ofsted inspection in February 2017 confirmed the judgement of the leadership team:

'There is a 'buzz' of purposeful learning at Great Baddow High School.' and

'Teaching in the school is good, and there is also some outstanding practice. You make effective use of the very best practitioners to work with other teachers, who have identified aspects of their teaching which they want to improve.'

Personal Development, Behaviour and Wellbeing

Students' attendance was 95.2%. (Excluding the year 11 cohort, who were 'x' coded for the final three weeks of their study). Despite the pandemic, isolation periods and lockdowns, this is only 0.5% below the 2019-2020 figure and maintains a trend of steady and sustained improvement in attendance levels at the Academy Trust over the last seven years. The national average, also excluding year 11, was 67.3%.

The attendance of disadvantaged students, a key area of focus, was 91.03%, a figure that continues to be above the national average. The Pupil Premium Group (PPG) gap is -4.87%; improving the attendance of disadvantaged students and closing the gap continues to be a key area of focus for the Academy Trust.

The level of persistent absence was 6.7% for terms 1-5 (term 6 year, the entire year 11 cohort was 'c; coded which has significantly affected the data after this time). This figure is significantly better than the national average. (2019-2020= 9.51%). On the IDSR, the persistent absence in the autumn term was 10.8% which was the lowest 20% of all schools.

Good attendance is usually taken to indicate that students feel happy, safe and are enjoying school. Attendance is an area of strength for the Academy Trust.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Great energy and drive from a range of staff have been directed at securing these high levels of attendance. Extra resources in terms of: YMCA family support workers, Made for More mentors, mentoring provided by the West Ham Foundation and greater involvement from the County Attendance Compliance team - combined with an enhanced range of rewards for good attendance and the students' enjoyment of and achievement at school - have all contributed to the continued improvements in terms of attendance.

The Academy Trust continues to take a strong and proactive stance in terms of its work to ensure that excellent standards of behaviour are maintained. Behaviour in classrooms and around the school site remains of a very high standard. The percentage of students with one fixed term exclusion was 1.45% and the percentage of students with one or more fixed term exclusion was 0%; no national average figure has been released for this academic year.

A range of sources of evidence, including student voice and parental feedback, continue to confirm that a very high percentage of students are happy and feel safe and supported. Parental feedback consistently showed percentage approval ratings in the high 90s.

Attendance codes for Covid-19 have been followed in line with government guidelines and have significantly affected the way that attendance is recorded and reported.

Students who were a close contact of a student with the virus were told to isolate for 10 days. They were issued an 'X' code (authorised absence).

Students who had Covid-19, had varying isolation periods from 10 days onwards. These students were issued 'I' codes (authorised illness). This code is also used for other illnesses, students away with long term medical concerns and those who have been told to study from home following varying medical evidence. For the last three weeks of the academic year, years 11 and 13 were 'c' coded (authorised absences).

The Academy Trust's rewards system is embedded across all areas of Academy life and reflects the culture of valuing students and their achievements. Students receive a wide range of individual and collective acknowledgements, rewards and prizes. Students understand and greatly value the credits system which recognises positive attitude, work and conduct. The Academy Trust's house system is thriving after recent reorganisation and rebranding. Each house contributes to students' sense of identity, belonging, community and their involvement in extra-curricular activities.

Safeguarding is at the heart of the Academy Trust's principles, policies and practice. The safety and wellbeing of students and staff is an intrinsic consideration in all areas of academy life.

Safeguarding systems and policies are reviewed and reissued annually. All staff, student leaders, governors and volunteers receive regular bespoke training sessions to ensure that their understanding and practice is kept up to date in all areas and complies with current safeguarding requirements. The Academy Trust's safeguarding and pastoral teams liaise closely with a range of external agencies and run a variety of internal and external interventions to support, safeguard and ensure students' wellbeing and development.

The Academy Trust's self-evaluation supports the judgement that student behaviour and safety and safeguarding practice have continued to improve and develop since OFSTED judged them at least Good in the most recent (2017) inspection.

Ofsted 2017: "Pupils' good behaviour reflects the values you aim to promote.

- Safeguarding children is at the heart of what the school stands for

- The school's leaders go above and beyond what is expected of them to ensure each child's safety."

N.B. Please note that all statistics quoted were taken from March 2020, immediately prior to the commencement of the school closure due to the Covid-19 pandemic.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

GCSE Outcomes including awarded grades 2020

Year	5+ A*-C inc. English & Maths (4+ from 2017)	A*-C in both English and Maths (9-4 from 2017)	A*-C in English (9-4 from 2017)	A*-C in Maths (9-4 from 2017)	Attainment 8 score	Progress 8 score
2014*	58%	62%	71%	69%		
2015	64%*	69%	79%	77%		
2016	67%	72%	79%	73%	52.3	+0.12
2017*	68%	73%	85%	79%	48.3	-0.08
2018	72%	74%	82%	79%	51.67	+0.18
2019	66%	69%	80%	72%	48.5	+0.01
2020 (CAG)	73%	76%	85%	80%	52.5	+0.43 (based on 2019 progress indicators)
2021 (TAG)	79%	80%	87%	82%	52.9	+0.33 (based on 2019 progress indicators)

* from 2014 data is calculated on only 2 vocational courses with each counting as 1 GCSE equivalent and from 2017 the 5ACEM/ Eng & maths at C+ have been replaced by %grade4+ and grade5+ in both English and maths.

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Year	Grade 4 and above in English & maths	Grade 5 and above in English & maths	Maths Grade 9
2017	73% English - 85% Maths - 79%	51% English - 67% Maths - 56%	4.5% grade 9 in maths (3.5% national)
2018	74% English – 82% Maths – 79%	50% English – 69% Maths – 56%	4.4% grade 9 in maths (2.9% national)
2019	69% English – 80% Maths – 72%	43% English – 57% Maths – 54%	2.3% grade 9 in maths (2.9% national)
2020	76% English – 85% Maths – 81%	51% English – 70% Maths – 57%	3.9% grade 9 in maths
2021	80% English – 87% Maths – 82%	51% English – 71% Maths – 58%	2.5% grade 9 in maths

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

A Level Outcomes

	2015	2016	2017	2018	2019	2020	2021
No. A Level students	74	67	72	116*	105	101	105
No. A Level entries	236	207	231	237	250	248	284
APS per entry	217.2	29.39 (C)	33.5 (C+)	32.3 (C+) (34.4. (C+) – A levels only)	31.46 (C)	39.03 (B)	38.56 (B)
National APS per entry	216.1	31.79 (C+)	32.39 (C+)	33.3 (C+)	33.89 (C+)		
				* GBHS enables a number of vocational students to take 1 or 2 A Levels			
% A*-E school	99.6	98	99.1	99.3	99.6	100%	100%
% A*-E National	98.1	98.1	98.2	97.6	97.5	-	
% A* - B school	41.5	46	42	46.5	38.1	62.1%	58%
% A* - B National	52.8	51.8	53.6	51.6	51.4	-	
VA score	-0.03	-0.18	-0.23	+0.14	-0.21	+0.25	+0.36
Overall ALPS	4	5	5	3	6	2	2

Vocational Courses

	2015	2016	2017	2018	2019	2020	2021
No. students	22	17	30	33	13	32	29
APS per entry	214.3	35.7	37.4 (Distinction +)	29.8 (IT Tech- 1 A level equivalent) 26.3 (Health & Social Care – 2 A Level equivalent)	32.64 (Distinction-)	35.51 (Distinction)	38.83 (Distinction+)
National APS per entry	219.5	34.7	35.72 (Dist.)	28.4	28.9		
% Pass+	100	100	100	100	100	100	100
% D*/D	61.1	63.8	70.3	15*	57	59	87
Overall VA	0.21	-0.05	-0.1	tbc	+0.11	+0.14	na
Overall ALPS	3	5	5	n/a*	6	4	4

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Like in 2020, the results were determined by the teachers in 2021. The main difference was that the judgements of the teacher assessed grades (TAGs) were entirely evidenced based with each subject formulating their own assessment structure within the guidelines set out by Ofqual and JCQ. Schools were subject to scrutiny of their TAG processes by examination boards and were instructed to be mindful of their prior outcomes when deciding on grade boundaries. There were no alterations from the examination boards of the school's process but on student appeal there were 10 upward grade alterations successfully applied for (out of approximately 2700 results in total).

As we said in 2020, most schools' results are up from previous years. The challenge for subjects now is to maintain that high level of outcome for subsequent years.

In 2020-21 the students in the sixth form who chose to go to university - 100% gained places at their first or second choice university (many going onto highly rated Russell group universities). Others have gone on to apprenticeships or employment.

Recruitment and retention of staff and students

Chelmsford is served by several good secondary schools and two grammar schools, and our own catchment area generates approximately half of the number to admit in each year, with a proportion of those students going to grammar, independent or other secondary schools. Therefore, we invest in the recruitment of Year 7 students through an established primary liaison programme and by effective promotion of the Academy Trust through e.g. Open Evening, daytime tours and increasing, positive media coverage. Virtual presentations and promotional materials have been created to support the recruitment process in response to the restrictions of Covid-19.

We have worked hard to address the perception of the Academy Trust in the local community as being 'for sporty pupils' by emphasising our academic, creative, and social achievements as well as celebrating sporting success. Outperforming other schools in the area has also supported this shift in perceptions. In 2014 we adopted a second specialism in science, in part to reflect and celebrate the academic outcomes of our students as well as their sporting success. The increased popularity of the school and the change in perceptions is reflected in the number of applications made by parents whose children were in the private sector for KS2. Unfortunately, this does not always translate into actual take up of places in September as some parents retain the offer until the last moment before choosing to remain in the private sector; as a consequence, some students on the waiting list accept lower offers elsewhere.

Applications (898) for 2021 remained buoyant. The Academy Trust chose to admit an additional 10 students into Year 7, admitting 253 (three on appeal).

The Academy Trust retains its commitment to the delivery of more marginal A Level subjects such as music, French, German and Further Maths. Thirty courses/subjects are offered.

The Academy Trust continues to be fully staffed with specialist, qualified teachers and two instructors who are specialists in their subject. Induction of new staff is supported through a formal programme led by the AHT Teaching and Learning and by Heads of Department or team leaders. We seek to retain effective staff through development opportunities and promotion including TLR3 for special projects. Staff morale is high. Staff turnover is healthy. The reputation of the school, its ethos and its positive atmosphere have enabled the Academy Trust to appoint committed practitioners even in shortage subjects such as maths, science and English. The Trust remains committed to delivering Initial Teacher Training under the banner of 'Teach Chelmsford' and this has also led to the appointment of a number of excellent teachers.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Spiritual, moral, social and cultural

The Academy Trust prides itself on the wide range of opportunities available to our students, all of which are celebrated in our half-termly magazine, Magnus. The drama and music departments staged a number of performances, the Christmas concert in Chelmsford Cathedral and other concerts and smaller scale productions in school. Students also enjoyed theatre visits, drama workshops and theatre in education performances. The Academy Trust remains committed to delivering a broad, balanced curriculum in Years 7 – 9 and retaining all of the creative subjects in its GCSE and KS5 curriculum offer.

Workshops, lectures, trips and visits abroad and in the UK, enable our students to experience different cultures and to meet new people (Subject to Covid-19 Restrictions).

The thriving leadership programme enables students from all years to support others in the Academy Trust and wider community and to take responsibility within the Academy Trust through a variety of different roles and activities. Charitable activities are undertaken throughout the year, often in response to students' suggestions and selected by school council. This has been further enhanced by a prefect scheme in Years 10 and 11 and through the contribution of students on the BTEC L3 Sports and Health and Social Care courses.

Students lead or support activities in school, local primaries and the local community. The Sports Readers' and Maths Leaders' Scheme are now well established with younger pupils working regularly with an older student-mentor on a well-attended programme taking place before school. A substantial number of pupils were involved in leadership opportunities and supported the local primary school sports partnership in a number of their big events. A group of sixth form students supported pupils in local primary schools on a weekly basis (prior to lockdown arrangements and COVID 19 restrictions).

SMSC and the promotion of British Values are supported through the Academy Trust's positive ethos, inclusive community, appropriate curriculum and wide-range of activities outside the timetabled day. The Academy Trust prides itself on the breadth of its offer to support the development of well-rounded young people able to make a useful contribution to their local, national and international communities.

Specialisms

Sport

The Academy Trust has maintained its commitment to 'sport for all' and for providing a range of curriculum and extra-curricular opportunities for students of all abilities to enjoy physical exercise, develop leadership skills and to perform at a high level, as appropriate. Pupils are encouraged to fulfil their potential and have done so through their progress in school lessons or at a District, County or National level in a range of sports.

Science

The faculty benefits from being fully staffed with science specialists who are passionate about their jobs, including a number of outstanding female role models which we believe has contributed to the uptake of science at KS5 and progression to university. The school has strong links to the Institute of Physics, hosting the Physicsfest, which celebrates and promotes the impact of physics in the modern world and our Head of Physics is an IOP physics coach.

Whole school engagement is supported through inter-house competitions for space week, biology week and the national science week. Curriculum enrichment takes place in the form of outside speakers and workshops, trips and visits e.g. regular involvement in STEM activities and competitions, several of which are attended by local primary pupils. The physics team provided a workshop for primary colleagues, and this is now an annual event, with a different science focus each time.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Key Priorities identified in the School Development Plan 2021 –22

- To ensure the health, safety, and well-being of all members of our school community. In response to COVID 19 please see our 'Risk Assessment 2021/22'.
- To provide educational stability and give students the opportunity to achieve examination grades that reflect their abilities despite the pandemic.
- To continue to improve the progress and attainment of MA and Disadvantaged students.
- To maintain financial sustainability and ensure the quality of educational experience for young people in our community. (COVID 19 Restrictions permitting).
- To consolidate all strategies and implement to ensure high standards, rigour, and consistency, particularly at KS 3 and 5.

Key performance Indicators

The key performance indicators used by the Academy Trust and its Trustees are shown within the Achievements and Performance section of this report.

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 Academy to continue as a going concern. The Trustees make this assessment in respect of a period of at least two years from the date of authorisation for issue of the financial statements. There is always some uncertainty around pupil numbers but they remain strong within the Academy and will again be at a record high in September 2021. The Academy's buildings and facilities remain well maintained. The school's financial position remains strong with reserves remaining above £900,000 throughout the period under consideration. The Trustees have therefore concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there is nothing that creates a material concern 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.

Pupil numbers remain strong. In 2017 The ESFA granted the Academy a Deed of Variation to the existing funding agreement increasing the number of pupils from 1413 to 1520. The additional capacity is steadily being filled and will have reached 1500 by September 2021. The Academy Trust has continued to significantly improve both the fabric and facilities of the Academy Trust. At the end of the financial year the Academy Trust is holding a healthy surplus. Looking forward, the financial projection for the next three years gives the Board of Trustees a positive expectation that the Academy Trust will remain in a healthy financial position - continuing to develop facilities and deliver the objectives and aims of the Academy Trust.

Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

GREAT BADDOW HIGH SCHOOL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

FINANCIAL REVIEW

The majority of the Academy Trust's funding was provided by the Education and Skills Funding Agency (ESFA). The Academy Trust's total income for the period 1 September 2020 to 31 August 2021 amounted to £9,494,823 (2020: £8,725,942) of which £7,531,525 (2020: £7,008,960) related to the General Annual Grant (GAG) and £322,778 (2020: £29,976) for ESFA Capital Grants. The Academy Trust held fund balances of £1,351,340 (2020: £1,447,301) at 31 August 2021, which includes unrestricted funds of £1,048,502 (2020: £846,460).

Grants

- i. E.S.F.A. - Condition Improvement Grant of £304,425 to replace the Boiler Room Plant servicing Hopkins, Platt and Link Blocks, (Completion December 2020 - with a final project cost of £344,425.

Major Projects

- i. Fencing project to eliminate access to the school grounds from the car park (safeguarding) - cost £39,580.
- ii. New pathways, crossings and driveway improvements to the front of the school – cost £36,770.
- iii. Refurbishment of the Music Practice rooms – cost £4,788.
- iv. Creation of a Careers Office in Gordon Block (6th Form) – cost £12,640.
- v. Additional Bicycle Shed and new roof to existing – cost £16,350.
- vi. Major Tree works around the school site – cost £10,060.

The Legal Costs of £67,486, as detailed in Note 11, represents fees and fines relating to a Health & Safety incident on school premises in May 2019.

Reserves Policy

Under its Funding Agreement with the Secretary of State for Education Great Baddow High School is allowed to hold reserves at the year end, with no restriction. The Trustees have reviewed these reserve levels, taking into account projected pupil numbers, the condition of the buildings and cover for any difficulties that may be encountered with future staff recruitment and have determined that a balance of not less than £400k be held to provide sufficient working capital to cover the above and provide for potential delays between spending commitments and receipt of grants and also to allow for unexpected situations such as urgent maintenance work.

At 31 August 2021 the total funds comprised:

Unrestricted	£1,048,502
Restricted:	
Fixed asset funds	£5,223,882
Pension reserve	(£5,039,000)
Other	£117,956
	£1,351,340

The Academy Trust's current level of free reserves is £1,048,502 (2020: £846,460). The deficit on the pension reserve relates to the non- teaching staff pension scheme where, unlike the teachers' scheme, separate assets are held to fund future liabilities as discussed in Note 29. The deficit can be met in the longer term from any combination of increased employer or employee contributions, increased government funding or changes to scheme benefits. The restricted funds will be spent in accordance with the terms of the particular funds.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Investment Policy

Trustees wish to maximise income as far as possible. All monies received are banked intact as soon as is practicable. Where appropriate, a high interest or deposit account is maintained, in addition to the normal current account. If appropriate, surplus balances are, as far as possible, transferred to a high interest or deposit account for periods of 3 to 6 months.

However, due care is taken to ensure that funds are available to meet the commitments of the Academy Trust and to provide enough flexibility to support any significant expenditure decisions made by the Academy Trust.

Principal Risks and Uncertainties

Since converting to an Academy Trust on 1 July 2011, the Academy Trust has been undertaking a comprehensive assessment of possible risks to which the Academy Trust could be exposed, in particular those relating to the teaching, provision of facilities, operational areas and the finances of the Academy Trust. Systems, controls and procedures are continually being developed to manage and mitigate these risks, which include:

- i. Variations year on year in the numbers of students joining the Academy Trust, with a concomitant effect upon funding levels
- ii. Variations to year on year government funding and the potential impact of funding reforms
- iii. Increases in staff related costs (N.I., Pensions rates and pay awards) with no concomitant increase in funding
- iv. Major disaster (fire, flood, epidemic)
- v. The availability of high quality teaching staff

The Academy's Risk Register is reviewed by the Audit, Risk & Business Continuity Committee each term and by the Full Governing Body annually.

The Academy Trust has in place a Risk Management Policy and practices through its Board risk management principles. Any major risks highlighted at any sub-committee are brought to the main Board with proposed mitigating actions and they continue to be reported until the risk is adequately mitigated.

The Board of Trustees accepts managed risk as an inevitable part of its operations but maintains an objective not to run unacceptable levels of risk in any area. The subjective nature of this process requires major risks to be resolved by the Board of Trustees collectively, whilst more minor risks are dealt with by senior officers.

FUNDRAISING

Fundraising activities are undertaken on behalf of the Academy Trust. An annual request is made to parents for voluntary donations to the school fund. Non-uniform days are held across the school year. Students pay either £1 or £2 in order to wear non uniform clothes to school. The proceeds are divided between student wellbeing funds, which are used to provide individual students with interventions such as counselling and specialist mentoring; and the house fund, which is used for enrichment activities for all students.

Commercial participators or professional fundraisers are not used in any capacity.

The Academy also supports a number of nominated Charities. Each year group selected a Charity early during the academic year and then organised activities to raise funds. Examples included: plant and Christmas card sales to raise money for Save the Children; a non-uniform day with proceeds going to the Flourish Charity; an ice lolly sale during the summer term to raise money for the school's wellbeing fund; and a significant donation of old textbooks and novels which were donated to the Charity books4africa. Due to Covid-19, many of the initiatives normally run by the Academy to support a wider range of charities were not able to run.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

There have been no complaints about any of the above activities.

PLANS FOR FUTURE PERIODS

External Review of the school's Fire Risk Assessment and subsequent remedial work (subject to C.I.F. bid).

To continue to reconfigure classroom spaces to better suit the needs of students and the curriculum.

To further extend the diner space and provide outdoor covered areas.

Also, longer term, to collaborate with local landowners to support the development of land adjacent to the school site including the development of new facilities at the school i.e. a new Science Block, full size floodlit Astroturf 'all weather' sports pitch, a new drop off/pick up point for school buses and the refurbishment of existing areas of the school into more usable space.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Academy Trust also administers the income and expenditure accounts on behalf of the Local Delivery Group (LDG), consisting of the Academy Trust and seven local Primary schools. During the year it received £11,803 (2020: £17,919) and disbursed £17,706 (2020: £20,906) leaving a balance of £8,889 (2020: £2,988) at the end of August 2021, which is included in other creditors.

The Academy Trust also administers the income and expenditure accounts on behalf of the Behaviour and Attendance Partnership (BAP), consisting of the Academy Trust and eleven Mid-Essex Secondary schools. During the year it received £80,174 (2020: £109,517) and disbursed £72,477 (2020: £63,647) leaving a balance of £146,726 (2020: £133,055) at the end of August 2021, which is included in other creditors.

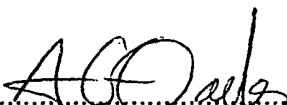
AUDITOR

In so far as the Trustees are aware:

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

The Trustees appointed MHA MacIntyre Hudson as their auditors for the period under review.

Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company Directors, signed on the Board's behalf by:


.....
A Oades

Chair of Trustees

30.11.21

Date:

GREAT BADDOW HIGH SCHOOL
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GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer.

Carol Evans, as Trustee, oversees the work of the external Responsible Officer (Juniper Education Services - formerly Essex County Council), including their I.C.E. (Internal Controls Evaluation Service), which the school subscribes to, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the Funding Agreement between the Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

GOVERNANCE

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

Trustee	Meetings attended	Out of a possible
Carol Evans	6	6
Andy Oades	6	6
Ann Bell	6	6
Julian Butcher	6	6
John Hull	6	6
Paul Farmer	6	6
Tracey Metson (Resigned 30.06.21)	3	6
Caterina Garcea	6	6
Susan Howell	6	6
Robert Hanson	6	6
Peter Delf	3	6

The Trustees of Great Baddow High School reviewed their governance arrangements in 2020-21 by:

- reviewing and updating a self-assessment of governance.
- identifying skills gaps and training needs
- raising awareness of the ESFA 'Musts' requirements for Governors
- reviewing letters from the ESFA Chief Executive Eileen Milner and the Parliamentary Under Secretary of State for the School System – Baroness Berridge.

Actions included a review of the working structure of the Governing Body, including committees' terms of reference and the number of Governors.

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Governors continue to attend training and keep up to date with educational changes which Ofsted (February 2017) said allows them 'to offer an appropriate degree of challenge and support.' Additional impact can be seen from the Ofsted report which stated 'my discussion with them (the Governors) demonstrated a good grasp of the school's strengths and areas for improvement. Between them the Governing Body has a very useful range of skills of which they make effective use.'

Subscriptions are maintained for The Key for Governors and Juniper Education Services - Governor Services.

The next review of governance will be in October 2021.

The Finance, Premises & Personnel Committee is a sub-committee of the main Board of Trustees. Its purpose is to assist the decision making of the Governing Body by enabling more detailed consideration to be given to the best means of ensuring sound management of the Academy Trust's finances and resources, including the proper planning, monitoring and probity and to make appropriate comments, recommendations and decisions to the Full Governing Body. Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Andy Oades (Chair)	3	3
Ann Bell	3	3
Paul Farmer	3	3
Carol Evans	3	3
Robert Hanson	3	3
Non committee Members		
Susan Howell	3	3
Peter Delf	2	3

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FOR THE YEAR ENDED 31 AUGUST 2021

The Audit, Risk & Business Continuity Committee is also a sub-committee of the main Board of Trustees. Its purpose is to provide assurance to the Governing Body that management is exercising full and effective control of the Academy Trust's finances and resources, that risk management is embedded across all Academy Trust processes and make appropriate comments and recommendations to the Full Governing Body. There were no particular issues dealt with by either the Finance Premises and Personnel or the Audit committees during the year.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Andy Oades	3	3
Paul Farmer	3	3
Tracey Metson (Resigned 30.06.21)	0	3
Carol Evans (Chair)	3	3
Robert Hanson	3	3
Non committee Members		
Ann Bell	3	3
Susan Howell	3	3
Peter Delf	2	3

REVIEW OF VALUE FOR MONEY

As Accounting Officer the headteacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcome achieved in return for the taxpayer resources received.

The Accounting Officer considers how the trusts 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 applicable.

The Accounting Officer for the Academy Trust has ensured that financial resources within the school are utilised to maximise their impact on the educational outcomes of the Academy. These outcomes are detailed within the Achievements and Results section above.

The Trust continues to play a pro-active role in both the Local Delivery Group and Behaviour and Attendance Partnerships (a sub-group of the Mid-Essex Secondary Heads (MESH) group) – contributing fully to the pooled funding arrangements – where, through collaboration, economies of scale have continued to be achieved in respect of a range of pastoral and educational activities e.g.

- Chelmsford Teaching Schools' Alliance (shared CPD, NQT conference)
- Essex Business Managers and FD Forum (benchmarking, information & document exchange)
- Chelmsford School Sports Partnership (joint funding of staff, administrative support)
- West Ham United Football Foundation (provision of staff to support curriculum and extra-curricular activities)

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GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

Purchases (in excess of £25,000) follow a stringent procurement process supported by professional and independent evaluations and assessments of the responses to tenders before any decision is made or any contract signed. The Tender limit is kept low to ensure best value.

A clear challenge approach is in evidence to ensure value for money is optimised at all times. Minutes are produced for each tender meeting.

Medium value purchases (in excess of £7,500) require a minimum of three quotations to be obtained. Any attempts to circumvent this approach are reviewed by the Finance team and/or Business Manager as part of the approval process – again kept low to ensure best value.

- Regular contractors' quotes are checked on an ad-hoc basis to ensure they are still competitive.
- Cheques over £50,000 require two signatures – one of which must be the chair of Finance, Premises & Personnel
- Presentation required for governors showing justification, benefits and links to the School Development Plan, for purchases over £25,000.
- Separate Audit, Risk & Business Continuity Committee to ensure propriety

Better purchasing:

- Benchmarking through Essex Business managers and FD forum.
- Schools Resource Management Self Evaluation Tool Dashboard and Checklist reviewed by the Governing Body.
- More comprehensive use of 'My Financial Insight' – E.S.F.A. benchmarking tool planned for 2021-22.

Contracts and services are regularly reviewed to ensure that the Academy Trust is obtaining optimum value for money. The Academy Trust regularly benchmarks several areas across its operations with other secondary schools locally, particularly to review costs and expenditure. Where cost savings or other economic benefits could accrue from a review of services, providers or contractors - a full evaluation is undertaken before any decision is made to change provider or renegotiate the current contract or price.

Association of Secondary Heads in Essex (ASHE) provides cost-effective training for senior staff, best practice workshops for subject leaders, advice and guidance on national and local issues and liaises between schools and the LA to minimise bureaucracy.

MESH supports the provision of a support worker/counsellor and a senior teacher to 'broker' managed moves. This drastically reduces the time taken by pastoral leaders and facilitates better outcomes for students at risk of permanent exclusion. MESH and ASHE provide a forum for sharing best practice.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

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

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GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

CAPACITY TO HANDLE RISK

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust'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 Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

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

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Juniper Education Services Ltd (Formerly Essex County Council) as Responsible Officer ('RO'). The RO's role includes a range of checks on the Academy Trust's financial systems. The RO reports to the Board of Trustees through the Chair of the Audit, Risk & Business Continuity Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. The RO role includes the Internal Controls and Evaluation, which the school subscribes to. The RO service has delivered their schedule of work as planned and the Academy Trust confirms that no material control issues arose as a result of the RO's work. Due to Covid-19 restrictions part of the programme was delivered remotely.

In particular, the checks carried out in the current period included testing of:

- governance
- payroll systems
- purchase systems including tendering
- control account/bank reconciliations
- income processing, lettings systems and aged debtors
- inventory and capitalised assets
- connected party transactions
- the process for budget setting and approval

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GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

REVIEW OF EFFECTIVENESS

As Accounting Officer the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year/period in question the review has been informed by:


- the work of the responsible officer
- the work of the external auditor;
- the work of the senior managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit, Risk & Business Continuity 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
signed on its behalf by:

and


A Oades
Chair of Trustees


P Farmer
Accounting Officer

30.11.21

30.11.21.

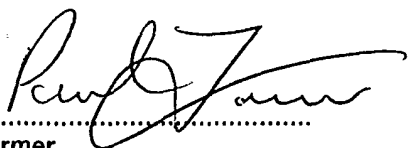
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Great Baddow High School I have considered my responsibility to notify the Academy Trust's 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 all 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.



.....
P Farmer
Accounting Officer

Date: 30.11.21

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees (who 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 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare 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 its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

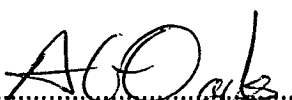
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the 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 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 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 and signed on its behalf by:



A Oades
Chair of Trustees
Date:

30.11.21

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GREAT BADDOW HIGH SCHOOL

Opinion

We have audited the financial statements of Great Baddow High School (the 'Academy Trust') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, 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 Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the 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 Auditor's 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GREAT BADDOW HIGH SCHOOL (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditor's Report thereon. The Trustees are responsible for the other information contained within the Annual Report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Strategic Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the Directors of the Academy Trust 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.

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GREAT BADDOW HIGH SCHOOL (CONTINUED)

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 an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these 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:

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the control systems in place and testing the effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance; and
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

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 Auditor's Report.

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GREAT BADDOW HIGH SCHOOL (CONTINUED)

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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy Trust and its Members, as a body, for our audit work, for this report, or for the opinions we have formed.



Sudhir Singh FCA (Senior Statutory Auditor)
for and on behalf of
MHA MacIntyre Hudson
Statutory Auditor
London, United Kingdom

Date: 17 December 2021

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

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

In accordance with the terms of our engagement letter dated 25 September 2019 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 Great Baddow High School during the year 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 Great Baddow High School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Great Baddow High School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Great Baddow High School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Great Baddow High School's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of Great Baddow High School's funding agreement with the Secretary of State for Education dated 1 July 2011 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 year 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.

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

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

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 our conclusions includes:

- reviewing the Minutes of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy Trust, with reference to the income streams and other information available to us as auditors;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- testing of a sample of grants received and other income streams;
- consideration of governance issues; and
- evaluating the internal control procedures and reporting lines, and testing as appropriate; and
- making appropriate enquiries of the Accounting Officer.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 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.

MHA MacIntyre Hudson

Reporting Accountant
MHA MacIntyre Hudson
Statutory Auditor
London, United Kingdom

Date: 17 December 2021

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Unrestricted funds 2021 £	Restricted general 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:						
Donations and capital grants	4	6,780	-	337,428	344,208	41,759
Charitable activities	5	193,017	8,915,958	-	9,108,975	8,557,550
Other trading activities	6	41,435	-	-	41,435	123,858
Investments	7	205	-	-	205	2,775
Total income		241,437	8,915,958	337,428	9,494,823	8,725,942
Expenditure on:						
Raising funds	9	7,696	-	-	7,696	30,526
Charitable activities	10,11	29,662	9,213,267	442,159	9,685,088	8,925,809
Total expenditure	8	37,358	9,213,267	442,159	9,692,784	8,956,335
Net income / (expenditure)		204,079	(297,309)	(104,731)	(197,961)	(230,393)
Transfers between funds	22	(2,037)	-	2,037	-	-
Net movement in funds before other recognised gains/(losses)		202,042	(297,309)	(102,694)	(197,961)	(230,393)
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	29	-	102,000	-	102,000	(282,000)
Net movement in funds		202,042	(195,309)	(102,694)	(95,961)	(512,393)

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Note					
Reconciliation of funds:					
Total funds brought forward	846,460	(4,725,735)	5,326,576	1,447,301	1,959,694
Net movement in funds	202,042	(195,309)	(102,694)	(95,961)	(512,393)
Total funds carried forward	1,048,502	(4,921,044)	5,223,882	1,351,340	1,447,301

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 40 to 75 form part of these financial statements.

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07662023

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	17		5,219,272		5,326,576
			<u>5,219,272</u>		<u>5,326,576</u>
Current assets					
Stocks	18	4,225		3,982	
Debtors	19	217,334		170,986	
Cash at bank and in hand		1,679,068		1,532,149	
		<u>1,900,627</u>		<u>1,707,117</u>	
Creditors: amounts falling due within one year	20	(712,796)		(837,640)	
Net current assets			<u>1,187,831</u>		<u>869,477</u>
Total assets less current liabilities			<u>6,407,103</u>		<u>6,196,053</u>
Creditors: amounts falling due after more than one year	21		(16,763)		(9,752)
Net assets excluding pension liability			<u>6,390,340</u>		<u>6,186,301</u>
Defined benefit pension scheme liability	29		(5,039,000)		(4,739,000)
Total net assets			<u><u>1,351,340</u></u>		<u><u>1,447,301</u></u>
Funds of the Academy Trust					
Restricted funds:					
Restricted fixed asset funds	22	5,223,882		5,326,576	
Restricted general funds	22	117,956		13,265	
		<u>5,341,838</u>		<u>5,339,841</u>	
Restricted funds excluding pension liability	22				
Restricted general funds - Pension reserve	22	(5,039,000)		(4,739,000)	
		<u></u>		<u></u>	
Total restricted funds	22		302,838		600,841
Unrestricted funds	22		1,048,502		846,460
			<u>1,351,340</u>		<u>1,447,301</u>
Total funds			<u><u>1,351,340</u></u>		<u><u>1,447,301</u></u>

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07662023

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2021

The financial statements on pages 35 to 75 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

..... 

A. Oades
Chair of Trustees
Date:

30.11.21

The notes on pages 40 to 75 form part of these financial statements.

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	24	(160,687)	253,414
Cash flows from investing activities	26	299,340	8,137
Cash flows from financing activities	25	8,266	(1,773)
Change in cash and cash equivalents in the year		146,919	259,778
Cash and cash equivalents at the beginning of the year		1,532,149	1,272,371
Cash and cash equivalents at the end of the year	27, 28	1,679,068	1,532,149

The notes on pages 40 to 75 form part of these financial statements.

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. General information

Great Baddow High School is a company limited by guarantee, incorporated in England and Wales.

The address of the registered office and principal place of operation is detailed on page 1.

The nature of the Academy Trust's operations and principal activity are detailed in the Trustees' Report.

2. 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.

2.1 Basis of preparation of financial statements

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

The financial statements are prepared in sterling which is the functional currency of the Academy Trust and rounded to the nearest pound

2.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust 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.

2.3 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 the 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.

Investment income, gains and losses are allocated to the appropriate fund.

GREAT BADDOW HIGH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.4 Income

All incoming resources are recognised when the 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. 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 year is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grants are reflected in the balance 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 the receipt is probable and the amount can be reliably measured.

- **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the goods have been provided or on completion of the service.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.5 Expenditure

All expenditure is accounted for on an accruals basis. 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.

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

2.6 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. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted or restricted general funds, a transfer is made to the restricted fixed asset fund.

Depreciation is provided on all tangible fixed assets other than freehold land at rates calculated to write off the cost of each asset, less their estimated residual value, over their expected useful lives on the following bases:

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.6 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Long-term leasehold property	- Over 50 years straight line
Leasehold improvements	- Over 20 / 50 years straight line
Furniture and equipment	- Over 4 years straight line
Computer equipment	- Over 4 years straight line

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.

2.7 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

2.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.11 Financial instruments

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement bases 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 19. 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 Notes 20 and 21. 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.

2.12 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.13 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.

2.14 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.15 Pensions

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.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

2. Accounting policies (continued)

2.16 Agency arrangements

The Academy Trust acts as an agent in managing funds for a number of separate entities. Payments received and subsequent disbursements are excluded from the SOFA as the Academy Trust does not have control over the charitable application of these funds.

The Academy Trust acts as an agent in distributing 16-19 Bursary Funds from the ESFA. The Academy Trust can use up to 5% of the allocation towards its own administration cost and this is recognised in the Statement of Financial Activities.

The Academy Trust holds funds on behalf of the Local Delivery Group (LDG) whose members are local schools who contribute to the fund from which educational services and training are purchased from the group.

The Academy Trust holds funds on behalf of the Behaviour and Attendance Partnership (B.A.P.) whose members are local schools who contribute to the fund from which a range of pastoral and educational services are purchased for pupils at risk of exclusion.

The Academy Trust is reimbursed for food vouchers purchased under the National Voucher Scheme to ensure that children eligible for Free School Meals continued to receive such benefits during the period of school closure as a result of the COVID-19 pandemic.

3. 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 present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in Note 29, 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.

Critical areas of judgement:

The Trustees consider there to be no critical areas of judgement that effect the amounts recognised in these financial statements.

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FOR THE YEAR ENDED 31 AUGUST 2021

4. Income from donations and capital grants

	Unrestricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Donations	6,780	-	6,780
Donations in kind	-	14,650	14,650
Capital grants	-	322,778	322,778
Total 2021	6,780	337,428	344,208

Donations in kind represents the donation of laptops in the year from the ESFA for distribution to students.

	Unrestricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	11,783	-	11,783
Capital grants	-	29,976	29,976
Total 2020	11,783	29,976	41,759

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5. Charitable activities - Funding for the Academy Trust's educational operations

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	7,531,525	7,531,525
Other DfE/ESFA grants			
Pupil Premium	-	207,512	207,512
Teachers' Pay Grant	-	103,496	103,496
Teachers' Pension Grant	-	292,454	292,454
Others	-	67,258	67,258
	-	8,202,245	8,202,245
Other Government grants			
Local Authority revenue grants	-	432,206	432,206
Other Government revenue grants	-	28,165	28,165
	-	460,371	460,371
Other income from the Academy Trust's educational operations	193,017	33,603	226,620
COVID-19 additional funding (DfE/ESFA)			
Catch-up Premium	-	102,960	102,960
Summer School	-	49,550	49,550
Additional Free School Meal costs	-	19,160	19,160
Other DfE/ESFA COVID-19 funding	-	(2,820)	(2,820)
	-	168,850	168,850
COVID-19 additional funding (non-DfE/ESFA)			
Coronavirus Job Retention Scheme grant	-	20,319	20,319
Mass testing	-	30,570	30,570
	-	50,889	50,889
Total 2021	193,017	8,915,958	9,108,975

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

5. Charitable activities - Funding for the Academy Trust's educational operations (continued)

The Academy Trust furloughed some of its catering and lettings staff under the government's CJRS. The funding received of £20,319 (2020 - £31,974) relates to staff costs in respect of 12 staff (2020 - 12 staff, also in catering and lettings roles) which are included within Note 14 below as appropriate.

The Academy Trust received £102,960 of funding for catch-up premium and costs incurred in respect of this funding totalled £73,822, with the remaining £29,138 to be spent in 2021/22.

There are no unfulfilled conditions or other contingencies attached to the government grants above.

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	7,008,960	7,008,960
Other DfE/ESFA grants			
Pupil Premium	-	228,373	228,373
Teachers' Pay Grant	-	102,283	102,283
Teachers' Pension Grant	-	287,858	287,858
Others	-	69,755	69,755
	-	7,697,229	7,697,229
Other Government grants			
Local Authority revenue grants	-	486,684	486,684
Other Government revenue grants	-	6,497	6,497
	-	493,181	493,181
Other income from the Academy Trust's educational operations	248,807	86,359	335,166
COVID-19 additional funding (non-DfE/ESFA)			
Coronavirus Job Retention Scheme grant	-	31,974	31,974
	-	31,974	31,974
	248,807	8,308,743	8,557,550

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the Academy Trust's funding for Pupil Premium, Teachers' Pay Grant and Teachers' Pension Grant is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

6. Income from other trading activities

	Unrestricted funds 2021 £	Total funds 2021 £
Hire of facilities	13,537	13,537
Other self generated income	27,898	27,898
Total 2021	41,435	41,435
	Unrestricted funds 2020 £	Total funds 2020 £
Hire of facilities	52,597	52,597
Catering income	13,395	13,395
Other self generated income	57,866	57,866
Total 2020	123,858	123,858

7. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £
Bank interest receivable	205	205
	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest receivable	2,775	2,775

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

8. Total expenditure

	Staff costs 2021 £	Premises costs 2021 £	Other costs 2021 £	Total 2021 £
Expenditure on raising funds:				
Support costs	-	-	7,696	7,696
Charitable activities:				
Direct costs	6,135,653	-	879,047	7,014,700
Support costs	1,509,050	860,997	300,341	2,670,388
Total 2021	7,644,703	860,997	1,187,084	9,692,784

	Staff costs 2020 £	Premises costs 2020 £	Other costs 2020 £	Total 2020 £
Expenditure on raising funds:				
Support costs	-	-	30,526	30,526
Charitable activities:				
Direct costs	5,782,122	-	942,054	6,724,176
Support costs	1,296,609	671,247	233,777	2,201,633
Total 2020	7,078,731	671,247	1,206,357	8,956,335

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

9. Expenditure on raising funds - support costs

	Unrestricted funds 2021 £	Total funds 2021 £
Other costs	7,696	7,696

	Unrestricted funds 2020 £	Total funds 2020 £
Other costs	30,526	30,526

10. Analysis of expenditure on charitable activities - by fund

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Educational operations	29,662	9,655,426	9,685,088

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Educational operations	181,473	8,744,336	8,925,809

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NOTES TO THE FINANCIAL STATEMENTS
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11. Analysis of expenditure on charitable activities - by type

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Educational operations	7,014,700	2,670,388	9,685,088

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Educational operations	6,724,176	2,201,633	8,925,809

Analysis of support costs

	Total funds 2021 £	Total funds 2020 £
Defined benefit pension scheme finance cost	76,000	76,000
Staff costs	1,433,050	1,220,609
Depreciation	145,597	144,258
Technology costs	40	60
Premises costs	860,997	671,247
Other costs	66,918	70,174
Governance costs	20,300	18,119
Legal costs	67,486	1,166
Total	2,670,388	2,201,633

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NOTES TO THE FINANCIAL STATEMENTS
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12. Governance costs

	2021 £	2020 £
Auditors' remuneration - Audit of the financial statements	11,800	9,700
Auditors' remuneration - Other services	8,200	6,885
Auditors' remuneration - Under accrual in the previous year	-	750
Training and other costs	300	784
	<u>20,300</u>	<u>18,119</u>

13. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Operating lease rentals	-	12,444
Depreciation of tangible fixed assets: -owned by the Academy Trust	145,597	144,258
Fees paid to auditor for:		
- Audit of the financial statements	11,800	9,700
- Other services	8,200	6,885
	<u>145,597</u>	<u>144,258</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

14. Staff

a. Staff costs

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	5,392,555	5,060,799
Social security costs	508,393	479,390
Pension costs	1,563,384	1,343,518
	<u>7,464,332</u>	<u>6,883,707</u>
Agency staff costs	104,371	119,024
Defined benefit pension scheme finance cost	76,000	76,000
	<u>7,644,703</u>	<u>7,078,731</u>

b. Staff numbers

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

	2021 No.	2020 No.
Teachers	97	97
Administration and support	121	108
Management	3	3
	<u>221</u>	<u>208</u>

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NOTES TO THE FINANCIAL STATEMENTS
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14. Staff (continued)

c. Higher paid staff

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

	2021 No.	2020 No.
In the band £60,001 - £70,000	4	4
In the band £70,001 - £80,000	2	1
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	-

The above employees participated in the Teachers Pension Scheme and the Local Government Pension Scheme. During the year ended 31 August 2021, pension contributions for these staff members amounted to £104,354 (2020 - £101,219).

d. 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 £1,126,069 (2020 - £968,313).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

15. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2021	2020
		£	£
P. Farmer (Headteacher and Accounting Officer)	Remuneration	100,000 -	90,000 -
		105,000	95,000
	Pension contributions paid	20,000 -	20,000 -
		25,000	25,000
S. Howell (Staff Trustee)	Remuneration	15,000 -	15,000 -
		20,000	20,000
	Pension contributions paid	0 - 5,000	0 - 5,000
J. Butcher (Staff Trustee)	Remuneration	50,000 -	50,000 -
		55,000	55,000
	Pension contributions paid	10,000 -	10,000 -
		15,000	15,000

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

16. 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 £5,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

17. Tangible fixed assets

	Long-term leasehold property £	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 September 2020	5,523,442	885,146	81,331	117,510	47,316	6,654,745
Additions	-	-	35,285	3,008	-	38,293
Disposals	-	-	-	(3,710)	-	(3,710)
At 31 August 2021	5,523,442	885,146	116,616	116,808	47,316	6,689,328
Depreciation						
At 1 September 2020	931,311	168,251	73,475	107,816	47,316	1,328,169
Charge for the year	100,869	27,854	10,298	6,576	-	145,597
On disposals	-	-	-	(3,710)	-	(3,710)
At 31 August 2021	1,032,180	196,105	83,773	110,682	47,316	1,470,056
Net book value						
At 31 August 2021	4,491,262	689,041	32,843	6,126	-	5,219,272
At 31 August 2020	4,592,131	716,895	7,856	9,694	-	5,326,576

Included in long-term leasehold property is land at valuation of £480,000 (2020 - £480,000) which is not depreciated.

The leasehold property was valued on 21 June 2011 by a RICS Registered Valuer using the Depreciated Replacement Cost method.

The leasehold land and buildings are owned by Essex County Council. The Academy holds a 125 year leasehold on a peppercorn rent.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

18. Stocks

	2021 £	2020 £
Catering stock	4,225	3,982

19. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	6,386	18,399
Other debtors	-	21,337
Prepayments and accrued income	183,718	96,355
VAT recoverable	27,230	34,895
	<u>217,334</u>	<u>170,986</u>

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NOTES TO THE FINANCIAL STATEMENTS
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20. Creditors: Amounts falling due within one year

	2021 £	2020 £
Other loans	3,028	1,773
Trade creditors	96,961	284,355
Other taxation and social security	129,539	114,352
Other creditors	288,472	275,547
Accruals and deferred income	194,796	161,613
	<u>712,796</u>	<u>837,640</u>
	2021 £	2020 £
Deferred income		
Deferred income at 1 September	51,871	121,572
Resources deferred during the year	59,399	51,871
Amounts released from previous periods	(51,871)	(121,572)
Deferred income at 31 August	<u>59,399</u>	<u>51,871</u>

At the Balance Sheet date the Academy Trust was holding funds received in advance of the 2020-21 academic year in respect of:

- ESFA Rates relief (£20,309)
- Local Authority EHCP funding (£4,874)
- Local Authority RBHIS Top Up funding (£5,993)
- Catering income (£11,611)
- School fund income (£16,612)

21. Creditors: Amounts falling due after more than one year

	2021 £	2020 £
Other loans	<u>16,763</u>	<u>9,752</u>

A loan of £10,040 was received in 2021 from Salix. This is being repaid in 16 payments of £628 from September 2021.

A loan of £14,166 was received in 2019 from Salix. This is being repaid bi-annually over 8 years from September 2019. No interest is being charged on the loan.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

22. Statement of funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
General funds	846,460	241,437	(37,358)	(2,037)	-	1,048,502
Restricted general funds						
General Annual Grant (GAG)	-	7,531,525	(7,450,882)	-	-	80,643
Pupil Premium	-	207,512	(207,512)	-	-	-
Teachers' pay grant	-	103,496	(103,496)	-	-	-
Teachers' pension grant	-	292,454	(292,454)	-	-	-
Other DfE/ESFA revenue grants	-	67,258	(67,258)	-	-	-
Local Authority revenue grants	13,265	432,206	(440,686)	-	-	4,785
Other Government revenue grants	-	28,165	(28,165)	-	-	-
Other Educational income	-	33,603	(30,213)	-	-	3,390
Catch-up premium	-	102,960	(73,822)	-	-	29,138
Summer School	-	49,550	(49,550)	-	-	-
Additional Free School Meal costs	-	19,160	(19,160)	-	-	-
Exceptional Government Funding	-	(2,820)	2,820	-	-	-
Coronavirus Job Retention Scheme grant	-	20,319	(20,319)	-	-	-
Mass testing	-	30,570	(30,570)	-	-	-
Pension reserve	(4,739,000)	-	(402,000)	-	102,000	(5,039,000)
	(4,725,735)	8,915,958	(9,213,267)	-	102,000	(4,921,044)

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NOTES TO THE FINANCIAL STATEMENTS
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22. Statement of funds (continued)

Restricted fixed asset funds						
NBV of fixed assets	5,326,576	14,650	(145,597)	23,643	-	5,219,272
DfE/ESFA capital grants	-	322,778	(296,562)	(21,606)	-	4,610
	<u>5,326,576</u>	<u>337,428</u>	<u>(442,159)</u>	<u>2,037</u>	<u>-</u>	<u>5,223,882</u>
Total Restricted funds	600,841	9,253,386	(9,655,426)	2,037	102,000	302,838
Total funds	<u>1,447,301</u>	<u>9,494,823</u>	<u>(9,692,784)</u>	<u>-</u>	<u>102,000</u>	<u>1,351,340</u>

NOTES TO THE FINANCIAL STATEMENTS
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22. Statement of funds (continued)

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

The General Fund has been created to recognise the incoming and outgoing resources in respect of activities undertaken by the Academy Trust which fall outside the scope of its core activities. A transfer of £2,037 out of this fund was made to the NBV of fixed asset fund to represent fixed asset additions in the year purchased with unrestricted funds.

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the Academy Trust via the Education and Skills Funding Agency by the Department for Education. The GAG fund has been set up because the GAG must be used for the normal running costs of the Academy Trust.

The Pupil Premium fund represents the restricted funding from the Education and Skills Funding Agency to raise the attainment of disadvantaged pupils and close the gap between them and their peer.

The Local Authority revenue grants fund relates to the income received from Essex County Council as a contribution towards the cost of the Academy Trust's revenue expenditure.

The Other Government Grants fund relates to grants from Government bodies other than the DfE/ESFA and Local Authorities that fall outside the scope of core funding.

The Other Educational income fund relates to all other restricted funding that cannot be classified above but fall outside the scope of its core activities.

The Exceptional Government fund relates to all Exceptional government funding received in response to the COVID-19 pandemic.

The LGPS deficit (pension reserve) fund has been created to separately identify the pension deficit inherited from the Local Authority upon conversion to Academy Trust status, and through which all the pension scheme movements are recognised.

The NBV of Fixed Assets fund has been set up to recognise the tangible assets held by the Academy Trust and is equivalent to the net book value of tangible fixed assets. Depreciation of tangible fixed assets is allocated to this fund.

The DfE/ESFA Capital grants fund has been created to recognise capital grants received from the ESFA and the DfE. Capital grants spent on capital expenditure are shown as a transfer within the Restricted fixed asset fund between the Capital grants fund and the NBV of fixed assets fund. Capital grants spent on revenue expenditure are shown as expenditure within the Capital grants fund. Capital grants received and receivable, but not yet spent, are held as current assets within the Restricted fixed assets fund. During the year a transfer of £21,606 was made to the NBV of fixed assets fund to represent tangible fixed asset additions funded by Restricted fixed asset funds.

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

22. Statement of funds (continued)

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
General funds	665,874	387,223	(211,999)	5,362	-	846,460
Restricted general funds						
General Annual Grant (GAG)	-	7,008,960	(7,008,960)	-	-	-
Pupil Premium	-	228,373	(228,373)	-	-	-
Teachers' pay grant	-	102,283	(102,283)	-	-	-
Teachers' pension grant	-	287,858	(287,858)	-	-	-
Other DfE/ESFA revenue grants	-	69,755	(69,755)	-	-	-
Local Authority revenue grants	13,600	486,684	(487,019)	-	-	13,265
Other Government revenue grants	-	6,497	(6,497)	-	-	-
Other educational income	-	86,359	(86,359)	-	-	-
Exceptional Government Funding	-	31,974	(31,974)	-	-	-
Pension reserve	(4,166,000)	-	(291,000)	-	(282,000)	(4,739,000)
	<u>(4,152,400)</u>	<u>8,308,743</u>	<u>(8,600,078)</u>	<u>-</u>	<u>(282,000)</u>	<u>(4,725,735)</u>
Restricted fixed asset funds						
NBV of fixed assets	5,446,220	-	(144,258)	24,614	-	5,326,576
DfE/ESFA capital grants	-	29,976	-	(29,976)	-	-
	<u>5,446,220</u>	<u>29,976</u>	<u>(144,258)</u>	<u>(5,362)</u>	<u>-</u>	<u>5,326,576</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

22. Statement of funds (continued)

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Total Restricted funds	1,293,820	8,338,719	(8,744,336)	(5,362)	(282,000)	600,841
Total funds	1,959,694	8,725,942	(8,956,335)	-	(282,000)	1,447,301

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23. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted general funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	5,219,272	5,219,272
Current assets	1,778,061	117,956	4,610	1,900,627
Creditors due within one year	(712,796)	-	-	(712,796)
Creditors due in more than one year	(16,763)	-	-	(16,763)
Defined benefit pension scheme liability	-	(5,039,000)	-	(5,039,000)
Total	1,048,502	(4,921,044)	5,223,882	1,351,340

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted general funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	5,326,576	5,326,576
Current assets	1,693,852	13,265	-	1,707,117
Creditors due within one year	(837,640)	-	-	(837,640)
Creditors due in more than one year	(9,752)	-	-	(9,752)
Defined benefit pension scheme liability	-	(4,739,000)	-	(4,739,000)
Total	846,460	(4,725,735)	5,326,576	1,447,301

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24. Reconciliation of net expenditure to net cash flow from operating activities

		2021 £	2020 £
Net expenditure for the year (as per Statement of Financial Activities)		(197,961)	(230,393)
Adjustments for:			
Depreciation	17	145,597	144,258
Capital grants from DfE and other capital income	4	(337,428)	(29,976)
Defined benefit pension scheme cost less contributions payable	29	326,000	215,000
Defined benefit pension scheme finance cost	29	76,000	76,000
(Increase) in stocks	18	(243)	(1,077)
(Increase)/decrease in debtors	19	(46,348)	63,082
(Decrease)/increase in creditors	20	(126,099)	19,295
Investment income	7	(205)	(2,775)
Net cash (used in)/provided by operating activities		(160,687)	253,414

25. Cash flows from financing activities

		2021 £	2020 £
Cash inflows from new borrowing	21	10,040	-
Repayments of borrowing	21,20	(1,774)	(1,773)
Net cash provided by/(used in) financing activities		8,266	(1,773)

26. Cash flows from investing activities

		2021 £	2020 £
Investment Income	7	205	2,775
Purchase of tangible fixed assets	17	(38,293)	(24,614)
Capital grants from DfE Group	4	322,778	29,976
Capital funding received from sponsors and others	4	14,650	-
Net cash provided by investing activities		299,340	8,137

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27. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand and at bank	1,679,068	1,532,149
Total cash and cash equivalents	1,679,068	1,532,149

28. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	1,532,149	146,919	1,679,068
Debt due within 1 year	(1,773)	(1,255)	(3,028)
Debt due after 1 year	(9,752)	(7,011)	(16,763)
	1,520,624	138,653	1,659,277

29. Pension commitments

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 Essex County Council. 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 31 March 2019.

Contributions amounting to £141,257 were payable to the schemes at 31 August 2021 (2020 - £127,015) 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 full-time 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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29. Pension commitments (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, 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 year amounted to £905,000 (2020 - £846,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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 2021 was £415,000 (2020 - £341,000), of which employer's contributions totalled £332,000 (2020 - £283,000) and employees' contributions totalled £ 83,000 (2020 - £74,000). The agreed contribution rates for future years are 25 per cent for employers and 5.5 to 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.

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29. Pension commitments (continued)

Principal actuarial assumptions

	2021	2020
	%	%
Rate of increase in salaries	3.90	3.30
Rate of increase for pensions in payment/inflation	2.90	2.30
Discount rate for scheme liabilities	1.65	1.60
Inflation assumption (CPI)	2.90	2.30

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

	2021	2020
	Years	Years
Retiring today		
Males	21.6	21.8
Females	23.6	23.8
Retiring in 20 years		
Males	22.9	23.2
Females	25.1	25.2

Sensitivity analysis

	2021	2020
	£000	£000
Discount rate +0.1%	(219)	(186)
Discount rate -0.1%	224	190
Mortality assumption - 1 year increase	422	330
Mortality assumption - 1 year decrease	(406)	(318)

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29. Pension commitments (continued)

Share of scheme assets

The Academy Trust's share of the assets in the scheme was:

	2021 £	2020 £
Equities	3,486,000	2,553,000
Gilts	137,000	176,000
Other bonds	253,000	231,000
Property	380,000	320,000
Cash	152,000	112,000
Alternative assets	604,000	479,000
Other managed funds	433,000	250,000
Total market value of assets	5,445,000	4,121,000

The actual return on scheme assets was £985,000 (2020 - £93,000).

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

	2021 £	2020 £
Current service cost	(658,000)	(498,000)
Interest income	66,000	64,000
Interest cost	(142,000)	(140,000)
Total amount recognised in the Statement of Financial Activities	(734,000)	(574,000)

Changes in the present value of the defined benefit obligations were as follows:

	2021 £	2020 £
At 1 September	8,860,000	7,608,000
Current service cost	658,000	498,000
Interest cost	142,000	140,000
Employee contributions	83,000	74,000
Actuarial losses	814,000	644,000
Benefits paid	(73,000)	(104,000)
At 31 August	10,484,000	8,860,000

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29. Pension commitments (continued)

Changes in the fair value of the Academy Trust's share of scheme assets were as follows:

	2021 £	2020 £
At 1 September	4,121,000	3,442,000
Interest income	66,000	64,000
Actuarial gains	916,000	362,000
Employer contributions	332,000	283,000
Employee contributions	83,000	74,000
Benefits paid	(73,000)	(104,000)
At 31 August	5,445,000	4,121,000

Reconciliation of opening to closing defined benefit pension scheme liability

	2021 £	2020 £
Balance brought forward at 1 September	4,739,000	4,166,000
Defined benefit pension scheme cost less contributions payable	326,000	215,000
Defined benefit pension scheme finance cost	76,000	76,000
Actuarial (gains) / losses	(102,000)	282,000
Balance carried forward at 31 August	5,039,000	4,739,000

Amounts recognised in the Balance Sheet are as follows:

	2021 £	2020 £
Present value of the defined benefit obligation	(10,484,000)	(8,860,000)
Fair value of scheme assets	5,445,000	4,121,000
	(5,039,000)	(4,739,000)

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30. Operating lease commitments

At 31 August 2021 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	12,368	12,444
Later than 1 year and not later than 5 years	16,691	11,261
	<u>29,059</u>	<u>23,705</u>

31. Members' liability

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

32. Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The following related party transactions took place;

Transactions relating to Mr J Hull, a Member and Trustee of Great Baddow High School:

- The Academy Trust made payments totalling £388 (2020 - £1,096) for the provision of peripatetic music tuition services.
- There were no amounts outstanding as at 31 August 2021 (2020 - £NIL).
- The Academy Trust made the purchases at arm's length for which Board approval was sought.
- Mr J Hull did not participate in this approval process.
- In entering into the transaction the Academy Trust has complied with the requirements of the Academies Financial Handbook.

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32. Related party transactions (continued)

Transactions relating to Bridge Academy Trust, of which Mr P Farmer's brother is the Chief Executive Officer:

- The Academy Trust made payments totalling £8,659 (2020 - £8,471) for subscription fees to the Essex Business Managers Group £NIL (2020 - £95) and Contribution fees to Behaviour and Attendance Panel £8,659 (2020 - £8,376).
- There were no amounts outstanding as at 31 August 2021 (2020 - NIL).
- The Academy Trust made the purchases at arm's length for which Board approval was sought.
- Mr P Farmer did not participate in this approval process.
- In entering into the transaction the Academy Trust has complied with the requirements of the Academies Financial Handbook.

Transactions relating to Plume School, of which Mrs S Howell's husband is a Governor:

- The Academy Trust made payments totaling £19,974 (2020 - £NIL) for contribution fees to Behaviour and Attendance Panel.
- There were no amounts outstanding as at 31 August 2021 (2020 - NIL).
- The Academy Trust made the purchases at arm's length for which Board approval was sought.
- Mrs S Howell did not participate in this approval process.
- In entering into the transaction the Academy Trust has complied with the requirements of the Academies Financial Handbook.

Family members of four members of Key Management Personnel were employed during the year:

- T Lindsay, daughter of P Draper, a member of the Senior Leadership Team, is employed by the Academy Trust as a tutor;
- M Farmer, spouse of P Farmer, a Trustee and the Trust's Accounting Officer, is employed by the Academy Trust as a communicator for the deaf;
- T Howell, step-daughter-in-law of S Howell, a Trustee, is employed by the Academy Trust as a member of the catering team;
- L Lewis, spouse of M Lewis, a member of the Senior Leadership Team, is employed by the Academy Trust as a teacher of humanities.

In all instances detailed above, the family members' appointment was made in open competition and the members of Key Management Personnel were not involved in the decision-making process regarding appointment. The family members' are paid within the normal pay scale for their roles and receive no special treatment as a result of their relationships with members of Key Management Personnel.

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33. Agency arrangements

The Academy Trust acts as an agent in managing funds for a number of separate entities. Payments received and subsequent disbursements are excluded from the SOFA as the Academy Trust does not have control over the charitable application of these funds.

The Academy Trust administers the distributions of the discretionary support for learners, 16-19 Bursary Funds, on behalf of the ESFA. During the year, the Academy Trust received £11,810 (2020 - £13,995) and disbursed £14,921 (2020 - £17,315). £NIL (2020 - £NIL) was retained to cover administration expenses and therefore a balance of £9,378 (2020 - £12,489) was owed to the ESFA as at the balance sheet date and is included within creditors.

The Academy Trust holds funds on behalf of the Local Delivery Group (LDG) whose members are local schools who contribute to the fund from which educational services and training are purchased from the group. During the year, the Academy Trust received income of £11,803 (2020 - £17,919) and expenditure of £17,706 (2020 - £20,906). At the Balance Sheet date, £8,889 (2020 - £2,988) was owed back to the LDG and is included within other creditors.

The Academy Trust holds funds on behalf of the Behaviour and Attendance Partnership (B.A.P.) whose members are local schools who contribute to the fund from which a range of pastoral and educational services are purchased for pupils at risk of exclusion. During the year, the Academy Trust received income of £80,174 (2020 - £109,517) and expenditure of £72,477 (2020 - £63,647). At the Balance Sheet date, £146,726 (2020 - £133,055) was owed back to the B.A.P. and is included within other creditors.

The Academy Trust was reimbursed for food vouchers purchased under the National Voucher Scheme to ensure that children eligible for Free School Meals continued to receive such benefits during the period of school closure as a result of the COVID-19 pandemic. During the year, the Academy Trust received income of £19,160 (2020 - £2,820) and incurred expenditure of £19,160 (2020 - £2,820). At the Balance Sheet date, £NIL (2020 - £NIL) was owed back to the ESFA, who operated the Scheme.

34. Controlling party

There is no ultimate controlling party.