

Company Registration Number: 07685796 (England & Wales)

ROOKERY SCHOOL
(A company limited by guarantee)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020



ROOKERY SCHOOL
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details	1
Trustees' report	2 - 8
Governance statement	9 - 13
Statement on regularity, propriety and compliance	14
Statement of Trustees' responsibilities	15
Independent auditor's report on the financial statements	16 - 18
Independent reporting accountant's report on regularity	19 - 20
Statement of financial activities incorporating income and expenditure account	21
Balance sheet	22 - 23
Statement of cash flows	24
Notes to the financial statements	25 - 46

ROOKERY SCHOOL
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	G Rees D Nelson E Turner C Marshall H Dhinju
Trustees	D Loane, Partner Headteacher D McMorrow, Trustee G Rees, Vice Chair B Johal, Trustee (resigned 17 September 2019) S Raju, Trustee C Marshall, Trustee H Dhinju, Chair of Trustees L Wild, Trustee S Nazran, Trustee M Farah, Trustee (appointed 26 February 2020) E Balan, Partner Headteacher K Sehra, Trustee I Campbell, Staff Trustee (resigned 11 November 2020)
Company registered number	07685796
Company name	Rookery School
Principal and registered office	Rookery School Rookery Road Birmingham West Midlands B21 9PY
Company secretary	S Heath-Gardiner
Senior management team	D Loane, Partner Headteacher E Balan, Partner Headteacher S Samuel, Assistant Headteacher S Hannan, Assistant Headteacher
Independent auditors	Mazars LLP Chartered Accountants 45 Church Street Birmingham B3 2RT
Bankers	Lloyds TSB Great Hampton Street Birmingham West Midlands B18 6AH

ROOKERY SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

Structure, governance and management

a. Constitution

The Academy is a company limited by guarantee and an exempt charity. The charitable company's Memorandum of Association are the primary governing document. The Trustees of Rookery School are also the directors of the charitable company for the purposes of company law.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

b. 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.

c. Trustees' indemnities

Indemnity Insurance to cover the liability of the Trustees for an unlimited amount (2019: unlimited) has been purchased by the Trust. The cost of such insurance is bundled as part of the overall school insurance, which is included within the total overall insurance cost of £8,307 (2019: £8,145).

d. Method of recruitment and appointment or election of Trustees

The management of the Academy is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

e. Policies adopted for the induction and training of Trustees

New Trustees are invited to meet with the Clerk and the Chair of Governors prior to their first meeting. They are sent a 'new governor' information pack that outlines the expectation and commitment required to carry out the role effectively. To support all governors, training is organised for the whole group on an annual basis following an audit of skills and changing requirements of the ESFA, DfE and OFSTED. To facilitate this and to provide individual support the academy has subscribed to the following organisations; SSAT, NGA, Ten Governor and the Birmingham Governors Support Network. These subscriptions are reviewed on an annual basis.

ROOKERY SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

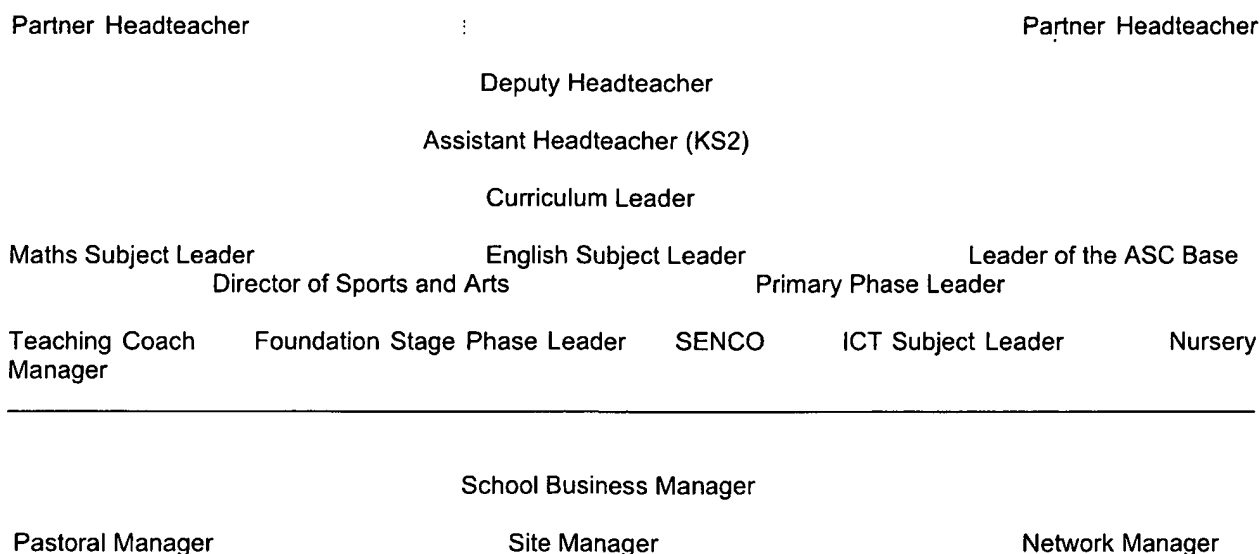
f. Organisational structure

Rookery School has a unified leadership structure, which comprises of two elements – the Governors and the Leadership Team. The aim of the Leadership structure is to develop leadership capacity, devolve responsibility and encourage involvement in decision making at all levels.

The governors are responsible for the strategic development of the Academy, capital expenditure and senior staff appointments. They are also responsible for approving the annual budget in line with school development priorities. They ensure value for money through monitoring the impact of budget decisions in relation to pupil outcomes via meetings and visits to school.

The leadership team at Rookery, (see structure below), are committed to the process of 'Learning Centred Leadership' which has at its heart, three key strategies that interrelate and overlap; modelling, monitoring and dialogue. The team comprises of teaching and non- teaching staff.

Leadership Structure 2019/2020



g. Arrangements for setting pay and remuneration of key management personnel

The Academy broadly follows the provisions of national pay arrangements, according to the School Teachers' Pay and Conditions and the NJC scales for support staff.

The Partner Head Teachers' salaries are set within the range for the appropriate sized School Group, and salary levels for Deputy Heads, Assistant Heads are scaled appropriately with each having a 5 point range on the Leadership scale, according to job weight.

An annual pay increment is awarded in line with successful performance until the top of the 5 point scale is reached.

None of the trustees are paid for their role as trustees.

ROOKERY SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management (continued)

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	-
Full-time equivalent employee number	-

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	66
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time	£
------------------------------------------------------	----------

Total cost of facility time	-
Total pay bill	2,047,815
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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Objectives and activities

a. Objects and aims

The principal objects of the Academy are to advance for the public benefit education in Birmingham, 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 and providing childcare facilities and adult training to develop the capacity and skills of parents-to-be and parents with children primarily but not exclusively under five in such a way that they are better able to identify and help meet the needs of the children.

ROOKERY SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Objectives and activities (continued)

b. Objectives, strategies and activities

In accordance with the articles of association the charitable company has adopted a 'Scheme of Government' approved by the Secretary of State for Education and Skills. The Scheme of Government specifies, amongst other things, the basis for admitting students to the Academy, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum. The main aims of the academy during the period ended 31 August 2020 are summarised below:

At Rookery we value our learning community where everyone is empowered to grow and develop in order to be the best that they can be.

The children at Rookery are at the heart of this community. We recognise that each and every one of them is unique with their own ideas, talents, needs and aspirations.

Consequently we expect the children to:

- Take responsibility for shaping their own learning pathway.
- Value every learning opportunity.
- Take risks and develop resilience.

In order to be successful and empowered learners who are...

- Literate, numerate and confident users of ICT.
- Equipped to live in an increasingly diverse, complex and rapidly changing world.
- Confident communicators.
- Brimming with confidence and self assurance.

We know that we can best fulfil our mission by:

- Working together in harmony with parents who share with us the responsibility of educating our children for a world beyond our school.
- Listening to, and valuing the contribution of the whole school community.

c. Public benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing education. The information in the Charity Commission's general guidance has been referred to when reviewing the aims and objectives of the Trust and in planning for future activities. In particular, the Trustees consider how planned activities will contribute to the said aims and objectives.

Strategic report

Achievements and performance

a. Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

ROOKERY SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Achievements and performance (continued)

b. Review of activities

- Rookery School continues to be a very popular school that is significantly oversubscribed each year; with waiting lists for every year group.
- Attendance was a focus during autumn 2019 and was 96% for the period Sept 19 to March 2020.
- The Partner Headteachers (PHTs) ensured that the school remained open to vulnerable and key worker pupils during the period March- June 2020, successfully reopening to government designated year groups in June 2020.
- The school reopened successfully to all pupils in September 2020, all risk assessments were in place, including extended start and finish times, one way systems, and PPE for staff and parents, so ensuring a safe environment.
- Staff were trained in new practices and procedures, including working within bubbles.
- Extra cleaning capacity ensured high levels of hygiene were maintained. Children have diligently followed all COVID-19 hygiene measure since returning to school in June 2020.
- Parental confidence in safety of school practices and procedures is high – with attendance running at 92% for Autumn 2020 (above national attendance).
- A COVID-19 cluster of cases was successfully managed by the Partner Headteachers, with advice from Public Health England who were confident that all school procedures were robust and there was no in school transmissions.
- Strategic pre-planning by the PHTs in early March ensured all children were remote learning immediately. Safeguarding and well-being during COVID-19.
- Robust safeguarding systems were put in place to ensure all children were in contact with their teacher at least weekly.
- Vulnerable children with a social worker were encouraged into school. The pastoral team/DSLs maintained close contact with Children's Services.
- Children with an EHCP were given significant family support from staff with an ASC specialism, where parents were reluctant to send them into school. Skilled staff encouraged all children with EHCPs to return to school during June and July.
- Children with EHCPs have attendance of 94%+ from Sept 2020 (well above national).
- Significant help with food was put into place from March 2020 with the delivery of food parcels.

Financial review

a. Reserves policy

The Governors' policy is to review the reserve levels of the academy annually. The policy of the academy is to carry forward a prudent level of resources designed to meet the long term cyclical needs of renewal and any other unforeseen contingencies plus a contribution towards future capital projects, subject to the constraint that the level of resources does not exceed the level permitted by the ESFA.

b. Investment policy

The trustees seek to ensure that any surplus funds are deposited to maximise interest whilst maintaining a safe and secure investment strategy.

ROOKERY SCHOOL
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Strategic report (continued)

Financial review (continued)

c. Principal risks and uncertainties

The academy's exposure to risk is largely bank balances, cash and trade creditors, with limited trade debtors. The trust is satisfied that systems and procedures are in place to mitigate the Academy's exposure to the major risks.

The academy has inherited the local government defined benefit pension scheme deficit for associate staff which increased during the year as advised by Barnett Waddingham, the pension actuarial experts.

The Academy has a risk register that is reviewed annually by the Trustees. The register records the risks that have been identified and the control measures it has implemented. The statement of internal control is considered annually.

d. Financial and review

Most of the Academy's income is obtained from the Education Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2020 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Academy also receives grants for fixed assets from the ESFA. In accordance with the FRS102, such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the period ended 31 August 2020, total expenditure of £5,220,136 was more than the recurrent grant funding from the ESFA together with other incoming resources. Total income for the period ended 31 August 2020 was £5,154,287. Income received for the period which relates to core educational operations was £2,674,576.

Funds held as custodian on behalf of others

There are no funds that are held by the Academy Trust but are not owned by them.

ROOKERY SCHOOL
(A company limited by guarantee)


TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020


Disclosure of information to auditors

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that 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 auditors are aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 9th December 2020 and signed on its behalf by:


.....
H Dhinju
Chair of Trustees


.....
D Loane
Partner Headteacher and Accounting Officer

ROOKERY SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Partner Principal, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Rookery School 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.

ROOKERY SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

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 8 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
D Loane, Partner Headteacher	8	8
D McMorrow, Trustee	1	8
G Rees, Vice Chair	7	8
K Sehra, Trustee	7	8
S Raju, Trustee	6	8
C Marshall, Trustee	5	8
H Dhinju, Chair of Trustees	8	8
L Wild, Trustee	3	8
S Nazran, Trustee	5	8
N Lindsay, Trustee	1	1
E Balan, Partner Headteacher	8	8
I Campbell, Staff Trustee	8	8

The Performance, Review & Development Committee is a sub-committee of the main governing body. Its purpose is to discuss financial matters including preparation of draft budget, approving journals and transfers, making contractual arrangements, approving write-offs, maintaining a charges and remissions policy, monitoring of expenditure, considering audit reports. Approval of the budget, Best Value Statement and virements over £10,000 has remained the responsibility of the Full Governors.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
D Loane, Partner Headteacher	5	5
G Rees, Vice Chair	3	5
E Balan, Partner Headteacher	4	5
H Dhinju, Chair of Trustees	5	5
C Marshall, Trustee	4	5
S Raju, Trustee	4	5
N Lindsay	1	1

ROOKERY SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

As accounting officer, the Partner Principal has responsibility for ensuring that the Academy delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the Academy has delivered improved value for money during the year by:

Robust Governance & Oversight of Rookery School's Finances:

Rookery School has appointed Mazars LLP, Accountants to prepare and audit the school's accounts. Schools Financial Services provide an independent oversight through regular reviews of the Trust's key financial policies, systems and procedures, including the use of tenders and presents this report to the Performance Review and Development (PRD). The Board of Trustees is responsible for approving the budget for the school within the Trust each year, and is aware of the need to balance expenditure against income, in order to ensure that the Trust remains a 'going concern'. Mazars LLP present the Annual Accounts and the External Auditor's Management Report to the Board of Trustees for discussion and approval.

Ensuring the operation of Rookery School demonstrates good value for money and efficient and effective use of resources:

The Academy uses a service to gain anonymised quotes for all purchases over £500 to ensure best value and is also part of the Crescent Purchasing Consortium. Staff are made aware of 'Best Value' with regards to any procurement and all purchasing is undertaken by the Finance Officer who benchmarks with various suppliers to ensure The Academy obtains the best price they can.

Effective outsourcing of HR and Financial services resulting in an efficient, effective and value for money service:

Use of External HR advisors to support and train the school's Senior Leadership team in: Appraisal and Capability procedures, Sickness Absence Management Procedures and Disciplinary procedures. This has resulted in effective and efficient management of staffing to ensure good quality provision for pupils and maintain sustainable costs of staffing.

Use of External Financial Advisors:

DRB provides strategic oversight to the Finance Department.

Mazars LLP, Accountants, in training the Chief Financial Officer in the preparation and presentation of monthly accounts. This has resulted increased capacity of the Finance Department leading to clarity for trustees and is a cost- efficient solution to budget monitoring.

Maximising income generation

Effective Partnerships to maximise income generation

- The Greggs Foundation has linked Rookery with Chiesi Pharmaceuticals firm's community team who have raised funds to refresh the school's forest schools facilities.
- The Deputy Head delivers training on the teaching of reading for Birmingham City University for which the school is reimbursed.
- The Deputy Headteacher is a Literacy Specialist for Little Sutton Literacy Hub
- The school leads Early Years Foundation Stage Profile moderation for the Colmore Schools Partnership for which the school is reimbursed.

ROOKERY SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

Effective Partnerships which improve educational outcomes for pupils and the wider community

- Tesco Young enterprise scheme with year 6 supported improved outcomes in maths
- CBSO community choir meets at the school
- The school's work with Secret City Arts has been evaluated and published as part of a Local History Toolkit for Schools
- Greggs Foundation's support of curriculum and fundraising events
- Chiesi 's support of school events
- Birmingham Children's Venture ; "The Brighthouse" residential facility in Atherstone – securing affordable residential experiences for Rookery pupils
- School contributes to the Handsworth Young People's Parliament
- The school won the Handsworth Dennis Edwards' Citizenship Award for their work with Community partners
- The school was chosen by West Midlands police to pilot the Junior PCSOs project
- Children from Rookery performed in the Birmingham Music Service's Central Ensemble Concert at King Edward's School Edgbaston
- SANA "Schools for Peace" scheme in collaboration with Coventry Cathedral which promotes practical peace education to influence harmony in communities as well as between schools in Bosnia and Herzegovina
- Children participate in a wide range of visits .

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Rookery School for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 1 September 2019 to 31 August 2020 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's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the Finance and General Purposes 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

ROOKERY SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

- identification and management of risks

The Board of Trustees has decided not to appoint an internal auditor. However, the Trustees have appointed a reviewer.

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

- School trips
- Single Central Record

On a semi-annual basis, the reviewer reports to the Board of Trustees through the audit committee on the operation of the systems of control and on the discharge of the Board of Trustees financial responsibilities.

Review of effectiveness


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

- on discharge of the Board of Trustees financial decisions to help the committee consider actions and assess year on year progress
- the work of the reviewer;
- the work of the external auditors;
- the work of the executive managers within the Academy 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 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 9th December 2020 and signed on their behalf by:


.....
H Dhinju
Chair of Trustees


.....
D Loane
Partner Headteacher and Accounting Officer

ROOKERY SCHOOL
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Rookery School I have considered my responsibility to notify the Academy Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019/20.

I confirm that I and the Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook 2019/20.

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.

D Loane

D Loane
Partner Headteacher and Accounting Officer

Date: 09/12/2020

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ROOKERY SCHOOL
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

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:

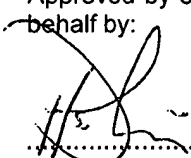
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP and the Academies Accounts Direction 2019 to 2020
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards 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 on *9th December 2020* and signed on its behalf by:


.....
H Dhingra
Chair of Trustees

ROOKERY SCHOOL
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ROOKERY SCHOOL

Opinion

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

In our opinion the :

- give a true and fair view of the state of the Rookery School's affairs at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2019 to 2020.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

ROOKERY SCHOOL
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ROOKERY SCHOOL (CONTINUED)

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditors' reports thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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

Matters on which we are required to report by exception

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

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

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

ROOKERY SCHOOL
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ROOKERY SCHOOL (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement set out on page 16, the Trustees (who are directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' 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.

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

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 the Academy Trust's members as a body for our audit work, for this report, or for the opinions we have formed.



Ian Holder (Senior statutory auditor)

for and on behalf of

Mazars LLP

Chartered Accountants

Statutory Auditor

45 Church Street

Birmingham

B3 2RT

Date: 11/12/2020

ROOKERY SCHOOL
(A company limited by guarantee)

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

In accordance with the terms of our engagement letter dated 16 September 2020 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Rookery School during the period 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Rookery School and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Rookery School and the ESFA those matters we are required to state to it 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 Rookery School and the ESFA, for our work, for this report, or for the conclusion we have formed.

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

The Accounting Officer is responsible, under the requirements of Rookery School's funding agreement with the Secretary of State for Education dated 1 March 2015 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

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

The work undertaken to draw to our conclusion includes:

- Planning our assurance procedures including identifying key risks;
- Carrying out sample testing on controls;
- Carrying out substantive testing including analytical review; and
- Concluding on procedures carried out.

ROOKERY SCHOOL
(A company limited by guarantee)

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

Conclusion

In the course of our work nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Mazars LLP

Mazars LLP
Chartered Accountants
Statutory Auditor

45 Church Street
Birmingham
B3 2RT

Date: 11/12/2020

ROOKERY SCHOOL
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	3	-	-	2,426,059	2,426,059	378,804
Charitable activities	4	18,752	2,655,825	-	2,674,576	2,666,849
Other trading activities	5	1,440	51,707	-	53,147	58,772
Investments	6	504	-	-	504	461
Total income		20,696	2,707,532	2,426,059	5,154,287	3,104,886
Expenditure on:						
Raising funds		1,440	14,599	-	16,039	26,632
Charitable activities		18,752	2,733,703	2,451,642	5,204,097	3,182,090
Total expenditure	7	20,192	2,748,302	2,451,642	5,220,136	3,208,722
Net income/(expenditure)		504	(40,770)	(25,583)	(65,849)	(103,836)
Transfers between funds	17	-	47,750	(47,750)	-	-
Net movement in funds before other recognised gains/(losses)		504	6,980	(73,333)	(65,849)	(103,836)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	24	-	(1,083,000)	-	(1,083,000)	(256,000)
Net movement in funds		504	(1,076,020)	(73,333)	(1,148,849)	(359,836)
Reconciliation of funds:						
Total funds brought forward		316,349	(1,348,118)	2,454,050	1,422,281	1,782,117
Net movement in funds		504	(1,076,020)	(73,333)	(1,148,849)	(359,836)
Total funds carried forward		316,853	(2,424,138)	2,380,717	273,432	1,422,281

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 25 to 46 form part of these financial statements.

ROOKERY SCHOOL
(A company limited by guarantee)
REGISTERED NUMBER: 07685796

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	13	2,380,717	2,408,572
		<u>2,380,717</u>	<u>2,408,572</u>
Current assets			
Debtors	14	105,519	93,375
Cash at bank and in hand	22	1,012,281	975,125
		<u>1,117,800</u>	<u>1,068,500</u>
Creditors: amounts falling due within one year	15	(315,836)	(332,791)
Net current assets		<u>801,964</u>	<u>735,709</u>
Total assets less current liabilities		<u>3,182,681</u>	<u>3,144,281</u>
Creditors: amounts falling due after more than one year	16	(11,250)	(15,000)
Net assets excluding pension liability		<u>3,171,431</u>	<u>3,129,281</u>
Defined benefit pension scheme liability	24	(2,898,000)	(1,707,000)
Total net assets		<u><u>273,431</u></u>	<u><u>1,422,281</u></u>

ROOKERY SCHOOL
(A company limited by guarantee)

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Funds of the Academy			
Restricted funds:			
Fixed asset funds	17	2,380,717	2,454,050
Restricted income funds	17	473,862	358,882
Restricted funds excluding pension liability	17	2,854,579	2,812,932
Pension reserve	17	(2,898,000)	(1,707,000)
Total restricted funds	17	(43,421)	1,105,932
Unrestricted income funds	17	316,852	316,349
Total funds		273,431	1,422,281

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 21 to 46 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:

MA DECEMBER 2020

The notes on pages 25 to 46 form part of these financial statements.

H. D.
HARDEEP DHINDU

ROOKERY SCHOOL
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by operating activities	19	61,451	161,217
Cash flows from investing activities	21	(20,545)	(2,214)
Cash flows from financing activities	20	(3,750)	(3,750)
Change in cash and cash equivalents in the year		37,156	155,253
Cash and cash equivalents at the beginning of the year		975,125	819,872
Cash and cash equivalents at the end of the year	22, 23	<u>1,012,281</u>	<u>975,125</u>

The notes on pages 25 to 46 form part of these financial statements

ROOKERY SCHOOL
(A company limited by guarantee)

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

1. Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgments and key sources of estimation uncertainty, is set out below.

1.1 Basis of preparation of financial statements

The financial statements of the Academy, 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Rookery School meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate 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 one year from the date of authorisation for issue of the financial statements and have concluded that the Academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

ROOKERY SCHOOL
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

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

General Annual Grant is recognised in full in the Statement of financial activities in the year for which it is receivable and any abatement in respect of the 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. Unspent amounts of capital grants are reflected in the Balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

- **Sponsorship income**

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of financial activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

- **Donations**

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

- **Other income**

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

ROOKERY SCHOOL
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

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

1.6 Tangible fixed assets

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

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 funds, depreciation on such assets is charged to the unrestricted fund.

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

ROOKERY SCHOOL
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.6 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Leasehold property	- 2% Straight line
Furniture and fixtures	- 25% Straight line
Computer equipment	- 25% Straight line
Motor vehicles	- 25% 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.

1.7 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.

1.8 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.

1.9 Liabilities

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

1.10 Financial instruments

The Academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy and their measurement 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 14. 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 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

ROOKERY SCHOOL
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.11 Pensions

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

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 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 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 operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

1.12 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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.

ROOKERY SCHOOL
(A company limited by guarantee)

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Capital Grants	2,426,059	2,426,059	378,804
	<hr/>	<hr/>	<hr/>
<i>Total 2019</i>	378,804	378,804	
	<hr/>	<hr/>	

ROOKERY SCHOOL
(A company limited by guarantee)

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

4. Funding for the Academy's educational operations

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	2,034,530	2,034,530	2,067,234
Other DfE/ESFA Grants	-	400,673	400,673	319,002
Local authority grants	-	220,622	220,622	250,866
Other income from the academy's operations	18,752	-	18,752	29,748
	<u>18,752</u>	<u>2,655,825</u>	<u>2,674,577</u>	<u>2,666,850</u>
Total 2019	<u>29,749</u>	<u>2,637,101</u>	<u>2,666,850</u>	

5. Income from other trading activities

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Hire of facilities	1,440	-	1,440	1,325
Educational visits	-	11,485	11,485	20,459
Sundry income	-	40,222	40,222	36,988
	<u>1,440</u>	<u>51,707</u>	<u>53,147</u>	<u>58,772</u>
Total 2019	<u>1,325</u>	<u>57,447</u>	<u>58,772</u>	

ROOKERY SCHOOL
(A company limited by guarantee)

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

6. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Interest	504	504	461
<i>Total 2019</i>	461	461	

7. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other costs 2020 £	Total 2020 £	Total 2019 £
Expenditure on raising funds:					
Direct costs	-	-	14,599	14,599	20,376
Allocated support costs	590	850	-	1,440	6,800
Educational operations:					
Direct costs	1,763,100	44,370	97,658	1,905,128	1,806,470
Allocated support costs	585,231	2,389,813	323,925	3,298,969	1,375,076
	2,348,921	2,435,033	436,182	5,220,136	3,208,722
<i>Total 2019</i>	2,278,887	197,505	732,330	3,208,722	

ROOKERY SCHOOL
(A company limited by guarantee)

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

8. Analysis of support costs

	Educational operations 2020 £	Raising funds 2020 £	Total funds 2020 £	Total funds 2019 £
Pension finance cost	31,000	-	31,000	35,000
Technology costs	10,464	-	10,464	8,658
Premises costs	128,237	850	129,087	148,811
Other support costs	150,984	-	150,984	220,281
Governance costs	16,781	-	16,781	32,757
Roof repair project	2,402,739	-	2,402,739	306,295
Wages and salaries	357,231	590	357,821	419,882
Pension service cost	197,000	-	197,000	206,000
Depreciation	4,533	-	4,533	4,192
	<u>3,298,969</u>	<u>1,440</u>	<u>3,300,409</u>	<u>1,381,876</u>
<i>Total 2019</i>	<u>1,375,076</u>	<u>6,800</u>	<u>1,381,876</u>	

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020 £	2019 £
Operating lease rentals	4,067	4,067
Depreciation of tangible fixed assets	48,904	48,693
Fees paid to auditors for:		
- audit	8,000	7,300
- other services	4,117	3,785

ROOKERY SCHOOL
(A company limited by guarantee)

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

10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	1,596,052	1,627,079
Social security costs	151,873	152,899
Pension costs	408,623	352,315
	<u>2,156,548</u>	<u>2,132,293</u>
Agency staff costs	161,373	111,594
Pension finance costs	31,000	35,000
	<u>2,348,921</u>	<u>2,278,887</u>

b. Staff numbers

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

	2020 No.	2019 No.
Teachers	22	25
Administration and support	42	42
Management	4	4
	<u>68</u>	<u>71</u>

c. Higher paid staff

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

	2020 No.	2019 No.
In the band £60,001 - £70,000	-	2
In the band £70,001 - £80,000	2	-
	<u>2</u>	<u>-</u>

ROOKERY SCHOOL
(A company limited by guarantee)

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

10. Staff (continued)

d. Key management personnel

The key management personnel of the Academy 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 was £340,438 (2019 £330,497).

11. Trustees' remuneration and expenses

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

		2020	2019
		£	£
D Loane, Partner Headteacher	Remuneration	70,000 -	65,000 -
		75,000	70,000
	Pension contributions paid	15,000 -	10,000 -
		20,000	15,000
E Balan, Partner Headteacher	Remuneration	70,000 -	65,000 -
		75,000	70,000
	Pension contributions paid	15,000 -	10,000 -
		20,000	15,000
I Campbell	Remuneration	20,000 -	20,000 -
		25,000	25,000
	Pension contributions paid	0 - 5,000	0 - 5,000

During the year ended 31 August 2020, no Trustee expenses have been incurred (2019 - £NIL).

12. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides unlimited cover (2019: unlimited cover) on any one claim and the cost for the year ended 31 August 2020 was £8,307 (2019 - £8,145). The cost of this insurance is included in the total insurance cost.

ROOKERY SCHOOL
(A company limited by guarantee)

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

13. Tangible fixed assets

	Long-term leasehold property £	Motor vehicles £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation					
At 1 September 2019	2,699,181	11,072	84,625	185,130	2,980,008
Additions	-	-	7,871	13,178	21,049
At 31 August 2020	2,699,181	11,072	92,496	198,308	3,001,057
Depreciation					
At 1 September 2019	295,853	11,072	83,435	181,076	571,436
Charge for the year	44,371	-	2,196	2,337	48,904
At 31 August 2020	340,224	11,072	85,631	183,413	620,340
Net book value					
At 31 August 2020	2,358,957	-	6,865	14,895	2,380,717
At 31 August 2019	2,403,328	-	1,190	4,054	2,408,572

14. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	-	810
Other debtors	41,037	29,367
Prepayments and accrued income	64,482	63,198
	105,519	93,375

ROOKERY SCHOOL
(A company limited by guarantee)

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

15. Creditors: Amounts falling due within one year

	2020 £	2019 £
Salix loan	3,750	3,750
Other taxation and social security	37,309	37,961
Other creditors	34,847	290
Accruals and deferred income	239,930	290,790
	<u>315,836</u>	<u>332,791</u>
	2020 £	2019 £
Deferred income at 1 September 2019	31,896	39,799
Resources deferred during the year	41,918	31,896
Amounts released from previous periods	(31,896)	(39,799)
	<u>41,918</u>	<u>31,896</u>

The above deferred income consists of £41,918 (2019: £31,896) of grant monies received in advance for the 2020/21 academic year.

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

	2020 £	2019 £
Salix loan	<u>11,250</u>	<u>15,000</u>

Included with other creditors is a loan of £11,250 (2019: £15,000) from Salix which is provided on the following terms:

It is interest free repayable by installments over 8 years. Repayments will be recovered by a reduction in the General Annual Grant (GAG) payments issued by the ESFA.

ROOKERY SCHOOL
(A company limited by guarantee)

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

17. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
General Funds - all funds	316,349	20,695	(20,192)	-	-	316,852
Restricted general funds						
General Annual Grant (GAG)	354,824	2,083,953	(2,136,578)	167,011	-	469,210
School fund	4,058	2,284	(1,690)	-	-	4,652
Other ESFA and DfE grants	-	400,673	(400,673)	-	-	-
Local authority grants	-	220,622	(220,622)	-	-	-
Pension reserve	(1,707,000)	-	(108,000)	-	(1,083,000)	(2,898,000)
	<u>(1,348,118)</u>	<u>2,707,532</u>	<u>(2,867,563)</u>	<u>167,011</u>	<u>(1,083,000)</u>	<u>(2,424,138)</u>
Restricted fixed asset funds						
DfE/ESFA capital grants	400,683	8,860	(8,642)	-	-	400,901
Transfer on conversion	1,465,746	-	(23,454)	-	-	1,442,292
Capital expenditure from GAG	542,143	-	(16,808)	-	-	525,335
Condition improvement fund - roof repair	45,478	2,417,199	(2,283,477)	(167,011)	-	12,189
	<u>2,454,050</u>	<u>2,426,059</u>	<u>(2,332,381)</u>	<u>(167,011)</u>	<u>-</u>	<u>2,380,717</u>
Total Restricted funds	<u>1,105,932</u>	<u>5,133,591</u>	<u>(5,199,944)</u>	<u>-</u>	<u>(1,083,000)</u>	<u>(43,421)</u>
Total funds	<u>1,422,281</u>	<u>5,154,286</u>	<u>(5,220,136)</u>	<u>-</u>	<u>(1,083,000)</u>	<u>273,431</u>

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

ROOKERY SCHOOL
(A company limited by guarantee)

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

17. Statement of funds (continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
General Funds - all funds	316,335	31,533	(31,519)	-	-	316,349
Restricted funds						
General Annual Grant (GAG)	346,634	2,067,234	(2,083,400)	24,356	-	354,824
Other ESFA and DfE grants	-	319,002	(319,002)	-	-	-
Local authority grants	-	250,886	(250,886)	-	-	-
Other income	-	50,472	(50,472)	-	-	-
School fund	2,558	6,975	(5,475)	-	-	4,058
Pension reserve	(1,338,000)	-	(113,000)	-	(256,000)	(1,707,000)
	(988,808)	2,694,569	(2,822,235)	24,356	(256,000)	(1,348,118)
Restricted fixed asset funds						
DfE/ESFA capital grants	409,325	27,031	(8,642)	-	-	400,683
Transfer on conversion	1,489,200	-	(23,454)	-	-	1,465,746
Capital expenditure from GAG	556,065	-	(16,597)	-	-	542,143
Condition improvement fund - roof repair	-	351,773	(306,295)	-	-	45,478
	2,454,590	378,804	(354,988)	-	-	2,454,050
Total Restricted funds	1,465,782	3,073,373	(3,177,223)	24,356	(256,000)	1,105,932
Total funds	1,782,117	3,104,906	(3,208,742)	24,356	(256,000)	1,422,281

ROOKERY SCHOOL
(A company limited by guarantee)

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

18. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	2,380,717	2,380,717
Current assets	316,852	800,948	-	1,117,800
Creditors due within one year	-	(315,836)	-	(315,836)
Creditors due in more than one year	-	(11,250)	-	(11,250)
Defined benefit pension scheme liability	-	(2,898,000)	-	(2,898,000)
Total	316,852	(2,424,138)	2,380,717	273,431

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	2,408,572	2,408,572
Current assets	316,349	706,673	45,478	1,068,500
Creditors due within one year	-	(332,791)	-	(332,791)
Creditors due in more than one year	-	(15,000)	-	(15,000)
Defined benefit pension scheme liability	-	(1,707,000)	-	(1,707,000)
Total	316,349	(1,348,118)	2,454,050	1,422,281

ROOKERY SCHOOL
(A company limited by guarantee)

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

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

	2020 £	2019 £
Net expenditure for the period (as per Statement of financial activities)	(65,849)	(103,836)
Adjustments for:		
Depreciation charges	48,904	48,693
Defined benefit pension scheme cost less contributions payable	108,000	113,000
Increase in debtors	(12,145)	(20,968)
(Decrease)/increase in creditors	(16,955)	124,789
Dividends, interest and rents from investments	(504)	(461)
Net cash provided by operating activities	61,451	161,217

20. Cash flows from financing activities

	2020 £	2019 £
Repayments of borrowing	(3,750)	(3,750)
Net cash used in financing activities	(3,750)	(3,750)

21. Cash flows from investing activities

	2020 £	2019 £
Dividends, interest and rents from investments	504	461
Purchase of tangible fixed assets	(21,049)	(2,675)
Net cash used in investing activities	(20,545)	(2,214)

22. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	1,012,281	975,125
Total cash and cash equivalents	1,012,281	975,125

ROOKERY SCHOOL
(A company limited by guarantee)

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

23. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	975,125	37,156	1,012,281
Debt due within 1 year	(3,750)	-	(3,750)
Debt due after 1 year	(15,000)	3,750	(11,250)
	<u>956,375</u>	<u>40,906</u>	<u>997,281</u>

24. Pension commitments

The Academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by West Midlands Pension Fund. 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.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

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.

ROOKERY SCHOOL
(A company limited by guarantee)

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

24. 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 £284,100 (2019 - £238,142).

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 has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £147,000 (2019 - £158,000), of which employer's contributions totalled £120,000 (2019 - £128,000) and employees' contributions totalled £ 27,000 (2019 - £30,000). The agreed contribution rates for future years are 23.2% per cent for employers and between 5.5% and 8.3% per cent for employees.

As described in note the LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

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.

ROOKERY SCHOOL
(A company limited by guarantee)

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

24. Pension commitments (continued)

Principal actuarial assumptions

	2020 %	2019 %
Rate of increase in salaries	3.25	3.70
Rate of increase for pensions in payment/inflation	2.25	2.20
Discount rate for scheme liabilities	1.60	1.85

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

	2020 Years	2019 Years
<i>Retiring today</i>		
Males	21.9	20.9
Females	24.1	23.2
<i>Retiring in 20 years</i>		
Males	23.8	22.6
Females	26	25.1

Sensitivity analysis

	2020 £000	2019 £000
Discount rate +0.1%	5,186,000	3,818,000
Discount rate -0.1%	5,458,000	3,992,000
Mortality assumption - 1 year increase	5,530,000	4,050,000
Mortality assumption - 1 year decrease	5,118,000	3,763,000

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

	2020 £	2019 £
Equities	1,360,000	1,322,000
Gifts	263,000	208,000
Other bonds	94,000	83,000
Property	183,000	179,000
Cash and other liquid assets	161,000	79,000
Other	361,000	326,000
Total market value of assets	2,422,000	2,197,000

ROOKERY SCHOOL
(A company limited by guarantee)

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

24. Pension commitments (continued)

The actual return on scheme assets was £215,000 (2019 - £23,000).

The amounts recognised in the Statement of financial activities are as follows:

	2020 £	2019 £
Current service cost	(197,000)	(176,000)
Interest income	42,000	53,000
Interest cost	(72,000)	(87,000)
Administrative expenses	(1,000)	(1,000)
Total amount recognised in the Statement of financial activities	(228,000)	(211,000)

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

	2020 £	2019 £
At 1 September	3,904,000	3,308,000
Current service cost	197,000	176,000
Interest cost	72,000	87,000
Employee contributions	27,000	30,000
Actuarial losses	1,153,000	335,000
Benefits paid	(33,000)	(62,000)
Past service costs	-	30,000
At 31 August	5,320,000	3,904,000

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

	2020 £	2019 £
At 1 September	2,197,000	1,970,000
Interest income	42,000	53,000
Actuarial gains	70,000	79,000
Employee contributions	27,000	30,000
Benefits paid	(33,000)	(62,000)
Administration expenses	(1,000)	(1,000)
Employer contributions	120,000	128,000
At 31 August	2,422,000	2,197,000

ROOKERY SCHOOL
(A company limited by guarantee)

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

25. Operating lease commitments

At 31 August 2020 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	3,898	4,067
Later than 1 year and not later than 5 years	5,848	1,017
	<u>9,746</u>	<u>5,084</u>

26. 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.

27. Related party transactions

Owing to the nature of the Academy and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the 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's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

28. Post balance sheet events

The potential impact of COVID-19 became significant in March 2020 and is causing widespread disruption to normal patterns of business activity across the world, including the United Kingdom. Since the balance sheet date the global pandemic from the outbreak of COVID-19 has continued to evolve.