

Hounslow School
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2021

Company Registration Number:
07687770 (England and Wales)



Hounslow School

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Hounslow School

Reference and Administrative Details

Members:

Mrs A Double
Mr M Harding
Mr J Lewis
Mr A Shawcross
Mr D Vaughan

Trustees:

Mr D Adams	
Mrs L Anderson	(resigned 8 September 2020)
Mr W Brockway	(appointed 23 September 2021)
Mrs C Campbell	
Mrs A Double*	(Chair, resigned 22 September 2021)
Mr M Fielden	
Mr M Harding*	
Mr C Hill	(appointed 8 July 2021, resigned 2 September 2021)
Mrs A Hixon*	(Chair from 23 September 2021)
Mr S Johnstone	(resigned 19 March 2021)
Mr J Lewis	
Mr I McIntyre	(resigned 27 September 2021)
Mr M O'Neill*	
Mr A Shawcross	
Mr S Stanney*	(resigned 8 July 2021)
Mrs J Turvey*	(Executive Headteacher and Accounting Officer, resigned 31 December 2020)
Mr D Veal	(Headteacher and Accounting Officer, appointed 1 January 2021)
Mr G Weller	

*Member of the Finance, Pay, Resources and Audit Committee

Senior Management Team:

Mrs J Turvey	(Executive Headteacher to 31st December 2020)
Mr D Veal	(Headteacher from 1st January 2021)
Mrs K Jackson	(School Business Manager)
Mr R Blackman	(Deputy Headteacher)
Mrs B Langley-Bliss	(Assistant Headteacher)
Ms K Hibberd	(Assistant Headteacher)
Mr M Allen	(Assistant Headteacher)
Miss L Squire	(Assistant Headteacher)
Miss S Ellard	(Assistant Headteacher)

Hounslow School

Reference and Administrative Details

Company Name

Hounslow School

Principal and Registered Office

Jacobs Gutter Lane

Totton

Southampton

Hampshire

SO40 9FT

Company Registration Number

07687770 (England and Wales)

Independent Auditor

Hopper Williams & Bell Limited

Statutory Auditor

Highland House

Mayflower Close

Chandlers Ford

Eastleigh

Hampshire

SO53 4AR

Bankers

Lloyds Bank Plc

30 Commercial Road

Totton

Southampton

Hampshire

SO40 3TH

Solicitors

Veale Wasbrough Vizards

Orchard Court

Orchard Lane

Bristol

BS1 5WS

Hounslow School

Trustees' Report

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 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 students aged 11 to 16 serving a catchment area in Totton. During the year it had a student capacity of 1269 and had a roll of 1245 in the school census on 1st October 2020.

Structure, Governance and Management

Constitution

Hounslow School is an Academy Trust and 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 Hounslow School are also the directors of the charitable company for the purposes of company law. The charitable company is known as Hounslow School.

Details of the trustees who served throughout 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 of £5,000,000 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.

Hounslow School

Trustees' Report

Method of Recruitment and Appointment or Election of Trustees

The process for appointing or electing governors at Hounslow School is outlined below:

- **Community Governors** - The Members may appoint up to nine Community Governors.
- **Staff Governors** - The Members may appoint Staff Governors in accordance provided that the total number of Governors (including the Head) who are employees of the Academy Trust does not exceed one third of the total number of Governors. Suitable procedures have been put in place for the conduct of Staff Governor Elections.
- **Local Authority Governor** - The Local Authority may appoint the LA Governor.
- **Parent Governors** – The members may appoint a minimum of two parent governors. The Parent Governors shall be elected by parents of registered pupils at the Academy. If insufficient parents stand for election, the Governing Body must appoint Parent Governors to bring their number up to that required by the Articles of Association. Such appointed Parent Governors would preferentially be parents or carers of registered pupils at the School. If, however, no such parents are willing to undertake the role then the Governing Body can appoint any person who is the parent or carer of one or more school-age children.

Policies and Procedures Adopted for the Induction and Training of Trustees

The Governing Body of Hounslow School provide a Governors Induction Booklet to newly appointed Governors upon joining the Governing Body, this includes a checklist of training requirements, a tour of the school and meeting the Chair of Governors and Headteacher.

The Governing Body at Hounslow School is committed to providing adequate opportunities for Governors to undertake and receive suitable training so as to enable them to undertake their role more effectively. The Governing Body maintains a Service Level Agreement with the Hampshire County Council's Governor Services Department. This Agreement allows for any or all of the members of the Governing body to attend any of the training courses provided by Hampshire County Council.

All new Governors are actively encouraged to take advantage of this agreement so as to gain a better understanding of the role and responsibilities of being a School Governor. Additionally, Governors with specific roles within the Governing Body are strongly encouraged to undertake specific training.

There is a nominated Training Liaison Governor who acts as the link between Governor Services and the Governing Body.

Hounslow School

Trustees' Report

Organisational Structure

At Hounslow School the majority of the roles and responsibilities of the Governing Body have been delegated to a small number of committees. The full Governing Body has retained responsibility for certain aspects. The subcommittees report to the Full Governing Body meeting, held termly.

Members of the Senior Leadership Team (SLT), in addition to the Headteacher, attend Governor's meetings as appropriate.

The Governors are responsible for the strategic management of the School, deciding and setting key aspects of the School, including strategic direction, annual budgets, senior staff appointments, policy changes etc. Operational management is the responsibility of the Headteacher and staff. The latter is carried out by a number of levels; i.e. by the Senior Leadership Team, Subject Leader and Year Leaders.

School Policies are developed by senior school staff, to reflect both the strategic direction agreed by the Governing Body and also statutory requirements. These policies are approved and adopted by the Governing Body or its sub-committees and implemented as procedures and systems by the SLT and other designated members of staff.

The Finance, Pay, Resources and Audit Committee

Responsibility and delegated authority for the approval of the Academies Financial Management for Schools with delegated oversight and monitoring of the management of the school budget share, investments and endorsement and sign off the annual accounts. The Finance, Pay, Resources and Audit Committee consider and present for Full Governors approval the annual school budget and 3-year budget plan. The committee has responsibility to assist the Governing Body in the oversight of the School's reporting process, including the internal control structure, procedures for financial reporting, monitoring the financial statements and risk management processes.

Responsibility to plan, implement and monitor the staffing structure. The committee oversaw the recruitment process and ensure that safer recruitment guidelines are followed by checking the single central record termly. The committee had full delegated powers to make all decisions about individuals' pay on behalf of the Full Governing Body. This includes:

- Consideration of the Headteachers recommendations for the pay of teachers and support staff following completion of the performance management cycle and IPP cycles.
- Making decisions on the Headteachers and SLT pay after completion of the performance management cycle.
- Undertaking an annual quality assurance of anonymised teachers / SLT & Support Staff Performance Management and IPP targets, objectives and review documentation.
- Deciding the school's approach towards the exercising of pay discretions.
- Keeping the school's pay policy up to date and under review although, the full governing body retains responsibility for endorsing any proposed changes to the school's pay policy.

Hounslow School

Trustees' Report

Organisational Structure (continued)

The Curriculum Committee

Strategically oversee the school's strategic progress with regard to the key Ofsted areas of student achievement, quality of teaching, leadership and management. The committee oversee and monitor curriculum provision and annual curriculum models. The committee monitor and oversee the development of further strategies to address differences in achievement. In addition, the committee oversees arrangements for community partnerships, the school's pastoral system, including assessment, monitoring, target setting, special educational needs, reporting procedures and other communications with parents/carers.

The Health, Safety and Behaviour Committee

Ensures that the school fulfils its responsibility for all children at the school by monitoring safeguarding, attendance, behaviour and wellbeing. The committee is also responsible for monitoring the school's health and safety practices to ensure a safe environment for all stakeholders.

The Chairman's Committee

Coordinates the Governing Body's involvement in and responsibility for planning, implementing, monitoring and evaluation of the school's strategic and improvement plans. The committee ensures that regular, effective liaison between all the governors' committees takes place.

The Full Governing Body

Meet on a termly basis and receive reports from each of the sub committees.

All committees have a safeguarding and equality agenda item so updates can be given.

Arrangements for setting pay and remuneration of key management personnel

The Finance, Pay, Resources and Audit Committee had responsibility to plan, implement and monitor the staffing structure. The committee oversaw the recruitment process and ensured that safer recruitment guidelines were followed by checking the single central record termly. The committee had full delegated powers to make all decisions about individuals' pay on behalf of the Full Governing Body. This included:

- Consideration of the Headteachers recommendations for the pay of teachers and support staff following completion of the performance management cycle and IPP cycles.
- Making decisions on the Headteachers and SLT pay after completion of the performance management cycle.

Hounslow School

Trustees' Report

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
2	2

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	£2,576
Total pay bill	£6.1m
Percentage of the total pay bill spent on facility time	0.04%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	0%
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Related Parties and other Connected Charities and Organisations

The school became a National Teaching School in September 2011 sharing this delegation jointly with Wildern School in Hedge End, Southampton. Wildern School have been the principal and sole budget holder for the annual grant and any additional grants received for this programme. Hounslow School withdrew from a joint teaching school to become a strategic partner in December 2012. Hounslow School continue to support the Teaching School Alliance, although no funding streams are received directly, all work undertaken by the school that gains grant funding goes to Wildern School, with Hounslow School invoicing to cover staff time.

Objectives and Activities

Objects and Aims

The principal object and activity of the charitable company is the operation of Hounslow School to provide education for students of different abilities between the ages of 11-16 with an emphasis on Science.

In accordance with the Funding Agreement made under section 482 of the Education Act 1996, as substituted by the Education Act 2002, between the Secretary of State for Children, Schools and Families and the Academy Trust, the Academy is Governed by a Governing Body which exercises its powers and functions with a view to fulfilling a largely strategic role in the running of the school. The Funding Agreement specifies the admission arrangements, amongst other things, and that the curriculum, in substance, complies with statutory requirements.

Hounslow School

Trustees' Report

Objectives, Strategies and Activities

The Academy Trust was set up on 1st August 2011 to advance, for the public benefit, education by maintaining, operating, and developing Hounslow School.

An initial objective was to ensure a smooth and seamless conversion of the School from foundation to academy status. In doing this the Governing Body determined to maintain the ethos, values, standards and achievements of the School, whilst continuing to fulfil the School's medium and longer term improvement plan.

The school's mission statement: Working Together Achieving Excellence

We are committed to maximising the potential of every individual student, ensuring that every student achieves the very best that they can. Our student motto is, "Be the best that you can be".

Our staff mantra is "inspiring the next generation" and "raising the bar – getting better never stops".

The school aims include:

- Developing a culture of respect for everyone within our school
- To raise the standard of educational achievement and progress of all students
- Recognising and celebrating individual student's successes and achievements
- Creating and providing a range of curricular and extra-curricular activities
- Providing opportunities and learning experiences for our young people that meet their individual needs and challenges them to succeed
- Working together to ensure our students develop important life- long skills including leadership, communication & resilience as well as achieving their very best
- To provide value for money for the funds expended through applying best practice principles
- To conduct the Academy's business in accordance with the highest standards of integrity, probity and openness

Through our aims we endeavour to develop successful learners, confident individuals, and responsible citizens.

Public Benefit

The Governors of the Academy Trust have complied with their duty to have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties. The activities undertaken to further the Academy Trust's purpose for the Public Benefit include:

- Maintain and develop a high quality education
- Offer a broad based academic curriculum
- School facilities available for hire with the object of improving the health and welfare of the local community.

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

Hounslow School

Trustees' Report

Strategic Report

Achievements and Performance

Hounslow School's School Improvement Plan (SIP) sets out the key priorities and is linked to the aims and objectives of the school for continual improvement and development. The 3-year plan is reviewed and updated annually. Actions and activities required to achieve the key priorities are regularly monitored and a final review of progress and impact assessed.

Academic Year 2020/21

A table showing the key priorities, objectives, actions, and activities and a review of the progress and impact is shown below.

Education plan: recovery and long-term response to pandemic disruption

Incorporating SP1, SP2 and SP3 of the School Strategic Plan (SSP) 2017-2022

Objective	Action/ Activities:	Lead staff code, timescale and budget	Current outcome June 2021
To establish secure and highly effective education provision that addresses both: 1. Disadvantage to students as a result of the 2020 lockdown and 2. A stable education platform able to sustain remote online teaching and	Review curriculum provision for KS4 students in light of the impact of lockdown to amend the number of subjects taught and when early entry subjects are examined where this is possible. -2020/21 Y10 follow non-examined Ethics course not full GCSE (GCSE entry to be voluntary for those wishing to still take it as a GCSE in Y11) -2020 Y10 take French or Spanish in Y11 (not Y10)	DVE/RBL/JTU – decision from Governors June 2020. CMC and SLT link. BEW RBL MHO and RBL SLT with link Middle Leaders	-Actioned with non-examined Ethics course in place and two students have completed the course this year and submitted grades for final award August 2021 (end of their year 10) -Currently planned and staffed for 2021-21 curriculum model, to be reviewed for final decision in Nov' 21 prior to Nov' 21 Curriculum based on students' current progress and impact of intervention including period 6 from summer 2021.

Hounsdown School

Trustees' Report

Objective	Action/ Activities:	Lead staff code, timescale and budget	Current outcome June 2021
<p>learning, full in-school provision or a blend of both.</p> <p>PiXL =</p> <p>Partners In Excellence</p> <p>PSHCE=</p> <p>Personal Social Health and Citizenship Education</p>	<p>-2020 Y11 combined science increase teaching time from Ethics</p> <p>-ECDL functional ICT at KS4 replaces i-Media</p> <p>-Contingency plan in place for supporting 2020/21 Year 11 with completion of KS4 courses including additional time in option subject blocks, co-ordination of 2020-21 after school (and remote) catch up programme, targeted independent revision for summer and revised assessment calendar for year 11 autumn term 2020.</p>		<p>-Completed. Combined science teaching time increased by 2 periods per fortnight</p> <p>-iMedia course completed. Accreditation to be completed in line with Exam board requirements for 2021. ECDL course to be provided as suitable follow on course in to 2021-22.</p> <p>-Completed. Additional options periods allocated in current y10 for all option blocks, p6 teaching program in place for y10 and y11 (2 hours per week) on rotation for all subjects initially staffed to Easter 2021. This rota worked until end of Autumn term was re-established at KS4 post Easter 2021 after return from lockdown.</p> <p>Continuation of all of these programmes has been impacted by second national lockdown.</p>

Hounsdown School

Trustees' Report

Objective	Action/ Activities:	Lead staff code, timescale and budget	Current outcome June 2021
	Provide 1:1 or small group intervention in core subjects, either remotely or in-school for all disadvantaged students (PP and CiC) in all year groups targeted at 'lockdown catch up'.	Oct 20 KHI/RBL	<p>-Completed. Successful introduction in Autumn term to remote tutoring for 4/6 KS4 students whose long-term attendance for complex SEMH or SEN reasons has been very poor.</p> <p>-Completed. National Tutoring Program for remote targeted intervention used for 19 key year 11 students in English and Maths. Impact assessment to be used to determine level of use, should it be offered as additional support for intervention by the government next academic year.</p> <p>-Completed. Additional English staffing from returning maternity leaves in the summer term to support additional intervention</p> <p>-Staffing in place for limited initial KS3 summer core support provision, including remote provision over the summer holiday for targeted students.</p>
	<p>Develop the school's use of Microsoft licensed software (e.g. Teams and Sharepoint) to enable teachers to replicate a student's in-school timetable entirely online:</p> <p>-Install and implement Salamander to integrate SIMS and Teams</p> <p>-Provide staff training such that staff can independently teach and work with students safely through</p>	<p>Sep 2020 RBL</p> <p>£1500 annual licence</p> <p>MAL Sep 20 and ongoing as required, INSET time</p> <p>£10k approved</p> <p>July 20 for RBL/DVE, for Sep 20</p>	<p>-Completed. Installed and operational from Sep 2020 enabling Teams to be populated from SIMS for classes, subjects and year groups</p> <p>-Completed. Training provided via July INSET day, additional exceptional INSET half day in October and (regular staff briefings). All teaching staff delivered live/blended lessons in Autumn term for Covid absence and the school retains the capacity to do this for Covid impacted attendance in the future: whole</p>

Hounsdown School

Trustees' Report

Objective	Action/ Activities:	Lead staff code, timescale and budget	Current outcome June 2021
	Teams/Sharepoint. -Purchase and install hardware enabling remote working/teaching to operate from all classrooms and offices in the school -Review and amend as appropriate all protocols/working practice for safe online working and remote teaching, in line with latest safeguarding and staff welfare practice.		school, cohort, or individually as required. -Completed Sep 2020. Every classroom supplied with web camera, microphone and speakers by Sep 2020. Additional laptops purchased and sourced via DfE for all support staff, teaching and student home working loans as required. All offices supplied with remote working hardware as required with all staff able to work flexibly as required during national lockdown restrictions with minimum possible impact on school operations. -Completed and included within staff training and Safeguarding Policy updated April 20 to include an update on Government advice re COVID 19 practice and procedures and then September 20 in line with latest Government safeguarding, KCSIE Sep 20 and staff welfare practice.
	Investigate the acquisition and/or provision of ICT hardware for the approximately 80 students across the school who have used paper based resources only during lock down, such that they can access all future remote learning or catch up work online.	RBL via Medhurst, with £10k additional funding approved July 20, for Sep 20	-Completed. Additional laptops purchased and also sourced via DfE for student home working loans as required when self-isolating or off school for Covid related absence. Hardware loan provided with written home school agreement to follow ICT user agreement and safe working practice. -Completed. Parents of new year 7 surveyed in October 2020 to check on potential ICT requirements for home working. Laptop loan facility re-advertised to years 8-11 in Oct 2020 and all individual requests responded to. -Using donated hardware, ICT budget, existing stock and DfE laptops, in excess of 100 devices (approximately £30k) of IT equipment provided for home learning during lockdown

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Objective	Action/ Activities:	Lead staff code, timescale and budget	Current outcome June 2021
	<p>Create and implement a post-lockdown emotional well-being strategy to:</p> <ul style="list-style-type: none"> -Deliver a consistent routine 'return to school' check for all students, to flag concerns/indicators of poor emotional/ mental health as a result of lockdown. -Establish a consistent method of responding to flagged concerns with either individuals or cohorts. 	<p>BLB for Sep 20, via Wellbeing, attendance and pastoral staff including Deputy DSLs. Ongoing action throughout pandemic disruption</p>	<ul style="list-style-type: none"> -Completed. Sep' 20: Whole school student well-being questionnaire completed and checked by Tutors with any concerns flagged up to Year Leader for targeted student support via the pastoral system or the Lead for Emotional Health if needed. January lockdown well-being checks re-established including weekly tutor check-in and reporting of most vulnerable students to HCC. On return to March school re-opening tutor time has been re-established and a bespoke package of extra taught sessions in PSHCE on personal well-being strategies delivered by Emotional Well-Being Lead and School Counsellor is planned for KS3. Re-introduction of assemblies and approval by February FPRA of additional well-being hours and staffing for the remainder of this year and from September 2021. -Completed. Allocated weekly year group drop-ins available at the well-being hub for students to access if feeling vulnerable. To be further reviewed as school risk assessment changes over the summer term to enable greater number of students to access drop-in support at any one time. -Existing Referral and Triage system reviewed Jan 2021 and remains robust. -Year Leaders liaising with class teachers re vulnerable students. Pastoral briefing pre-March return of students to all teaching staff and staff training (February INSET) on managing basic anxieties/ethos and school culture on return from lockdown.

Hounsdown School

Trustees' Report

Objective	Action/ Activities:	Lead staff code, timescale and budget	Current outcome June 2021
	<p>-Provide staff with feedback generically on students' current overall emotional mental health and key concerns post lockdown</p> <p>-Develop a consistent approach among Pastoral/Emotionally Vulnerable and SEN staff for managing phased returns to school (over and above any whole school/national phased return) for previously identified vulnerable students.</p>		<p>-Ongoing and now established. Half termly safeguarding team meetings including the SENCO and Lead for Emotional Health to ensure a consistent approach for identified vulnerable students</p> <p>-Completed. Additional 15 hours per week Hub Emotional Well-being Assistant post in place from May 2021, 1 year fixed term. Additional pastoral support teaching roles (1 for KS3 1 for KS4) advertised and to be appointed July 2021 for September 2021, 1 year fixed term.</p>

Hounslow School

Trustees' Report

Engagement (SP1 – teaching and learning and SP2 achievement)

Objective	Action/Activities	Lead staff code, timescale and budget	Current outcome June 2021
<p>Increasing students' investment in their own education and enrichment within school to improve their opportunities for personal success over five (or more years).</p> <p>YST= Youth Sports Trust YL = Year Leaders</p>	<p>Analysis of 2020 GCSE results indicate the key foci:</p> <ul style="list-style-type: none"> -Lowest ranking students', in-year progress -Matching of students attaining Basics measure at grade 4 and grade 5+ -Disadvantaged students -Develop PiXL Build Up to support engagement -Boys attainment and progress 	<p>SEL and KHI from Oct 20 for data analysis leading to interventions identified and co-ordinated via Raising Standards Meetings for Core subject interventions and actions.</p> <p>MAL/SLT ongoing SEL and SLT via link subjects line management</p>	<p>-On track: the school is on track to submit rigorous, fair and unbiased TAG grades for all students by 18th June 2021.</p> <p>-A comprehensive school TAG (Teacher Assessment Grade) process has been developed and written for provision of 2021 GCSE grades to exam boards by 18th June 2021 and for subsequent awarding to students on 12th August 2021. The policy was submitted to JCQ in April 2021 and approved without review or question. A 'Hounslow TAG Handbook' is currently being prepared to document the process enacted as a result of the policy as led by the SLT. Extensive progress accountability meetings with Subject Leaders, training and information sharing with students, parents and teachers has taken place as directed by the policy. The school has appointed a member of SLT to act as internal QA: subject line management has been removed from that person and they do not teach year 11, making them as independent of the grade awarding process as practically possible. External moderation with other local centres or staff not teaching year 11 has been sought for all subject areas.</p> <p>-SLT data lead has thoroughly reviewed 'draft TAGs' for bias and SLT have compared TAGs against prior data 2017-19 as required by JCQ and in accordance with school policy. Consequently, performance for 2021 in SIP key foci areas has been rigorously scrutinised.</p> <p>-PiXL Build Up has been used where relevant although significantly greater impact than this strategy has come from a sharp focus by the school on the equitable operation of the school policy for awarding TAGs based on valid evidence from individual students and taking in to account the individual variations in evidence for Covid related reasons (JCQ describe this as Differential Learning Loss).</p>

Hounsdown School

Trustees' Report

Objective	Action/Activities	Lead staff code, timescale and budget	Current outcome June 2021
	<p>To increase students' engagement and uptake of enrichment and extra-curricular experiences:</p> <ul style="list-style-type: none"> -Develop SIMS Activities to systematically record lunchtime and afterschool club attendance -Embed a revised PE curriculum following YST audit 	<p>RBL/LFI from Sep 20</p> <p>BLB via SL PE: timeline dependent on impact of school Covid RA on PE provision</p>	<p>-SIMS Activities has been trialled during 2019-20 and is ready for implementation with the commencement of clubs post-COVID.</p> <p>-Owing to Covid RA re PE, the PE curriculum is very limited at the current time, however revised PE curriculum is now being re-established in the summer term and for September 2021.</p>
	<p>To establish effective curriculum provision for students who are PA :</p> <ul style="list-style-type: none"> -Investigating alternative curriculum and venue to re-integrate hard to reach low attendance students including through novel teaching support such as PiXL Build Up strategy/GCSE Pod. -Continuing to explore external courses to engage key students 	<p>DVE/KHI from Nov 2</p> <p>SEL/LSQ ongoing depending on school Covid RA</p>	<p>-Trial completed with 6 low/non-attending high needs students, Nov 2020. Remote tutoring in En and Ma, laptop loan and access to GCSE pod subject resources with key LSA weekly check in has been very successful. All have engaged with the program to some degree and a 4/6 regularly engaged for the duration of the trial. This has exceeded expectations and is a clear indication of the benefit of this approach in supporting the most vulnerable non-attenders with access to part remote part in school education.</p> <p>-Covid RA has currently restricted school's ability to access additional external courses. A small number of students (between 1 and 6) in year 10 are now having external courses for September 2021 start explored to support their successful completion of KS4. The ongoing success depends on external providers' capacity to set up and operate the required courses in time post Covid.</p>

Hounslow School

Trustees' Report

Well-being (SP3 Pastoral care)

Objective	Action/Activities	Lead staff code, timescale and budget	Current outcome June 2021
To establish highly effective, coordinated and sustainable well-being support and education for students.	<p>Revise and implement the PSHCE curriculum, with appropriate staff training in light of September 2020 national government changes delivering:</p> <ul style="list-style-type: none"> -Teaching County Lines exploitation risks -Revised national curriculum for Relationships and Sex Education including good mental well-being, in co-ordination with pastoral care, guidance and support provided for our emotionally vulnerable students -Negative impact of stress 	SEL via PSHCE coordinator (GBA) ongoing from Sep 2020	<p>-Our PSHCE curriculum has been aligned to the RSE 2020 statutory curriculum. A spiral approach has been taken with curriculum mapping aligning and building on topic knowledge as students' progress through year groups. Lessons clearly state where a topic was last visited.</p> <p>Assemblies; PSHCE curriculum; theme days and safeguarding themes have been streamlined and ensured topics are re-visited to reinforce learning and so the statutory curriculum requirements are in place ready to be delivered. Due to Covid the requirement to provide this has been further delayed to September 2021 so the school is well prepared for this.</p> <p>Single sex assemblies have not yet happened due to Covid restrictions. Themes such as FGM need to be taught. Theme days are suspended, and areas will need to be revisited in a recovery program to ensure long-term coverage of the statutory curriculum.</p> <p>-Additional post-lockdown well-being lessons at KS3 are being introduced in to the summer term.</p> <p>-A comprehensive programme of essential PSHCE (including single sex assemblies – FGM etc.) pre-September 2021 is in place and will operate for the remainder of the summer term. The revised PSHCE curriculum plan for 2021 is drafted to be in place from September 2021.</p>

Hounsdown School

Trustees' Report

Workload (SP4 Leadership)

Objective	Action/Activities	Lead staff code, timescale and budget	Current outcome June 2021
To continue to improve the efficiency of existing school systems in order to sustainably reduce staff workload.	Provision of a thorough Professional Learning programme to facilitate delivery of effective online teaching mirroring in-school provision	MAL July 2020 and ongoing throughout 2020-21 according to need	<p>-Completed. Training provided via July INSET day, October half day INSET and regular staff briefings.</p> <p>-Survey and audit of staff confidence in delivery completed and used to target differentiated training for January INSET day.</p> <p>-Online live teaching and resources provided during January to March lockdown consistently praised by parents and accessed at a high rate (average 90%+ for the school) attendance to online lessons by students.</p>
	Develop a three year plan for incorporating the most effective remote learning and working practices in to routine school practice.	SLT Sumer 2021	This has been discussed at strategic level with Chairs and will form part of both the next SIP and whole school longer-term view through the School 3 year Strategic plan.
	To source and implement SEN Provision Mapper	At a cost of approximately £1500 annual licence, by Dec 2020	Initial introduction and operation completed. Purchased Oct 2020 and being set up by SENCO in preparation for gradual role out whole school over the course of the year. Linked for access by teachers to Classcharts. Further training and development on going to enable other areas (e.g. Pastoral) to investigate more efficient recording of interventions (such as well-being support).

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Trustees' Report

Objective	Action/Activities	Lead staff code, timescale and budget	Current outcome June 2021
To ensure that Performance Management (PM) target setting effectively contributes to staff individual professional development and whole school priorities through the better targeting of CPD to need.	-ALL teaching members of staff to have one of the following areas for focussed work within PM target 1, which identifies areas for development in their classroom teaching which reflect i) previous lesson observation, ii) feedback/subject or whole school priorities, e.g. development of online teaching	MAL/SLT Dec 20, depending on the impact of school's Covid RA	This target has been completed. All teachers have set their Target 1 priority in line in SLT's request and actions in their 2020 -2021 PM targets.
	To establish via Microsoft Forms in September the in-house opportunities and needs of support staff to focus the PL programme for inset days	MAL ongoing	Support staff training requests/requirements initial survey completed and professional development plan being prepared as a result for use of support staff training time in Spring and Summer term. Support staff training on Teams and O365 capabilities successfully provided for support staff in February INSET.

Hounslow School

Trustees' Report

Physical environment and human resources (SP5)

Objective	Action/Activities	Lead staff code, timescale and budget	Current outcome June 2021
Bring to fruition current longstanding plans for key building improvement works and to review a longer-term plan for the next phase of development.	Continue to develop strategic partnership with Winsor FC and work with them to ensure funding for annual pitch maintenance and the development of an artificial pitch following Hants FA confirmation of us being a local satellite for such a pitch.	Annual field maintenance approx. £15K.	Smaller additional training pitch agreed in principle and costed. Limited further contact has taken place with Hants FA on the priority location of a new AstroTurf pitch on school grounds.
	Investigate long-term options for improvements to, or replacement of school infrastructure such as swimming pool plant or school plumbing via CIF bid.	£25K feasibility study by Dec 20	Awaiting announcement of CIF funding from ESFA. DHP tasked to prepare tender for CIF bid (pipework) in anticipation of funding agreed before July for implementation of the first phase of pipework replacement (mains water pipework replacement from the school perimeter to the building plant rooms including installing new calorifiers) during the summer 2021. Separate emergency fund bid for pipework replacement also submitted (March 2021) as mitigation for not receiving CIF bid funding for pipework.
Governor target: To establish improved local school to school co-operation.	Executive Headteacher to establish mid- and longer-term strategic plan priorities for further local co-operation enabling the school to start the Knightwood Oak local MAT.	JTU ongoing timescale pending impact of pandemic on school operations and development in 2020/21	Ongoing dialogue has taken place. The Trust Executive Leader (TEL) has attended remote Regional Schools Commissioner MAT development meetings to ensure the school's aspiration is known and we are kept up to date. Remote conversations had taken place in the Spring/Summer term of 2021 with our linked primary/junior/infant school extending from the MAT invitation. A follow up letter was sent from the TEL and Chair of Governors, but so far, no interest has developed. The TEL liaised with a newly formed MAT to discuss their development.

Hounslow School

Trustees' Report

Key Performance Indicators

Hounslow School Performance Commentary 2020 - 2021

The following report details the GCSE performance of the Year 11 Leavers 2020-21 (SE). As a school, we went through the rigorous process of submitting 'Teacher Assessed Grades' which were all upheld. We were incredibly proud of the process we undertook and the communication with parents and carers throughout which resulted in only 2 appeals; one of which was upheld.

Headline Performance

The nature of awarding GCSE exams this year is clearly very different from any other year, including pandemic disrupted 2020, and so comparisons with previous (and future) years must be made with caution.

- Basics measure for standard pass (grade 4+ in both English and Maths) at 81% (2020 80%, 2019 73%)
- Basics measure for strong pass (5+ in English and Maths) at 62% (2020 61%, 2019 51.5%)
- Progress 8 figure of +0.55 (2020 +0.17, 2019 +0.16) ***

*** Progress 8 is a very rough guide as the value is based on models from previous years and one is not being generated nationally this year (as was the case for 2020). However, if a P8 figure of +0.55 was achieved in a 'normal' exam year then it would be the school's highest progress figure on record by some degree.

Key Findings

Achievement in 2021 was outstanding because

- 81% of students achieved at least a Grade 4 in both English and Maths.
- 62% of students achieved Grade 5+ in both English and Maths.

EBACC Subjects Performance

% Ebacc Entry	57
% Ebacc Pass	48

% Standard Pass (Grade 4+) for 2 x Science	89
% Strong Pass (Grade 5+) for 2 x Science	68

% Language Entry	59
% Standard Pass (Grade 4+) for Language	92
% Strong Pass (Grade 5+) for Language	75
% Humanities Entry	92
% Standard Pass (Grade 4+) for Humanities	79
% Strong Pass (Grade 5+) for Humanities	69

Hounsdown School

Trustees' Report

Key Performance Indicators (continued)

'High Value Other' Subjects Performance

Name	Total Grades	9 %	9 - 7 %	9 - 5 %	9 - 4 %
Art	57	1.8	19.3 [29-38]	64.9 [66-74]	86 [81-87]
Biology	58	5.2	62.1 [58-57]	98.3 [91-94]	100 [96-97]
Chemistry	89	5.6	39.3 [40-48]	65.2 [70-76]	73 [81-87]
Computer Science	30	6.7	26.7 [35-48]	80 [70-81]	90 [83-90]
Dance	8	0	75 [36-44]	100 [70-77]	100 [83-88]
Design Tech	30	0	20 [28-32]	56.7 [53-64]	76.7 [69-78]
English Language	235	4.7	28.5 [36-44]	71.5 [62-68]	84.3 [78-83]
Entry Level Maths	2	0	0	0	0
Ethics and Beliefs*	168	4.8	23.8 [30-41]	60.7 [62-73]	83.9 [75-84]
Food	41	0	19.5 [28-32]	61 [53-64]	78 [76-83]
French*	40	7.5	57.5 [34-45]	80 [66-76]	95 [81-88]
Geography	87	16.1	47.1 [36-45]	74.7 [68-76]	86.2 [80-86]
History	167	5.4	31.7 [34-34]	68.9 [52-63]	77.8 [74-82]
Literature	234	3.4	27.4 [27-34]	72.6 [65-72]	87.2 [81-86]
Maths	234	6.8	29.1 [27-34]	70.1 [61-69]	87.6 [82-87]
Media	29	13.8	48.3 [38-47]	75.9 [71-78]	89.7 [82-87]
Music	13	7.7	61.5 [40-50]	92.3 [72-80]	100 [83-88]
Photography	50	4	24 [29-38]	68 [66-74]	86 [81-87]
Physics	89	7.9	40.4 [41-49]	65.2 [70-77]	69.7 [82-88]
Spanish*	101	3	29.7 [34-44]	73.3 [66-77]	91.1 [81-89]
Summary	1762	5.5	32.1	70.5	84.5

* Indicate early entry subjects – 2020

[] Indicate target range v's national aspirational targets

GCSE Double Award

Name	Total Grades	9 %	9 - 7 %	9 - 5 %	9 - 4 %
Sci - Combined	290	2.1	17.2	62.4	88.6

Name	Total Grades	L2D* %	L2D* - L2M %	L2D* - L2P %	L2D* - L1P %
Graphics NCFE	22	18.2	54.5	95.5	100
Summary	22	18.2	54.5	95.5	100
Business Studies CNAT	49	4.1	61.2	83.7	100
Media CNAT	88	0	23.9	50	93.2
PE CNAT	58	8.6	51.7	87.9	98.3
Animal Care	9	0	0	33.3	100
Drama BTEC	40	0	67.5	92.5	100

Across all GCSE and equivalent subjects, the performance against National is very strong.

Hounslow School

Trustees' Report

Key Performance Indicators (continued)

Vulnerable Group Student Performance

Group	Cohort Size	9-7 E/M %	9-5 E/M %	9-4 E/M %	Total P8
Female	107	22	70 [62-70]	85 [82-87]	0.79
Male	130	19	56 [50-58]	79 [72-79]	0.38
Looked After - NOT	235	20	63	82	0.58
Looked After	1	0	0	0	0.16
Pupil Premium - NOT	198	23	66 [57-65]	85 [78-84]	0.63
Pupil Premium	38	5	47 [45-53]	66 [69-76]	0.29
SEN E*	6	0	0	17	-1.17
SEN K	29	0	31	52	0.63
SEN Group - NOT	202	24	69	88	0.6
SEN Group ALL	35	0	26	46	0.33
Summary	237	20	62	81	0.56

Key Findings

The performance of all students at Hounslow School 2021 is again very strong and this is reflected in the performance of most student groups.

Going Concern

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

Hounslow School

Trustees' Report

Financial Review

Most of the Academy's income is obtained from the Department for Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE along with other restricted grants from other sources and their associated expenses are shown as restricted funds in the statement of financial activities.

The Academy generated unrestricted income during the year of £80,434 (2020: £108,859). The costs of activities for generating funds was £33,105 (2020: £42,461).

The Academy also received grants for fixed assets from the DfE. In accordance with the Charity Commission 'Statement of Recommended Practice: Accounting and reporting by Charities (SORP 2019)', such grants are shown in the statement of financial activities as restricted fixed asset funds. The restricted fixed asset fund is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31st August 2021, total incoming resources were £8,299,744 (2020: £6,914,699) and total resources expended were £8,053,939 (2020: £7,833,052) leaving a surplus/deficit in the net movement in funds for the year of £245,805 (2020: a net deficit of £981,353). Of this surplus/deficit, a surplus of £342,293 (2020: a deficit of £788,601) relates to the fixed asset fund and a deficit of £299,000 (2020: £206,000) relates to the restricted pension reserve.

At 31st August 2021 the net book value of fixed assets was £16,635,777 (2020: £16,969,860) and movements in tangible fixed assets are shown in note 11 of the financial statements. The assets were used for providing education and associated support services to the students of the Academy.

Hounsdown School

Trustees' Report

Reserves Policy

The School's 'free reserves' are its funds after excluding restricted funds. Free Reserves are the resources the School has or can make available to spend for any or all of the School's purposes once it has met its commitments and covered its other planned expenditure.

The School current level of free reserves is £588,914 (2020: £544,736).

Demands on the School's restricted general reserve will vary over the coming years. The School's long term policy is that the appropriate level of restricted general reserves should be £344,410. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

The School's current level of restricted general reserves is £73,903 (2020: £190,609).

The Governors are considering a number of options for the use of surplus funds.

At 31 August 2021 the total funds comprised:

- Unrestricted (free) reserves of £588,914 (2020: £544,736)
- A restricted fixed asset fund of £17,547,474 (2020: £16,930,141), which can only be realised through disposal of tangible fixed assets
- A pension deficit of £2,566,000 (2020: £2,422,000)
- Other restricted funds of £73,903 (2020: £190,609)
- Total funds of £15,644,291 (2020: £15,243,486)

The deficit on the pension reserve relates to the non-teaching staff pension scheme where, unlike the teacher's scheme, separate assets are held to fund future liabilities as discussed in note 25. 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. Unrestricted funds are for use on the general purposes of the Academy, at the discretion of the Governors, and represent less than one month's worth of Academy expenditure. The aim of the Governors is to increase this reserve to meet future working capital requirements.

Investment Policy

The Academy does not currently hold any investments.

Hounslow School

Trustees' Report

Principal Risks and Uncertainties

The governors have assessed the major risks to which the academy is exposed, in particular those relating to its reputation, performance, finance and its personnel. The governors have implemented a number of policies and procedures to assess risks that the school faces, especially in relation to the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance.

Reputation and Performance Risk

These risks are mitigated by regular reviews of our policies and procedures. This is an ongoing process which takes account of relevant developments, legislation, guidance and best practice. The school have always aspired to the highest standards of conduct and, as a matter of routine, take account of reputational risks of the school.

In March 2017 the school had its Ofsted inspection being judged Outstanding in all four areas including overall effectiveness. The school received a monitoring visit in June 2019. Whilst Hounslow has always been the school of choice in our local area the Ofsted Outstanding judgement has supported our September 2020 admission number with a PAN of 261.

Financial Risk

The principal financial risks are a reduction in pupil numbers, reduction in central government funding, unbudgeted increase in teaching or support staff costs, or unbudgeted major capital repairs.

Uncertainty in central government funding remains the key risk to the school. Over the last few years our General Annual Grant income has not matched rising costs, resulting in squeezed resources. Annual cost of living salary awards has been modest and in line with national awards for teachers and support staff. Many of these rising costs are outside of the school's control, such as increased costs relating to employer pension fund contributions for staff in the Teacher's Pension Scheme and Local Government Pension Scheme.

The government has now rolled the teachers' pay and pension grants into the core GAG funding. The government have now guaranteed a minimum per pupil funding of £5,415.

The school have worked hard to balance the budget in year and risks presented are mitigated by:

- Good control of the current year budget
- Use of the 5-year forward data to track pupil numbers
- Producing costed site development plans including major capital projects
- Using 3-year budgeting software to highlight potential financial issues
- Regular review of staffing structure for both teaching and support staff taking into account known pupil numbers in future years.

Hounslow School

Trustees' Report

Principal Risks and Uncertainties (continued)

Personnel Risk

These risks are mitigated by our policies and procedures.

- Retain staff by ensuring that remuneration reflects the role, staff training and by offering staff benefits.
- Recruiting the right staff through a robust selection process and regular meetings with new staff
- Succession planning

Financial and Risk Management Objectives and Policies

Hounslow School practices through its Board, namely the Governing Body and the constituted subcommittees, 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 Governing Body 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 Governing Body collectively, whilst more minor risks are dealt with by the Headteacher and Senior Leadership Team.

Most of the School's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ending 31 August 2021 and the associated expenditure are shown as restricted funds in the statement of financial activities.

On conversion on 1st August 2011, all of the fixed assets of the former foundation school were transferred to the new Academy Trust and are shown as restricted fixed asset funds. The balance sheet restricted fixed asset fund is reduced by depreciation charges over the expected useful life of the assets concerned.

Non-teaching staff are entitled to membership of the Local Government Pension Scheme. The School's share of the Scheme's assets is currently assessed to be less than its liabilities in the Scheme, and consequently the balance sheet shows a net liability of £2,566,000.

Hounslow School

Trustees' Report

Fundraising

As part of its work within the community, Hounslow School undertakes fundraising activities, for example through the HSA Christmas Fayre, cake sales, non-uniform days etc. The academy trust raises funds in order to support its own operations and also to make donations to local and national charities. The academy trust undertakes all such activities itself, with the help of its students and their families.

We confirm that when fundraising:

- No unsolicited approaches are made to members of the public.
- No commercial participators are used.
- No regularity schemes or standards are applicable.
- No complaints were made to the Academy Trust during the year.

Plans for Future Periods

Hounslow School strives for every student to achieve personal excellence. Everyone has a 'personal outstanding'.

To work to achieve this is to accept the challenge of ensuring Hounslow delivers consistently outstanding education provision in all elements of school life. Our relentless focus over five years will be on:

Strategic Priority 1 – Quality of Education (Intent and Implementation)

1. The school's curriculum pathways and delivery meet the needs of all students, ensuring entitlement for all in developing secure knowledge and skills for both highly successful post-16 transition and equipping young people for modern life.
2. All teaching, marking, feedback and assessment is highly effective and consistently outstanding practice throughout the school which supports high quality outcomes for all learners.
3. Exceptional teaching and sequenced lessons are consistently delivered through investment in teachers' skill set and pedagogical practice. 'Hounslow standard' teaching is set high enough, and maintained.
4. The school's use of assessment is highly effective in supporting students' progress in their learning, particularly identifying 'next steps' and addressing the core knowledge gaps that limit progress over time, taking in to account sustainable teacher workload.
5. Continue our drive developing and embedding specific strategies in literacy, numeracy and functional ICT for the modern world as the bedrock for students' access to the whole curriculum and high quality outcomes.

Hounslow School

Trustees' Report

Plans for Future Periods (continued)

SP2 – Quality of Education (Impact)

Our aim is for students to consistently achieve within the top 5-20% for national (FFT) progress benchmarks

1. Continue our focus on ensuring all students achieve or exceed their academic potential (from baseline).
2. Close the gap further or eradicate the difference in the achievements of vulnerable group students.
3. Constantly seek marginal gains in individual students' or subject performance. 'No-one left behind'.
4. Continue to reduce in school variation between subjects GCSE attainment and students' progress seeking to exceed national performance in all subjects.
5. Ensuring the curriculum best prepares students for successful future education and employment, without disadvantage.

SP3 – Quality of Behaviour, Attitudes and Personal Development

1. Rigorously uphold consistently excellent standards of behaviour for learning, community spirit and students' social norms.
2. Intelligently, sensitively and responsively support students' mental well-being and their personal, moral and social self-management within both emerging local and national contexts.
3. Embed strategies that engender ambitious life-long aspirations in young people to help them realise their potential, creativity and motivation to improve their own life chances.
4. Develop transition across education phases in order to maximise student progress and motivation for learning.

SP4 – Leadership 'Local Leadership Excellence'

1. To establish a locally defined MAT that supports cross-phase education leading to outstanding provision for the wider community.
2. Continue to ensure that Governors, Senior and Middle Leaders are instrumental in sustainably unlocking the capacity of the school and MAT to grow and hold accountability for outstanding provision.
3. Continue our focus on staff succession planning, recruitment and leadership opportunities through provision of outstanding bespoke professional learning that is linked to each individual's performance management.

SP5 – Improving the quality of the school's physical environment & human resources

1. To continue to improve and develop the school's physical environment and human resources to meet the demands and needs of the curriculum and the number of students on roll.
2. To future proof the school facilities such that future potential expansion enhances student outcomes and progress.

Hounslow School

Trustees' Report

Funds Held as Custodian Trustee on Behalf of Others

During the period 1st September 2020 to 31st August 2021, Hounslow School did not hold any funds as a custodian trustee on behalf of any charitable organisation.

Covid

During the period to 31st August 2021 the impact of Covid caused occasion where wider networks for which the Academy Trust is part were impacted due to lockdowns, internal control measure and increased workload of staff. Where possible the Academy trust tried to ensure as many meetings and opportunities were available via online meetings and social distancing.

Covid has had a significant impact on the school's objectives, strategies and activities. To minimise transmission risk and comply with lockdown regulations the school had to stop all non-essential visitors including volunteers therefore our parent association has not been able to operate in its normal format or hold its annual fundraising events.

The school has a strong focus on the well-being of both staff and students and this has been further developed during the pandemic both during lockdown and upon the full reopening of school.

Notably the Covid pandemic affected students due to lockdowns and periods of self-isolation due to contracting Covid or being identified as a close contact. The school established an effective remote provision for students to continue with all lesson in real time.

The Academy Trust has planned a rigorous student recovery programme with teaching and learning and well-being strategies in place for all students.

The Covid pandemic has caused financial uncertainties due to loss of community lettings income and the significant increase in expenditure in cleaning materials, IT equipment, other equipment and supply staffing. The school closely monitors its budget, variances and forecast and holds healthy reserves if needed.

Funds received specifically for Covid testing, food vouchers and catch up have been allocated for their designated purposes. Examples of expenditure include:

- Test centre staffing
- PPE
- Food vouchers
- Pupil resources
- Laptops
- Additional teaching periods

Trustees do not consider that the Covid pandemic has an impact on their assessment that the Academy Trust is a going concern due to the high levels of reserves.

Hounslow School

Trustees' Report

Auditor

Insofar 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' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 16 December 2021 and signed on the board's behalf by:

Alison Hixon

Alison Hixon (Dec 21, 2021 08:25 GMT)

Mrs A Hixon

Chair of Trustees

Hounslow School

Governance Statement

Scope of Responsibility

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

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

Governance

The information on governance included here supplements that described in the governors' Report and in the Statement of Governors'/Trustees' responsibilities. The governing body has formally met four times during the year.

Attendance during the year at meetings of the full governing body was as follows:

Governor	Meetings attended	Out of a possible
Mrs A Double (Chairman)	4	4
Mrs A Hixon	4	4
Mr M Harding	4	4
Mr I McIntyre (Staff Governor)	4	4
Mrs C Campbell	4	4
Mr M O'Neill	4	4
Mr J Lewis (Vice Chairman)	3	4
Mr D Adams	3	4
Mr M Fielden	2	4
Mr A Shawcross	2	4
Mr G Weller (Staff Governor)	2	4
Mr David Veal (Headteacher and Accounting Officer)	3	3
Mr S Stanney	1	3
Mr S Johnstone	2	2
Mrs J Turvey (Executive Headteacher and Accounting Officer)	1	1
Mr Christian Hill	1	1

Hounslow School

Governance Statement

Governance (continued)

Governors completed a self-evaluation form which was reviewed by the Chair of Governors. The Chair of Governors used this information to ensure that each committee had an appropriate range of skills. Each governor has either had or will have a 1:1 with the Chair of Governors, ensuring all governors are aware of their roles and responsibilities; The Chair of Governors is a National Leader of Governance.

The board ensure effective oversight through the committee structure. Central to this is the Chairs Committee whereby the chairs of each sub-committee meet three times a year.

The Finance, Pay, Resources and Audit Committee are a sub-committee of the main governing body. Its purpose is to have delegated authority for the approval of the Academies Financial Management for Schools with delegated oversight and monitoring of the management of the school budget share, investments and endorsement and sign off annual accounts. The Finance, Pay, Resources and Audit Committee consider and present for Full Governors approval the annual school budget and budget plan.

Attendance at meetings in the year was as follows:

Governor	Meetings Attended	Out of a possible
Mr M Harding	4	4
Mrs A Double	4	4
Mrs J Turvey	2	2
Mrs A Hixon	4	4
Mr M O'Neill	4	4
Mr D Veal	2	2
Mr S Stanney	1	4

Hounslow School

Governance Statement

Governance (continued)

Financial Governance and Oversight

Governors of the Finance, Pay, Resources and Audit Committee met termly to ensure that the financial governance arrangements of the school are working and effective. For example, they met to monitor the actual income and expenditure against the budgeted amounts and challenged variances. Governors approved funds to be spent on capital programmes and made periodic checks of the bank reconciliations.

Better Purchasing

The trust regularly renegotiates contracts at the end of the term.

Benchmarking

The trust was benchmarked against five other similar secondary academy schools in the government's annual benchmarking exercise. The benchmarking report showed that expenditure was broadly similar to that of the other schools. It also showed that expenditure was like that of the prior year.

Options appraisal

Different options are always considered when making purchases, considering the cost and benefit of doing so.

Maximising Income Generation

The school hires a range of facilities to community users out of school hours. The surplus funds generated are used to support ongoing costs within school.

Covid

The board maintained oversight of activities during the year through online remote meetings, reports and data analysis.

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 outcomes achieved in return for the taxpayer resources received.

The Accounting Officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- Ensuring the use of high quality contractors
- Receipt of three quotes for high value works
- Use of multiple low value item suppliers

Hounslow School

Governance Statement

Review of Value for Money (continued)

Reviewing Controls and Managing Risks

The Governors, Executive Headteacher and budget holders received regular budget reports. Budgets were monitored on a monthly basis and variances were investigated. Budget holders were challenged and supported in order to bring budgets under control when necessary. At the start of the year, the trust reviewed the needs of the school in order to allocate resources available to capital projects to improve facilities. The trust ensured that surplus cash was invested in low risk investments in order to maximise income. Risks are reviewed regularly and discussed at each governing body meeting.

Lessons Learned (Reviewing Operations to Maximise Resources)

The trust has reviewed and is continuing to review spending decisions to ensure that money is spent wisely. The trust regularly reviews contracts by going out to more than one supplier.

We will strive to ensure that the school is using its resources effectively to meet the needs of students and in 2020/21 we will continue to focus on:

- Ensuring resources to meet government COVID 19 requirements e.g. cleaning and social distancing
- Taking steps to ensure that the income that we receive and generate is maximised by adopting financially supported local and national strategies and initiatives.
- Linking spending to our School Strategic and Improvement Plans.
- Challenging existing patterns of expenditure, identifying possible savings and alternative use of resources.
- Comparing the quality, cost and impact of services purchased from outside providers including LA (SLAs).
- Considering the long and short term issues and benefits ensuring that expenditure is sustainable.
- Considering the impact on other areas of expenditure as well considering the possibility of shared resources.
- Applying for DfE bids e.g. CIF
- Consulting with staff on changes to provision.
- Consulting and using our Parent: Teacher Association (HSA – Hounslow School Association) as a way to consult parents/carers and fund raise.
- Informing parents of changes to our provision.
- Keeping an overview of delegated budgets.
- Maximise the effective deployment of staff and efficient use of opportunities for staff development.
- Regular financial monitoring of projects.
- Ensuring that all spending is on goods and services that comply with relevant minimum standards specifications and health and safety issues.

Hounslow School

Governance Statement

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 Hounslow School for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the 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 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, Pay, Resources & Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The board of trustees considered the need for a specific internal audit function and to the year ended 31st August 2021 has decided to employ Ray West Safety Solutions as internal auditor to review the Health and safety systems of the academy trust. The board felt that due to the highly effective financial internal controls which has been reported over the previous years the best value for money would be to engage in a Health & Safety Audit.

Hounslow School

Governance Statement

The Risk and Control Framework (continued)

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

- Policies
- Training
- Internal Checks
- External Inspections
- Risk Assessments
- Testing of compliance against legal regulations

On an annual basis, the auditor reports to the Board of Trustees, through the committees on the operation of the systems of control and on the discharge of the Board of Trustees' responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The internal auditor has delivered their schedule of work as planned. Findings are reported to the board and then monitored by a designated governor.

Review of Effectiveness

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


- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process
- the work of the executive 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 Finance, Pay, Resources & 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 16 December 2021 and signed on its behalf by:


Alison Hixon (Dec 21, 2021 08:25 GMT)

Mrs A Hixon
Chair of Trustees


David Veal (Dec 21, 2021 11:06 GMT)

Mr D Veal
Accounting Officer


Hounslow School

Statement of Regularity, Propriety and Compliance

As Accounting Officer of Hounslow School I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy 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.


David Veal (Dec 21, 2021 11:06 GMT)

Mr D Veal
Accounting Officer
16 December 2021

Hounslow School

Statement of Trustees' Responsibilities

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 & 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 in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021
- 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 16 December 2021 and signed on its behalf by:


Alison Hixon (Dec 21, 2021 08:25 GMT)

Mrs A Hixon
Chair of Trustees

Hounslow School

Independent Auditor's Report on the Financial Statements to the Members of Hounslow School

Opinion

We have audited the financial statements of Hounslow School ('the charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities (including the Income and Expenditure Account), 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 (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 & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been properly prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2020 to 2021.

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

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 charitable company'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.

Hounslow School

Independent Auditor's Report on the Financial Statements to the Members of Hounslow School

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. It includes the Reference and Administrative Details, the Trustees' Report (including the Strategic Report), and the Governance Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Hounslow School

Independent Auditor's Report on the Financial Statements to the Members of Hounslow School

Responsibilities of the Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable to 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Academy Trust, and the sector in which it operates. These include but are not limited to compliance with the Companies Act 2006, 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, the Academies Financial Handbook 2020, and the Academies Accounts Direction 2020 to 2021.
- We obtained an understanding of how the Academy Trust is complying with these frameworks through discussions with management.

Hounslow School

Independent Auditor's Report on the Financial Statements to the Members of Hounslow School

- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of board minutes.
- We assessed the susceptibility of the Academy Trust's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.
- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the sector in which the Academy Trust operates in, and their practical experience through training and participation with audit engagements of a similar nature.

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 Independent Auditor's Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michaela Johns

M Johns FCCA (Senior statutory auditor)
For and on behalf of Hopper Williams & Bell Limited
Statutory Auditor
Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date 21/12/2021

Hounslow School

Independent Reporting Accountant's Assurance Report on Regularity to Hounslow School and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 1 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 Hounslow School during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Hounslow School's Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Hounslow School's funding agreement with the Secretary of State for Education dated 21 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 period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Hounslow School

Independent Reporting Accountant's Assurance Report on Regularity to Hounslow School and the Education & Skills Funding Agency

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by the 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:

- Consideration as to whether prior approval was sought from the Secretary of State where it is required by the Academies Financial Handbook (effective from 1 September 2020) (AFH).
- Review of any special payments to staff, including compromise agreements, to consider whether prior approval was sought where required by the AFH and that any payments are in line with the severance guidance published by ESFA.
- Consideration as to whether any borrowings have been made in accordance with the AFH.
- Review of any 'minded to' letters or Notices to Improve which have been issued to the Academy Trust.
- Review of any transactions with related parties to ensure that they have been carried out in accordance with the AFH.
- Review of governance arrangements to determine whether the requirements of the AFH have been met.
- Review of the Academy Trust's internal controls, including whether the general control environment has regard to the regularity of underlying transactions, including fraud management.
- Review of the Academy Trust's procurement policies to determine effectiveness and testing a sample of purchases to confirm that the policies have been correctly implemented.
- Identifying any conditions associated with specialist grant income and determining whether it has been spent as the purposes intended.

Hounslow School

Independent Reporting Accountant's Assurance Report on Regularity to Hounslow School and the Education & Skills Funding Agency

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Michaela Johns

M Johns FCCA

Reporting Accountant

Hopper Williams & Bell Limited

Chartered Accountants

Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date 21/12/2021

Hounslow School

Statement of Financial Activities for the year ended 31 August 2021 (including Income and Expenditure Account)

	Note	Un-restricted funds £	Restricted General Funds £	Restricted Pension Funds £	Restricted Fixed Asset Funds £	2020/21 Total £	2019/20 Total £
Income and endowments from:							
Donations and capital grants	2	3,225	-	-	1,116,247	1,119,472	110,704
Charitable activities:							
Funding for the academy trust's educational operations	3	9,645	7,033,465	-	-	7,043,110	6,681,843
Other trading activities	4	65,313	69,598	-	-	134,911	115,683
Investments	5	2,251	-	-	-	2,251	6,469
Total		80,434	7,103,063	-	1,116,247	8,299,744	6,914,699
Expenditure on:							
Raising funds	6	33,105	-	-	-	33,105	42,461
Charitable activities:							
Academy trust educational operations	7	3,151	6,944,729	299,000	773,954	8,020,834	7,790,591
Total		36,256	6,944,729	299,000	773,954	8,053,939	7,833,052
Net income / (expenditure)		44,178	158,334	(299,000)	342,293	245,805	(918,353)
Transfers between funds	15	-	(275,040)	-	275,040	-	-
Other recognised gains / (losses):							
Actuarial gains / (losses) on defined benefit pension schemes	25	-	-	155,000	-	155,000	(483,000)
Net movement in funds		44,178	(116,706)	(144,000)	617,333	400,805	(1,401,353)
Reconciliation of funds							
Total funds brought forward		544,736	190,609	(2,422,000)	16,930,141	15,243,486	16,644,839
Total funds carried forward		588,914	73,903	(2,566,000)	17,547,474	15,644,291	15,243,486

The notes on pages 50 to 73 form part of these financial statements.

Hounslow School

Balance Sheet as at 31 August 2021

Company Number 07687770

	Note	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	11		16,635,777		16,969,860
Current assets					
Debtors	12	1,462,772		284,300	
Cash at bank and in hand		895,679		1,161,839	
		<u>2,358,451</u>		<u>1,446,139</u>	
Liabilities					
Creditors: Amounts falling due within one year	13	<u>(754,889)</u>		<u>(711,783)</u>	
Net current assets			<u>1,603,562</u>		<u>734,356</u>
Total assets less current liabilities			18,239,339		17,704,216
Creditors:					
Amounts falling due after more than one year	14		<u>(29,048)</u>		<u>(38,730)</u>
Net assets excluding pension liability			18,210,291		17,665,486
Defined benefit pension scheme liability	25		(2,566,000)		(2,422,000)
Total net assets			<u>15,644,291</u>		<u>15,243,486</u>
Funds of the academy trust:					
Restricted funds					
Fixed asset fund	15	17,547,474		16,930,141	
Restricted income fund	15	73,903		190,609	
Pension reserve	15	<u>(2,566,000)</u>		<u>(2,422,000)</u>	
Total restricted funds			15,055,377		14,698,750
Unrestricted income funds	15		588,914		544,736
Total funds			<u>15,644,291</u>		<u>15,243,486</u>

The financial statements on pages 47 to 73 were approved by the trustees and authorised for issue on 16 December 2021 and are signed on their behalf by:

Alison Hixon

Alison Hixon (Dec 21, 2021 08:25 GMT)

Mrs A Hixon

Chair of Trustees

The notes on pages 50 to 73 form part of these financial statements.

Hounsdown School

Statement of Cash Flows for the year ended 31 August 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by (used in) operating activities	19	(1,121,216)	925,369
Cash flows from financing activities	20	(9,682)	(9,683)
Cash flows from investing activities	21	864,738	(1,406,218)
Change in cash and cash equivalents in the reporting period		<u>(266,160)</u>	<u>(490,532)</u>
Cash and cash equivalents at 1 September 2020		1,161,839	1,652,371
Cash and cash equivalents at 31 August 2021	22	<u>895,679</u>	<u>1,161,839</u>

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

1 Accounting policies

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

Basis of Preparation

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable 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.

Going Concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

All incoming resources are recognised when the Academy Trust has entitlement to the funds, the receipt is probable and the amount 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.

- **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

Income (continued)

- **Government Grants**

The following government grants have been received during the year:

Coronavirus Job Retention Scheme

The accrual model has been used to recognise the grant on a systematic basis over the periods in which the related staff costs are incurred.

- **Other Income**

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

- **Donated goods, facilities and services**

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

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 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.

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

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.

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

Freehold Land and Buildings	2%-12.5% straight line on buildings; not provided on land
Furniture and Equipment	20% straight line
Computer Equipment	33% straight line
Motor Vehicles	20% straight line

Where the Academy Trust can identify the value of major components of freehold or leasehold buildings based upon additions following conversion to academy status, the Academy Trust reviews whether one or more such components have significantly different patterns of consumption of economic benefits. In such cases, the Academy Trust allocates the cost of the asset to its major components and depreciates each component separately over its useful life.

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.

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.

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

Provisions

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

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

Leased Assets

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

Financial Instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank

Cash at bank is classified as a basic financial instrument and is measured at face value. An investment is treated as a cash equivalent when it has a short maturity of three months or less from the date of acquisition.

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

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.

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

Pensions Benefits

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

The TPS is an unfunded scheme and contributions are calculated 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 based on 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.

Fund Accounting

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

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

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

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

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 (income) for pensions include the discount rate. Any changes in these assumptions 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.

The assumptions used are disclosed in note 25.

Critical areas of judgement

There are no other critical areas of judgement.

2 Donations and capital grants

	Unrestricted funds	Restricted funds	2020/21 Total	2019/20 Total
	£	£	£	£
Capital grants	-	1,116,247	1,116,247	89,437
Other donations	3,225	-	3,225	21,267
	3,225	1,116,247	1,119,472	110,704
<i>Total 2020</i>	<i>5,267</i>	<i>105,437</i>	<i>110,704</i>	

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

3 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	2020/21 Total £	2019/20 Total £
DfE / ESFA grants				
General Annual Grant (GAG)	-	6,200,000	6,200,000	5,893,648
Pupil Premium	-	179,740	179,740	176,592
Rates reclaim	-	33,838	33,838	32,768
Year 7 catch up grant	-	-	-	14,612
Teachers' pay grant	-	85,821	85,821	85,982
Teachers' pension grant	-	242,507	242,507	242,665
Other DfE grants	-	11,250	11,250	-
	-	6,753,156	6,753,156	6,446,267
Other government grants				
Local authority grants	-	80,274	80,274	57,016
COVID-19 additional funding (DfE/ESFA)				
Catch-up premium	-	99,200	99,200	-
COVID-19 additional funding (non-DfE/ESFA)				
Coronavirus Job Retention Scheme grant	-	7,057	7,057	6,929
Other Coronavirus funding	-	74,724	74,724	-
	-	81,781	81,781	6,929
Other income from the Academy Trust's educational operations				
Trip income	-	1,444	1,444	87,596
Other income	9,645	17,610	27,255	84,035
	9,645	19,054	28,699	171,631
	9,645	7,033,465	7,043,110	6,681,843
Total 2020	4,147	6,677,696	6,681,843	

Hounsdown School

Notes to the Financial Statements for the Year Ended 31 August 2021

3 Funding for the Academy Trust's educational operations (continued)

Following the reclassification of some grants received from the Department for Education and the ESFA in the Academies Accounts Direction 2020/21, the Academy Trust's funding for Rates reclaim, Year 7 catch up grant, Teachers' pay grant, and Teachers' pension grant are no longer reported under the Other DfE grants heading, but as separate lines under the DfE/ESFA grants heading. The prior year numbers have been reclassified.

The Academy Trust received £99,200 of funding for catch-up premium and costs incurred in respect of this funding totalled £99,200.

The academy trust furloughed some of its community and music tuition staff under the government's Coronavirus Job Retention Scheme. The funding received related to staff costs in respect of five members of staff which are included within the staff note below.

The Academy Trust received other Coronavirus funding in respect of mass testing funding, outbreak management funding, and connect4communities food vouchers.

4 Other trading activities

	Unrestricted funds £	Restricted funds £	2020/21 Total £	2019/20 Total £
Hire of facilities	40,698	-	40,698	67,649
Music tuition income	-	8,702	8,702	10,912
Supply teacher insurance claims	-	60,896	60,896	11,795
Other trading income	24,615	-	24,615	25,327
	65,313	69,598	134,911	115,683
<i>Total 2020</i>	<i>92,976</i>	<i>22,707</i>	<i>115,683</i>	

5 Investment income

	Unrestricted funds £	Restricted funds £	2020/21 Total £	2019/20 Total £
Short term deposits	2,251	-	2,251	6,469
<i>Total 2020</i>	<i>6,469</i>	<i>-</i>	<i>6,469</i>	

Hounsdown School

Notes to the Financial Statements for the Year Ended 31 August 2021

6 Expenditure

	Staff costs	Non Pay Expenditure		Total	Total
		Premises	Other	2020/21	2019/20
	£	£	£	£	£
Expenditure on raising funds	33,105	-	-	33,105	42,461
Academy's educational operations:					
Direct costs	5,212,927	-	479,402	5,692,329	5,473,255
Allocated support costs	844,767	485,824	997,914	2,328,505	2,317,336
	<u>6,090,799</u>	<u>485,824</u>	<u>1,477,316</u>	<u>8,053,939</u>	<u>7,833,052</u>
<i>Total 2020</i>	<i>5,556,121</i>	<i>507,313</i>	<i>1,769,618</i>	<i>7,833,052</i>	

Net income/(expenditure) for the period includes:

	2020/21	2019/20
	£	£
Operating lease rentals	6,817	3,516
Depreciation	773,954	801,168
(Gain)/loss on disposal of fixed assets	-	76,870
Fees payable to auditor for:		
Audit	8,490	8,075
Other services	<u>1,780</u>	<u>5,065</u>

Hounsdown School

Notes to the Financial Statements for the Year Ended 31 August 2021

7 Charitable activities

	2020/21	2019/20
	Total	Total
	£	£
Direct costs	5,692,329	5,473,255
Support costs	2,328,505	2,317,336
	8,020,834	7,790,591

Analysis of support costs:

	Educational operations	2020/21	2019/20
		Total	Total
	£	£	£
Support staff costs	844,767	844,767	720,568
Depreciation	773,954	773,954	801,168
Premises costs	485,824	485,824	507,313
Other support costs	212,930	212,930	272,657
Governance costs	11,030	11,030	15,630
Total support costs	2,328,505	2,328,505	2,317,336
<i>Total 2020</i>	<i>2,317,336</i>	<i>2,317,336</i>	

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

8 Staff

a) Staff costs

Staff costs during the period were:

	2020/21	2019/20
	£	£
Wages and salaries	4,396,484	4,086,082
Social security costs	398,261	363,154
Pension costs	1,221,068	1,088,794
	6,015,813	5,538,030
Agency staff costs	71,757	18,091
Staff restructuring costs	3,229	-
	6,090,799	5,556,121

Staff restructuring costs comprise:

Redundancy payments	3,229	-
	3,229	-

b) Staff numbers

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

	2020/21	2019/20
	No.	No.
Teachers	89	83
Administration and support	64	72
Management	3	3
	156	158

c) Higher paid staff

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

	2020/21	2019/20
	No.	No.
£60,001 - £70,000	3	2
£80,001 - £90,000	-	1
£90,001 - £100,000	2	-
£110,001 - £120,000	-	1

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 £821,904 (2020: £812,628).

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

9 Related Party Transactions – Trustees' remuneration and expenses

One or more trustees has been paid remuneration or has received other benefits from employment with the Academy Trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

The value of trustees' remuneration and other benefits was as follows:

		2020/21 £000	2019/20 £000
J Turvey (Accounting Officer to 31 December 2020)	Remuneration	40-45	115-120
	Employer's pension contributions paid	5-10	25-30
D Veal (Accounting Officer from 1 January 2021)	Remuneration	60-65	-
	Employer's pension contributions paid	15-20	-
I McIntyre (Staff trustee)	Remuneration	15-20	15-20
	Employer's pension contributions paid	0-5	0-5
M Morgan (Staff trustee to 19 April 2020)	Remuneration	-	25-30
	Employer's pension contributions paid	-	5-10
G Weller (Staff trustee from 2 July 2020)	Remuneration	50-55	-
	Employer's pension contributions paid	10-15	-

During the period ended 31 August 2021, travel and subsistence expenses totalling £80 were reimbursed or paid directly to two trustees (2020: £116 to one trustee).

10 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 cover up to £5m on any one claim and the cost for the period ended 31 August 2021 is included in the total insurance cost.

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

11 Tangible fixed assets

	Freehold Land and Buildings £	Furniture and Equipment £	Computer Equipment £	Motor Vehicles £	Total £
Cost					
At 1 September 2020	24,689,718	927,560	359,123	41,820	26,018,221
Acquisitions	366,301	59,614	13,956	-	439,871
At 31 August 2021	25,056,019	987,174	373,079	41,820	26,458,092
Depreciation					
At 1 September 2020	7,923,006	764,436	319,099	41,820	9,048,361
Charged in year	685,877	69,308	18,769	-	773,954
At 31 August 2021	8,608,883	833,744	337,868	41,820	9,822,315
Net book values					
At 31 August 2020	16,766,712	163,124	40,024	-	16,969,860
At 31 August 2021	16,447,136	153,430	35,211	-	16,635,777

12 Debtors

	2020/21 £	2019/20 £
Trade debtors	11,842	4,088
VAT recoverable	78,706	32,450
Other debtors	-	4,329
Prepayments and accrued income	1,372,224	243,433
	1,462,772	284,300

Hounsdown School

Notes to the Financial Statements for the Year Ended 31 August 2021

13 Creditors: amounts falling due within one year

	2020/21	2019/20
	£	£
Trade creditors	477,353	313,557
Other taxation and social security	106,157	92,650
Loans falling due within one year	9,683	9,683
Other creditors falling due within one year	2,718	110,613
Accruals and deferred income	158,978	185,280
	754,889	711,783

	2020/21	2019/20
	£	£
Deferred income at 1 September 2020	48,803	150,642
Released from previous years	(48,803)	(150,642)
Resources deferred in the year	50,819	48,803
Deferred income at 31 August 2021	50,819	48,803

At the balance sheet date the academy trust was holding funds received in advance for school trips and other income relating to the forthcoming academic year.

Loans falling due within one year is a Salix loan which is provided on the following terms: interest is not charged and repayments will be made through a reduction in revenue grants.

Other creditors includes £nil (2020: £110,000) relating to an underspend of Condition Improvement Funding.

14 Creditors: amounts falling due in greater than one year

	2020/21	2019/20
	£	£
Loans falling due in greater than one year	29,048	38,730

Loans falling due in greater than one year is a Salix loan which is provided on the following terms: interest is not charged and repayments will be made through a reduction in revenue grants over an eight year payback which commenced in September 2017.

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

15 Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2021 £
Restricted general funds						
General Annual Grant (GAG)	-	6,200,000	(5,851,057)	(275,040)	-	73,903
Pupil premium	-	179,740	(179,740)	-	-	-
Rates reclaim	-	33,838	(33,838)	-	-	-
Teachers' pay grant	-	85,821	(85,821)	-	-	-
Teachers' pension grant	-	242,507	(242,507)	-	-	-
Other DfE grants	-	11,250	(11,250)	-	-	-
Local authority grants	-	80,274	(80,274)	-	-	-
Catch-up premium	-	99,200	(99,200)	-	-	-
Coronavirus Job Retention Sch.	-	7,057	(7,057)	-	-	-
Other Coronavirus funding	-	74,724	(74,724)	-	-	-
Other educational activities	190,609	88,652	(279,261)	-	-	-
	190,609	7,103,063	(6,944,729)	(275,040)	-	73,903
Pension reserve	(2,422,000)	-	(299,000)	-	155,000	(2,566,000)
	(2,231,391)	7,103,063	(7,243,729)	(275,040)	155,000	(2,492,097)
Restricted fixed asset funds						
Fixed asset fund	16,969,860	-	(773,954)	439,871	-	16,635,777
ESFA capital grants (DFC)	-	24,790	-	(24,790)	-	-
ESFA capital grants (CIF)	8,694	1,091,457	-	(149,723)	-	950,428
Salix loan	(48,413)	-	-	9,682	-	(38,731)
	16,930,141	1,116,247	(773,954)	275,040	-	17,547,474
Total restricted funds	14,698,750	8,219,310	(8,017,683)	-	155,000	15,055,377
Total unrestricted funds	544,736	80,434	(36,256)	-	-	588,914
Total funds	15,243,486	8,299,744	(8,053,939)	-	155,000	15,644,291

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

15 Funds (continued)

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

General annual grant

This includes all funding received from the ESFA to carry out the objectives of the academy. It includes the school budget share; minimum funding guarantee; education services grant; insurance; rates; and pre-16 high needs funding streams.

Other DfE/ESFA grants

This is funding received from the ESFA for specific purposes.

Local authority grants

This is funding received from the local authority for specific purposes, for example Special Educational Needs funding.

Other educational activities

This includes all other educational income/expenditure.

Pension reserve

This represents the negative reserve in respect of the liability on the LGPS pension scheme which was transferred to the Academy Trust on conversion.

Fixed asset fund

The fund includes the value of the tangible fixed assets of the academy on conversion, and amounts transferred from GAG or other restricted funds specifically for expenditure on tangible fixed assets, and the annual charges for depreciation of these assets.

DfE/ESFA capital grants

This is funding received from the DfE/ESFA specifically for expenditure on tangible fixed assets.

Transfers between funds

Transfers to the restricted fixed asset fund represent the cost of fixed asset additions which have been funded from restricted or unrestricted general funds.

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

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

15 Funds (continued)

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2020 £
Restricted general funds						
General Annual Grant (GAG)	-	5,893,648	(5,893,648)	-	-	-
Pupil premium	-	176,592	(176,592)	-	-	-
Rates reclaim	-	32,768	(32,768)	-	-	-
Year 7 catch up grant	-	14,612	(14,612)	-	-	-
Teachers' pay grant	-	85,982	(85,982)	-	-	-
Teachers' pension grant	-	242,665	(242,665)	-	-	-
Local authority grants	-	57,016	(57,016)	-	-	-
Coronavirus Job Retention Sch.	-	6,929	(6,929)	-	-	-
Other educational activities	278,289	206,191	(187,626)	(106,245)	-	190,609
	278,289	6,716,403	(6,697,838)	(106,245)	-	190,609
Pension reserve	(1,733,000)	-	(206,000)	-	(483,000)	(2,422,000)
	(1,454,711)	6,716,403	(6,903,838)	(106,245)	(483,000)	(2,231,391)
Restricted fixed asset funds						
Fixed asset fund	16,345,774	-	(878,038)	1,502,124	-	16,969,860
ESFA capital grants (DFC)	44,794	24,976	-	(69,770)	-	-
ESFA capital grants (CIF)	1,216,350	64,461	-	(1,272,117)	-	8,694
School contribution	63,674	-	-	(63,674)	-	-
Salix loan	(58,095)	-	-	9,682	-	(48,413)
	17,612,497	89,437	(878,038)	106,245	-	16,930,141
Total restricted funds	16,157,786	6,805,840	(7,781,876)	-	(483,000)	14,698,750
Total unrestricted funds	487,053	108,859	(51,176)	-	-	544,736
Total funds	16,644,839	6,914,699	(7,833,052)	-	(483,000)	15,243,486

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

16 Analysis of net assets between funds

	Un-restricted funds	Restricted general funds	Restricted pension funds	Restricted fixed asset funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	16,635,777	16,635,777
Current assets	588,914	819,109	-	950,428	2,358,451
Current liabilities	-	(745,206)	-	(9,683)	(754,889)
Non-current liabilities	-	-	-	(29,048)	(29,048)
Pension scheme liability	-	-	(2,566,000)	-	(2,566,000)
Total net assets	588,914	73,903	(2,566,000)	17,547,474	15,644,291

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

	Un-restricted funds	Restricted general funds	Restricted pension funds	Restricted fixed asset funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	16,969,860	16,969,860
Current assets	544,736	892,709	-	8,694	1,446,139
Current liabilities	-	(702,100)	-	(9,683)	(711,783)
Non-current liabilities	-	-	-	(38,730)	(38,730)
Pension scheme liability	-	-	(2,422,000)	-	(2,422,000)
Total net assets	544,736	190,609	(2,422,000)	16,930,141	15,243,486

17 Capital commitments

	2020/21	2019/20
	£	£
Contracted for, but not provided in the financial statements	827,109	64,768

18 Long-term commitments, including operating leases

At 31 August 2021 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2020/21	2019/20
	£	£
Amounts due within one year	6,136	6,165
Amounts due between one and five years	13,312	3,527
	19,448	9,692

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

19 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020/21	2019/20
	£	£
Net income / (expenditure) for the reporting period	245,805	(918,353)
Adjusted for:		
Depreciation	773,954	801,168
(Gain)/loss on disposal of fixed assets	-	76,870
Capital grants from DfE and other capital income	(1,116,247)	(89,437)
Interest receivable	(2,251)	(6,469)
Defined benefit pension scheme cost less contributions payable	259,000	174,000
Defined benefit pension scheme finance cost	40,000	32,000
(Increase) / decrease in debtors	(1,178,472)	801,122
(Decrease) / increase in creditors	(143,005)	54,468
Net cash (used in) / provided by Operating Activities	<u>(1,121,216)</u>	<u>925,369</u>

20 Cash flows from financing activities

	2020/21	2019/20
	£	£
Repayments of borrowing	(9,682)	(9,683)
Net cash used in financing activities	<u>(9,682)</u>	<u>(9,683)</u>

21 Cash flows from investing activities

	2020/21	2019/20
	£	£
Dividends, interest and rents from investments	2,251	6,469
Purchase of tangible fixed assets	(253,760)	(1,502,124)
Capital grants from DfE Group	1,116,247	89,437
Net cash provided by / (used in) investing activities	<u>864,738</u>	<u>(1,406,218)</u>

22 Analysis of cash and cash equivalents

	2020/21	2019/20
	£	£
Cash at bank and in hand	729,776	746,082
Notice deposits (less than 3 months)	165,903	415,757
Total cash and cash equivalents	<u>895,679</u>	<u>1,161,839</u>

Hounsdown School

Notes to the Financial Statements for the Year Ended 31 August 2021

23 Analysis of changes in net debt

	At 1 September 2020	Cash flows	Acquisition/ disposal of subsidiaries	New finance leases	Other non-cash changes	At 31 August 2021
	£	£	£	£	£	£
Cash	746,082	(16,306)	-	-	-	729,776
Cash equivalents	415,757	(249,854)	-	-	-	165,903
	1,161,839	(266,160)	-	-	-	895,679
Loans falling due within one year	(9,683)	-	-	-	-	(9,683)
Loans falling due after more than one year	(38,730)	9,682	-	-	-	(29,048)
Total	1,113,426	(256,478)	-	-	-	856,948

24 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.

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

25 Pension and similar obligations

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

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 teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every four 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%.

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

25 Pension and similar obligations (continued)

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

The employer's pension costs paid to TPS in the period amounted to £806,001 (2020: £745,093).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was as follows:

	2021	2020
	£	£
Employer's contributions	160,000	169,000
Employees' contributions	50,000	45,000
	210,000	214,000

The agreed contribution rates for future years are 18.9% for employers and 5.5% to 12.5% for employees.

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

Principal actuarial assumptions

	2021	2020
Rate of increase in salaries	3.6%	3.3%
Rate of increase for pensions in payment/inflation	2.6%	2.3%
Discount rate for scheme liabilities	1.7%	1.7%
Inflation assumption (CPI)	2.6%	2.3%

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

	2021	2020
<i>Retiring today</i>		
Males	23.1	23.0
Females	25.5	25.5
<i>Retiring in 20 years</i>		
Males	24.8	24.7
Females	27.3	27.2

Hounslow School

Notes to the Financial Statements for the Year Ended 31 August 2021

25 Pension and similar obligations (continued)

Sensitivity analysis

	Increase/(reduction) in defined benefit obligation	
	2021	2020
	£	£
Discount rate +0.1%	(154,000)	(133,000)
Discount rate -0.1%	161,000	139,000
Mortality assumption – 1 year increase	238,000	199,000
Mortality assumption – 1 year decrease	(231,000)	(194,000)

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

	2021	2020
	£	£
Equities	2,234,000	1,768,000
Gilts	687,000	605,000
Property	232,000	187,000
Cash	31,000	50,000
Other	675,000	508,000
Total market value of assets	3,859,000	3,118,000

The actual return on scheme assets was £578,000 (2020: £199,000).

Amount recognised in the Statement of Financial Activities

	2020/21	2019/20
	£	£
Current service cost	419,000	343,000
Interest income	(54,000)	(53,000)
Interest cost	94,000	85,000
Total amount recognised in the SOFA	459,000	375,000

Hounsdown School

Notes to the Financial Statements for the Year Ended 31 August 2021

25 Pension and similar obligations (continued)

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

	2020/21	2019/20
	£	£
At 1 September	5,540,000	4,437,000
Current service cost	419,000	343,000
Interest cost	94,000	85,000
Employee contributions	50,000	45,000
Actuarial loss	369,000	629,000
Benefits paid	(47,000)	1,000
At 31 August	6,425,000	5,540,000

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

	2020/21	2019/20
	£	£
At 1 September	3,118,000	2,704,000
Interest income	54,000	53,000
Actuarial gain	524,000	146,000
Employer contributions	160,000	169,000
Employee contributions	50,000	45,000
Benefits paid	(47,000)	1,000
At 31 August	3,859,000	3,118,000

26 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 9.