

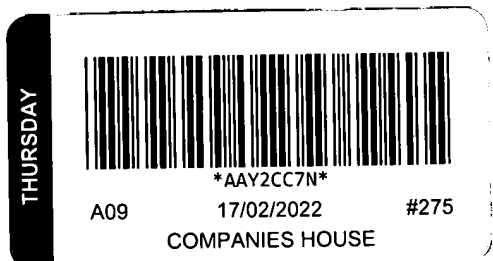
Registered number: 07697618

**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**

**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2021**



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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**

**(A Company Limited by Guarantee)**

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
(A Company Limited by Guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Members**

K Frost	(Ceased 30/03/2021)
K Deane	(Appointed 30/03/2021)
P Fleming	
S Carter	
N Cole	(Ceased 21/07/2021)
J Irwin	

**Trustees**

C McLintock	
K Frost	Chairman (Ceased 30/03/2021)
K Deane	Chairman from 30/03/2021
C Brown	
J Irwin	
K Hughes	
S Carter	
M Spooner	
N Cole	(Ceased 14/03/2021) (Reappointed 15/03/2021) (Ceased 21/07/2021)
P Fleming	(Ceased 27/09/2020) (Reappointed 28/09/2020)
L Joseph	
K Anderson	
T Gregory	(Appointed 19/04/2021)
A Sandhu	(Ceased 12/01/2021)
K Edgar	(Appointed 19/04/2021) (Ceased 02/06/2021)
N Massey	(Ceased 10/12/2020)
J Forbes	(Appointed 06/09/2021) (Ceased 04/10/2021)

**Company Secretary**

E Walker

**Senior Management Team (September 2020)**

C McLintock	(Headteacher)
C Carter	(Deputy Headteacher)
N Renyard	(Deputy Headteacher – appointed 01/09/2020)
G Llewellyn	(Acting Deputy Headteacher – ceased 31/12/2020)
E Holding	(Assistant Headteacher – ceased 31/08/2021)
S Hillier	(Assistant Headteacher – ceased 31/08/2021)
H Dell	(Business Manager)
K Gray	(Assistant Headteacher – appointed 01/01/2021)
E Gurney	(Assistant Headteacher – appointed 01/09/2021)
E Wolfenden	(Assistant Headteacher – appointed 01/09/2021)
I Cartwright	(Assistant Headteacher – appointed 01/09/2021)
J Wolfenden	(Assistant Headteacher – appointed 01/09/2021)

**Company Name**

Sir William Ramsay Academy Trust

**Principal and Registered Office**

Sir William Ramsay School, Rose Avenue, Hazlemere, High Wycombe, Buckinghamshire, HP15 7UB

**Company Registered Number**

07697618 (England & Wales)

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
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**REFERENCE AND ADMINISTRATIVE DETAILS (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Independent Auditor**

MHA MacIntyre Hudson, Building 4, Foundation Park, Roxborough Way, Maidenhead, SL6 3UD

**Bankers**

HSBC Bank plc, 9 Penn Road, Beaconsfield, Buckinghamshire, HP9 2PT

**Solicitors**

Stone King LLP, Boundary House, 91 Charterhouse Street, London, EC1M 6HR

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year / period 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Academy Trust operates an academy for pupils aged 11 to 18 serving a catchment area in Hazlemere. It has a pupil capacity of 1186 and had a roll of 1017 in the school census on 20<sup>th</sup> May 2021.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The trustees of Sir William Ramsay School Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company operates as Sir William Ramsay School Academy.

Details of the trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on pages 1 and 2.

**Members' Liability**

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

**Trustees' Indemnities**

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach 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.

The Academy has entered into the EFA's Risk Protection Arrangement which reimburses the Academy in the event of a loss under the RPA membership rules including employer's liability, public liability and professional indemnity risks.

**Method of Recruitment and Appointment or Election of Trustees**

The Articles of Association require the Members of the Academy Trust to appoint Governors, with no maximum number, including:

- Up to 9 Appointed Governors, appointed by the Members.
- Up to two Staff Governors, comprising of at least 1 member of support staff, are elected by the school staff as representative staff members of the school. Both teaching and support staff paid to work at the school are eligible for staff governorship. The Headteacher is treated for all purposes as being an ex officio Governor.
- A minimum of three Parent Governors are elected. The vacancy is announced to parents and nominations requested. If the number of nominations is less than or equal to the number of vacancies, the candidate(s) will be elected unopposed and it will not be necessary to proceed to an election. If the vacancy is contested (i.e. there are more parents standing for election than places available), an election will need to be held and parents should have the opportunity to meet the candidates prior to the election. In addition, the candidates should produce a brief statement for distribution to parents entitled to vote.
- Co-opted Governors - Up to two Co-opted Governors can be appointed by the Governing Body because they have experience and/or expertise of particular benefit to the school. Following an identification of specific needs, suitable candidates are identified by the Governing Body and approached accordingly

**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Policies and Procedures Adopted for the Induction and Training of Trustees**

The Governing Body and Headteacher believe it is essential that all new governors receive a comprehensive induction package covering a broad range of issues and topics. There is a commitment to ensure that the new governors are given the necessary information and support to fulfil their role with confidence. The process is seen as an investment, leading to more effective governance and retention of governors.

New governors will:

- Be welcomed to the Governing Body by the Chairman
- Be invited by the Headteacher to visit the academy
- Have the opportunity to tour the academy and meet staff and students
- Receive an informal briefing on the academy from the Headteacher and/or Chairman
- Be asked to complete a DBS check and declaration
- Have the opportunity to meet informally with an existing governor who will then act as their mentor
- Be accompanied by their mentor to their first full Governing Body meeting (if required)
- Have the opportunity to review their first meeting with the mentor

New governors will receive:

- The DFE Governance Handbook
- The latest Ofsted report and Action Plan
- Details of Induction Training and other training available via the NGA's Learning Link and also log-in details to access NGA newsletters and resources
- Minutes of the last full Governing Body meeting and details of the Governing Body committees including their terms of reference
- Dates for future Governors' meetings including committee meetings
- Access to GovernorHub where they can access resources and contact the other Governors
- Details of how to contact the academy including the e-mail address
- Recent academy newsletters
- Signposting to the website for details of academy events, prospectus etc

The Governing Body at Sir William Ramsay School is committed to providing adequate opportunities for Governors to undertake and receive suitable training to enable them to undertake their role more effectively.

All new Governors are actively encouraged to take advantage of this training 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. A nominated Development Governor promotes appropriate training to Governors.

**Organisational Structure**

The structure consists of three levels: the Governors, Senior Leadership Team and Middle Leaders (budget holders). The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Governors of the Academy Trust are responsible for setting the vision of the Trust and adopting policies, an annual improvement plan and budget. They monitor the Academy by the performance data, use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments. The Governors are also responsible for approving the Financial Procedures Manual under which the Academy's finances operate.

Each of the Governors form part of the Trust's five committees: Finance, Audit and Risk; Teaching and Learning; Support and Intervention; Personnel, Engagement and Compliance; and Pay. Each committee has its own Terms of Reference that helps to aid the policy making process and outlines the specific responsibilities of each committee. This structure has been amended for the 2021-22 academic year to enable more focused scrutiny by Governors of progress in meeting School Action Plan objectives and closer contact between Governors and the Senior Leadership Team.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Organisational Structure (continued)**

The Headteacher (the Accounting Officer) has overall executive responsibility for the academy's activities including financial activities. Much of the responsibility for financial activities has been delegated to the Business Manager (Chief Financial Officer).

In 2020/21, the Senior Leadership Team consisted of the Headteacher (the Accounting Officer), the Business Manager (Chief Financial Officer), two Deputy Headteachers and three Assistant Headteachers. Due to one of the Assistant Headteachers gaining promotion in another school and another stepping down from leadership and management responsibilities for personal reasons, the Senior Leadership Team was reorganised for the 2021/22 academic year to consist of the Headteacher (Accounting Officer), the Business Manager (Chief Financial Officer), two Deputy Headteachers and five Assistant Headteachers (four of the Assistant Headteachers also have middle leadership responsibilities).

The Senior Leadership Team control the Academy at an executive level implementing the policies laid down by the Governors and reporting back to them. The Senior Leadership Team meets weekly and is collectively responsible for the day to day operation of the Academy, in particular organising the teaching staff, facilities and students. Spending control is devolved to budget holders, with expenditure above certain limits needing additional authorisation from either the senior managers or the trustees (or both).

**Arrangements for setting pay and remuneration of key management personnel**

The Governing Body has established the following pay scales for the headteacher, deputy headteacher[s] and assistant headteacher[s]:

- Headteacher pay range: (30-36)
- Deputy Headteacher pay range: (20-25)
- Assistant Headteacher pay (12-17)

The Governing Body will pay teachers as deputy or assistant headteachers only where the Governing Body is satisfied that, in the context of the teacher's duties, the role includes a significant responsibility that is not required of all classroom teachers or TLR holders, and that the role:

- a. is focused on teaching and learning;
- b. requires the exercise of a teacher's professional skills and judgment;
- c. requires the teacher to lead and manage the school through:
  - development of teaching and learning priorities across the school;
  - accountability for the standards of achievement and behaviour of pupils across the school;
  - accountability for the planning and deployment of the school's resources;
  - leading policy development and implementation across the school in accordance with statutory provisions;
  - managing whole school operational activity;
  - working with external bodies and agencies; and
  - securing pupils' access to their educational entitlements;
- d. has an impact on the educational progress of the school's pupils;
- e. involves leading, developing and enhancing the teaching practice of the school's staff; and
- f. includes line management responsibility for a significant number of people and/or the line management of other line managers.

In the case of a deputy headteacher post, the Governing Body must also be satisfied that this significant responsibility features a job weight that exceeds that expected of an assistant headteacher employed in the same school, including responsibility for discharging in full the responsibilities of the head in the absence of the headteacher.

The Governing Body will normally appoint new leadership teachers at the bottom point of the relevant pay range.

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Trade union facility time**

**Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	0.8

**Percentage of time spent on facility time**

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

**Percentage of pay bill spent on facility time**

Provide the total cost of facility time	£1,297.32
Provide the total pay bill	
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:  (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	100%
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**Related Parties and other Connected Charities and Organisations**

The Academy Trust has no connected organisations or related party relationships so is therefore not exposed to any impact this may have on the operating policies of the trust.



**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

The principal objective and activity of the charitable company is the operation of Sir William Ramsay School to provide education for pupils between the ages of 11 and 18.

The School provides an education for pupils who are drawn from the area in which the School is situated and as defined by its published catchment area. The school's Year 7 intake is non-selective.

The School, however, operates an open-access sixth form and as such admits students from other 11-16 providers in the area at Year 12 in addition to those continuing into Year 12 from the School itself.

**Objectives, Strategies and Activities**

In 2020/21 the aims of Sir William Ramsay School are focused around the vision that all students will achieve at least in line with National expectations based upon their prior attainment; though every effort will be made to motivate and inspire students to exceed expectations.

Sir William Ramsay School is a dynamic learning community which promotes individual and collaborative success for all.

We aim to achieve our vision by:

- Raising students above the ordinary by developing and delivering lifelong learning which transforms lives
- Ensuring every person feels valued, safe and happy
- Enabling students to feel proud of themselves, and celebrate the success of others
- Promoting a culture of mutual respect where everyone is treated as a valued member of the school community
- Encouraging positive communication so that words and actions are thoughtful, supportive and motivational
- Placing parents and carers at the heart of the life of the school
- Having highly dedicated and well-qualified staff who are committed to continuous professional development
- Adopting an ethos of continuous improvement within all aspects of school life

We underpin our vision and mission by embracing the values of:

- Compassion and respect
- Honesty and trust
- Courage and ambition
- Diversity, inclusivity and community

The School Action plan for 2020/21 was focused on 3 intentions:

**Intention 1: To ensure that the SWRS curriculum fulfils our values and prepares our students for their future lives**

- To review the whole school curriculum and assessment system.
- To develop literacy and numeracy across the curriculum by supporting students to be "Secondary Ready", converting oracy to the written word and being fluent readers.
- To ensure that all students have access to high quality information, advice and guidance, raising their aspirations and supporting them to make informed decisions relating to their future.

**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Objectives, Strategies and Activities (continued)**

**Intention 2: To ensure our students are ambitious and make progress academically.**

- To have high quality teaching for all students with emphasis on the more able and boys.
- To develop our early career teachers (NQTs and those who have just completed their NQT year) to address the implications of Lockdown on their professional development.
- To improve the progress at all levels in Mathematics.
- To ensure that all students catch up post Lockdown.

**Intention 3: To ensure that the SWRS school community is resilient with an emphasis on addressing “the causes” and “not the symptoms”.**

- To ensure Governance has the skills to move the school forward.
- To ensure that Leaders have the skills to move the school forward.
- To address poor mental health for all members of the school community.
- To have a strategic and proactive approach to SEND
- To achieve a consistent and positive approach to behaviour management, anti-bullying work, attendance and punctuality so all students can actively engage in all school activities

The continuance of the COVID-19 pandemic throughout the 2020/21 academic year clearly had a significant impact on the ability of the school to deliver these intentions. Much of the senior leadership capacity was taken up reacting to the changing legislation and guidance in relation to COVID-19 and communicating this to staff, students and parents/ carers. Despite this, progress was made and the Ofsted monitoring visit in June 2021 reported that “leaders and those responsible for governance are taking effective action in order for the school to become a good school”.

**Public Benefit**

In setting our objective and planning out activities the trustees have carefully considered the Charity Commission’s general guidance on public benefit. The key public benefit delivered by Sir William Ramsay School is the maintenance and development of the high quality education provided by the School to the young people of Hazlemere and the surrounding parishes. The school has an extensive pastoral programme intended to reduce the risk of harm to students, improve mental health, encourage responsible behaviours and improve life chances. Additionally, it is recognised the positive impact that the school should have on the local community with regard to the development of well-rounded members of the community, but also in providing a focal point for the community to engage with the school through activities or lettings opportunities within the school.

In doing this Sir William Ramsay School not only offers a broadly-based academic education but aims to support the whole individual. A wide-range of extra-curricular activities, educational trips and visits are offered and undertaken.

**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**STRATEGIC REPORT**

**Achievements and Performance**

Despite the COVID-19 pandemic, the achievements of the Trust in 2020/21 have been significant. The disruption to student's learning was minimised through careful risk management within school ensuring 'close contacts' were kept to a minimum and easily identifiable. During the part closure from January to March 2021, all students were able to access their full timetable via remote lessons.

Safeguarding systems and practices have also been strengthened and this was acknowledged by both external audits. Finance and HR systems and processes remained robust throughout the year as evidenced by the internal scrutiny programme. Despite the additional costs in relation to COVID, the Trust was able to reduce the planned deficit for the year from £110k to £103k whilst also investing an additional £130k into IT infrastructure which was not planned at the start of the year.

The Ofsted monitoring visit in June 2021 reported that "leaders and those responsible for governance are taking effective action in order for the school to become a good school". This is a significant achievement for the Trust given the other issues it has had to deal with this year.

**Key Performance Indicators**

The school utilises the ESFA's School Resource Management Self-Assessment Dashboard, School Financial Benchmarking Tool and the Academy Benchmarking report produced by its Auditors to analyse performance against key financial performance indicators. KPIs also feature in the monthly Management Accounts.

For the 2020/21 academic year, of the 20 KPIs on the School Resource Management Self-Assessment Dashboard, only two were 'red' for the Trust (spend on educational support staff as a percentage of total expenditure and Average class size) and three were 'amber' (Revenue reserves as a percentage of total income, Teacher contact ratio and Ofsted rating). The Trust took all of these into account when setting the budget for the 2021/22 academic year ensuring these were addressed wherever possible whilst still ensuring the aims and objectives of the Trust can be met.

**Ofsted**

Ofsted in December 2018 rated the school as Requires Improvement. The Ofsted monitoring visit in June 2021 reported that "leaders and those responsible for governance are taking effective action in order for the school to become a good school". The School Improvement Plan continues to be updated to ensure the key points for action are addressed. Ensuring adequate resources are available to deliver the School Improvement Plan is a key feature of the budget setting process.

**Attendance**

The attendance of students has been an area of focus for the past 3 years. The COVID-19 pandemic has stopped the School being able to fully implement its intended actions. Student attendance will continue as a key action point in 2021-22.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Educational Attainment**

<b>Overall GCSE Year 11 2021</b>	
% achieving five 4-9 grades including English and Maths	64%
% achieving five 5-9 grades including English and Maths	39%

<b>Year 11 GCSE 2021</b>	<b>9-4</b>	<b>9-7</b>
Art Fine	79%	33%
Art Photography	52%	12%
Art Textiles	62%	19%
Design & Technology: Food	62%	19%
Design & Technology: Resistant Material	68%	32%
English Language	66%	11%
English Literature	76%	14%
Geography	72%	23%
History	68%	32%
Maths	76%	22%
Religious Studies	79%	36%
Science: Biology (Triple)	96%	50%
Science: Chemistry (Triple)	89%	44%
Science: Physics (Triple)	98%	54%
Science Combined	69%	6%
Spanish	67%	50%

<b>Year 11 Vocational 2021</b>	<b>Distinction* / Distinction</b>	<b>Level 2 pass rate</b>
Beauty Therapy & Hairdressing VRQ Certificate	58%	95%
Cambridge National Business (Enterprise & Marketing) Certificate	11%	65%
Creative Digital Media Production First Award	13%	61%
Health & Social Care First Award	35%	81%
Cambridge National IT Certificate	0%	39%
BTEC Music	11%	74%
BTEC Drama	27%	53%
Cambridge National Sport	22%	62%

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Educational Attainment (continued)**

<b>Year 13 A-Level 2021</b>	<b>A* - E %</b>	<b>A* - B%</b>
Art Textiles	100%	100%
Biology	100%	50%
Chemistry	100%	100%
English Literature	100%	29%
Geography	100%	33%
History	100%	67%
Maths	100%	100%
Physics	100%	50%
Politics	100%	50%
Product Design	100%	100%
Psychology	100%	30%
Religious Studies	100%	50%

<b>Year 13 Vocational 2021</b>	<b>Distinction* / Distinction</b>	<b>Level 3 pass rate</b>
Business National Extended Certificate	90%	100%
Health & Social Care National Extended Certificate	100%	100%
IT National Extended Certificate	33%	100%
Music National Extended Certificate	33%	67%
Public Services Diploma Level	100%	100%
Sport National Extended Certificate	100%	100%
Beauty Therapy Extended Diploma in Massage Therapies	0%	100%

**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.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**FINANCIAL REVIEW**

Most of the School's income is obtained from the DfE via the ESFA in the form of its General Annual Grant (GAG), the use of which is restricted to particular purposes; i.e. the objects of the Academy Trust. The GAG received during the period covered by this report and the associated expenditure are shown as Restricted funds in the Statement of Financial Activities.

The Devolved Formula Capital Grant (DFC), in accordance with the Charities SORP 2015, is shown in the Statement of Financial Activities (SOFA) as Restricted Fixed Asset funds.

On conversion on 1 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, as explained in Note 1 to the Financial Statements.

Expenditure for the period covered by this report was covered by the GAG received from the DfE and other income, such as voluntary income, activities for generating funds and lettings income.

The Trust's financial position demonstrates total income of £6,611,449 with a surplus of £135,033 before adjustments for capital grants, depreciation and adjustment made to the Local Government Pension Scheme. Following the depreciation of fixed assets (£437,863), capital grants of £21,148 and actuarial adjustments of (£939,000), the academy reports a deficit at 31 August 2021 of £1,157,682.

The Restricted Fixed Asset reserve of £19,851,834 is made up of the net book value of tangible fixed assets. The unrestricted and restricted reserves after adjustment for the LGPS pension obligation total £568,497 (2020: £671,349).

**Impact of COVID-19**

Following the initial lockdown in March 2020, Standing Orders were amended to delegated powers to the Chair of Governors to make urgent decisions on behalf of the Governing Body. All decisions made were reported to the next Committee meeting when meetings restarted. All Governor meetings restarted remotely from September 2020 and all decision making reverted to normal delegations.

The school re-opened to all students in September 2020 with strict COVID-19 procedures in place including operating year group bubbles and increased ventilation. Ventilating the school during the autumn and winter months led to a significant increase in gas and electricity usage. Cleaning costs also increased as did costs for PPE (especially face masks). In order to ensure social distancing requirements could be adhered to, a large amount of furniture had to be removed from classrooms, offices and meeting rooms. The school had to hire 3 shipping containers to store all of this furniture.

Whilst the school remained open throughout the Autumn term 2020, some staff were required to isolate due to being clinically extremely vulnerable. These staff were supported to work from home including teaching students in school via Teams. A number of students were also required to isolate. The school operated 'track and trace' throughout the Autumn term requiring students who were identified as 'close contacts' to isolate. All students who were isolating were provided with work to do at home that was in line with the curriculum.

During the Christmas break, the school worked hard to ensure it was ready to operate a onsite test facility in January 2021. This included recruiting, completing all necessary safeguarding checks and training 15 casual workers. The school used the canteen and fitness suite to host the test centre. In order to accommodate this, the school had to hire a further shipping container to store the gym equipment.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Impact of COVID-19 (continued)**

The decision of government to instigate a second nationwide lockdown in January 2021 again required a more or less instant response from the school which was required to provide, simultaneously, a face to face provision for the children of designated key workers and vulnerable children, and remote education for the remaining students. The school was better placed to respond on this occasion and was able to allocate approx. 190 laptop devices to students to use at home to access their education. The full curriculum was delivered remotely in line with the normal school timetable from January to March 2021. Weekly welfare calls were made to all vulnerable students during this period and all were encouraged to attend the onsite provision. During this period, only small sections of the school site were in use and therefore the school saw a reduction in costs of utilities and refuse removal etc.

Students were given access to Safeguarding and SEND mobile numbers in order to ensure they could access support from a Designated Safeguarding Lead (DSL) or SEND member of staff if they needed to. These numbers were publicised on the front page of the school's website.

Throughout the 'lockdown' period, the school remained open to vulnerable students and children of key workers. This included being open during school holidays and on bank holidays. These students had support in school to complete the work set as well as access to a DSL.

The school re-opened to all students in March 2021. An onsite test centre was set up to test all students 3 times. This was funded using the Government COVID-19 Test Centre funding. Throughout the rest of the spring and summer terms, the school continued to operate under strict COVID-19 procedures in-line with Government advice. Staffing levels fluctuated throughout this time as some staff were required to self-isolate due to being 'close contacts'. All staff and students were offered home testing kits throughout this period.

Some of the community groups who use the premises during the evenings and weekends returned to their activities during 2020/21 when national guidelines allowed but for many, the restrictions were too complicated and they decided to postpone their letting agreement for the full year. As a result, lettings income was significantly reduced.

Throughout the lockdown period, the school continued to pay suppliers in line with the work they would have completed if the school had been operational. All contracts continued and the kitchen remained open throughout the lockdown providing food for students and staff in school. The school provided this food to students and staff free of charge.

The school utilised the Free School Meal voucher scheme provided by the Local Authority throughout the school holidays. This ensured that all students entitled to Free School Meals continued to have access to food whilst not in school. Any students who were required to isolate were also provided with vouchers to cover their isolation period if they were entitled to Free School Meals.

The school received 126 laptops as part of the DfE laptop scheme as well as a further 9 from the local authority. These were all deployed to students, along with 51 devices owned by the school to ensure that all students could access their full timetable during the lockdown period. Students were encouraged to keep their devices for the remainder of the school year to ensure they could continue to complete homework and could access work should they be required to self-isolate. Students who are eligible for Free School Meals will be offered the loan of a device in the 2021/22 academic year.

As a result of the success of the remote learning programme, the School has launched a Digital Learning Strategy which will result in a significant enhancement to IT infrastructure in the school as well each student having their own device to use in school and at home. In 2020/21, the Governors approved an investment of £130k into the IT infrastructure of the school.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Reserves Policy**

It is the policy of the Trust that the level of total useable reserves shall be at least the equivalent of the total Trust payroll for one month. This figure is approximately 7% of the General Annual Grant (GAG).

Similarly, unless monies are being set aside for specific projects, it is not anticipated that total useable reserves will exceed 10% of GAG.

Under its Funding Agreement with the Secretary of State for Education, Sir William Ramsay School is allowed to carry forward reserves amounting to 12% of the total GAG payable for the Academy in the financial year just ended.

This carried forward amount may be used as follows:

- a) Equivalent to 2% of the GAG payable in the financial year just ended may be used for any purposes for which GAG is paid
- b) Equivalent to 12% of the GAG payable in the financial year just ended less any amount used under sub-clause (a) above may be used for expenditure on the upkeep and improvement of premises, including the costs of equipment and routine repairs and maintenance of the Academy, and on capital expenditure relating to the Academy.

Non-GAG reserves may be held without limit.

Reserves at the end of each year are generally held in support of but not restricted to:

- Cash flow requirement
- Future investment in specific educational initiatives
- Unexpected temporary downward movements in pupil numbers (for example: low cohort entering at year 7 or significant short term reduction in 6th form numbers )
- Contribution to capital projects planned or in development that are not eligible for Condition Improvement Funding
- Financial commitments made but not yet come to fruition (for example: compliance with policy revisions)
- Managing possible consequences of changes in National Funding Formula
- Financial pressures outside of Trust control: for example, although the school typically receives funding for increases in staff pension contributions for the first-year impact, it does not plan for the funding to continue thereafter.

The level of reserves held at 31 August 2021 total £15,574,331 (2020: £16,696,013). Of this figure, £568,497 represents unrestricted reserves and restricted revenue reserves, excluding the pension obligation.

In 2020/21, the Governors agreed a planned deficit budget of £110,000 as part of their plan to reduce the overall level of reserves to be in line with the reserves policy. The actual reduction in unrestricted reserves and restricted reserves, excluding the pension obligation was £102,852.

The school is developing an Estates Management Strategy which will include the completion of a School Condition Survey in 2021/22. This, alongside the Digital Learning Strategy and School Improvement Plan, will be used to inform a proposal to reduce the reserves to be inline with the Reserves Policy by the end of the 2023/24 academic year.



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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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At 31 August 2021 the total funds comprised:

Unrestricted		551,241
Restricted:	Fixed asset funds	19,851,834
	Pension reserve	(4,846,000)
	Other	17,256
		<u>15,574,331</u>

**Investment Policy**

Apart from the cash held for the operation of the school, Sir William Ramsay School has no realisable investments. With respect to its cash holdings the Governing Body has adopted a low risk strategy. In addition to the main current account the School maintains an instant access deposit account. Suitable sweeping and switching procedures are in place at the School's bankers to ensure that adequate funds are available in the current account whilst maintaining a balance in the deposit account as high as possible.

**Principal Risks and Uncertainties**

The Trust has identified the following principal risks and uncertainties facing the Academy Trust:

- **Financial Risks** - The Academy Trust is operating in a period of considerable financial uncertainty with regard to public funding. Financial planning is focused on maintaining the breadth and quality of future work in the context of diminishing budgets. The three-year budget for 2021-24 assumes a 1.5% pay rise for both teaching and support staff in 2022/23 and 2023/24.
- **Reputational Risk** - The continuing success of the Academy Trust depends on addressing those issues raised in the Ofsted inspection of 2018. Governors are clearly focused on monitoring and reviewing the achievement and success of the school whilst it is on the journey back to 'good'. Governors continue to give due consideration to other aspects of the school's activities where there could be a reputational risk, including discipline, Health and Safety, Safeguarding and Child Protection Risks. Governors continue to ensure that the highest standards are maintained in the selection and monitoring of staff and volunteers, the operation of child protection policies in school and in training and support, in order to protect the vulnerable young people in its care. The March and June 2021 Ofsted Monitoring Visits confirmed the school is taking effective action to move the school to being a 'good' school.

Governors have also given due consideration to the risks associated with financial mismanagement and/or compliance failures:

- **Failures in Governance and/or Management** - Governors continue to review and ensure that appropriate measures are in place to mitigate these risks.

**FUNDRAISING**

The Academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

The majority of fundraising associated with the Academy is carried out to enhance the educational experience of its students. This can range from asking for donations for students to attend trips through to donations to enable the school to purchase specialised equipment to enhance the curriculum. The student body is also encouraged to undertake fundraising activities on behalf of other charities as part of their contribution to the wider community.

The Trustees confirm annually that they have referred to the Charity Commission's guidance on public benefit when reviewing the Trust's aims and objectives and in planning future activities.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**FUNDRAISING (continued)**

With regards to fundraising activities the Trustees approve the fundraising strategies, taking into account all relevant guidance including the Charity Commission publication "Charity fundraising: a guide to trustee duties (CC20)". Day to day decisions on fundraising activities are delegated to the Headteacher.

The Business Manager coordinates all fundraising activities carried out through the Trust and ensures each activity has been risk assessed to ensure that they are suitable.

The school makes its parent body aware of all fundraising events, including students collecting for charity, via its weekly newsletter to which parents can subscribe.

Complaints in relation to fundraising are dealt with under the school's 'Compliments, Complaints and Resolutions Policy & Procedure' which is available on the school website.

**PLANS FOR FUTURE PERIODS**

During the summer of 2020/21, the Governors and Senior Leadership Team reviewed the vision and values of the school following workshops with students, staff and parents/carers.

The vision for the school moving forward is:

A community where every voice counts, where talent and creativity are brought to life, where students grow in confidence, build resilience and are prepared for the rest of their lives.

We aim to achieve our vision by:

- Raising students above the ordinary by developing and delivering lifelong learning which transforms lives
- Ensuring every person feels valued, safe and happy
- Enabling students to feel proud of themselves, and celebrate the success of others
- Promoting a culture of mutual respect where everyone is treated as a valued member of the school community
- Encouraging positive communication so that words and actions are thoughtful, supportive and motivational
- Placing parents and carers at the heart of the life of the school
- Having highly dedicated and well-qualified staff who are committed to continuous professional development
- Adopting an ethos of continuous improvement within all aspects of school life

We underpin our vision and mission by embracing the values of:

- Respect - we always treat people, property and the environment with kindness and consideration
- Ambition - we ask for help when we need it and strive to be the best we can be
- Reliability - we do what is asked of us and deliver on our commitments
- Resilience - we prepare for the future and adapt and grow from challenges

The School Action plan for 2021/22 is focused on 2 intentions:

1. To ensure leadership and management strengthen the school across all areas.
  - Ensure that SWRS has a robust safeguarding culture
  - Ensure Governors have the skills and training required to effectively undertake their roles and responsibilities
  - Develop the range of pathways available in staff development
  - Embed high quality teaching and learning across the school
  - Ensure that there are structured opportunities for students to take on leadership roles within the school community and that student voice is actively promoted and sought in decision making.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**PLANS FOR FUTURE PERIODS (continued)**

2. To ensure our students are ambitious and make progress academically.
- Improve the outcomes of Disadvantaged students
  - Review the PSHE and RSE curriculum
  - Develop and implement a digital device strategy for the school
  - Successfully embed the new Behaviour for Learning policy and procedures
  - Monitor the implementation and impact of the curriculum
  - Improve the literacy, reading and numeracy skills of students
  - Focus on and improve key areas of punctuality to aid behaviour for learning, alongside targeting key groups of students to improve overall attendance

**FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS**

None

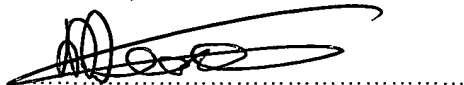
**AUDITOR**

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 re-tendered the auditor service in June 2021 ready for the 2021/22 academic year. A robust procurement process was completing including weighted scoring and the decision was taken to re-appoint the existing auditors for a further year.

Trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 7 December 2021 and signed on the board's behalf by:



**K Deane**  
Trustee

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**SCOPE OF RESPONSIBILITY**

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

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

The board of trustees has delegated the day-to-day responsibility to the Headteacher as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Sir William Ramsay School Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

**GOVERNANCE**

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

Trustee	Meetings attended	Out of a possible
K. Frost (chairman – until 30/03/2021))	4	4
K. Deane (chairman – from 30/03/2021)	6	6
K. Anderson (parent trustee)	5	6
C. Brown (appointed trustee)	6	6
S. Carter (appointed trustee)	5	6
N. Cole (appointed trustee)	4	6
K. Edgar (appointed trustee)	1	1
P. Fleming (parent trustee)	6	6
T. Gregory (appointed trustee)	2	2
K. Hughes (staff trustee)	5	6
J. Irwin (appointed trustee)	6	6
L. Joseph (appointed trustee)	3	6
N. Massey (appointed trustee)	2	2
C. McLintock (principal and accounting officer)	5	6
A. Sandhu (appointed trustee)	1	3
M. Spooner (parent trustee)	3	6

Mr Kim Frost resigned as a trustee and chair of the Governing Body in March 2020 and was replaced by Mr Keith Deane, in line with the Governing Body's succession plan. Mr Nigel Cole completed his term as a governor and was replaced as chair of the Finance, Audit and Risk Committee by Mr Tom Gregory.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**GOVERNANCE STATEMENT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**GOVERNANCE (continued)**

The structure of the Governing Body in place at the start of the year and as at the date this report was signed is as follows:

Governor Type	1 September 2020	7 December 2021
Appointed by Members	9	5
Parent Governor	3	3
Headteacher	1	1
Staff governor	2	2
Co-opted governor	0	1
<b>TOTAL</b>	<b>15</b>	<b>18</b>

The Governing Body discharges its governance responsibilities via the Full Governing Body (FGB) and the underlying sub-committees that report into the FGB.

In addition to the on-going focus of governors on safeguarding, teaching and learning, support and intervention, compliance, and finance, this year this was a very strong spotlight on how the leadership team adapted its policies and procedures, and teaching and support in the face of the significant challenges posed by COVID-19. The Governing Body was able to bring to bear the skills and experience of some of its members to support and challenge the remote education provision framework developed by the leadership team. The change to how lessons were delivered and supported through technology highlighted to the governors and leadership an opportunity for the school to embrace change and drive forward with a new vision for technology that will enhance teaching & learning, ensuring it meets the requirements of the 21st century for both teachers and students, both in and outside school. That new vision has resulted in the Digital Learning Strategy that will be executed in 2021/22.

The Governing Body undertakes an annual skills audit and performance self-evaluation. The results of this year's self-evaluation showed an increase in overall performance and governance measures. Within an overarching strategic priority of ensuring governors have the skills and training to effectively undertake their roles, key focus areas for 2021/22 are: communication and reporting of performance to parents/carers; improving and maintaining knowledge of national education policy; maximising impact on student outcomes. The Governing Body will undertake a mid-year checkpoint to ensure that appropriate progress is being made in these areas.

After each FGB or sub-committee meeting there is a self-evaluation by governors on the effectiveness of the meeting in terms of student outcomes and Key Performance Indicators.

Governors scrutinise data presented to them by school leaders to monitor performance and outcomes. Scrutiny is either conducted by the FGB or delegated to a sub-committee or a link governor whose role it is to provide assurance on behalf of the committee. Governors also reconcile and compare management data with national and regional data and make use of the ESFA School Resource Management Self-assessment toolkit.

The **Finance, Audit and Risk Committee** is a sub-committee of the main board of trustees. Under delegated authority from the Academy Trust Board, the Committee performs a number of functions for the school. Some of these functions are undertaken by individual governors; other functions are undertaken by the committee in its half-termly meetings.

Whilst the Finance, Audit and Risk Committee meets every half term, management accounts are circulated to all members of the Governing Board, by being loaded onto GovernorHub, on a monthly basis to ensure compliance with the Academies Financial Handbook and the principle of robust governance. Full Governing Board minutes record that management accounts have been received and noted.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**GOVERNANCE (continued)**

The governors in their meetings considered, among other things, the following: reviewed the school's annual budget and medium term financial plans; monitored the school's progress toward compliance with the General Data Protection Regulations; approved unplanned additional spending in pursuit of the school's action plan; approved additional spend from reserves to support the implementation of the Digital Learning Strategy and improve the toilet facilities for students; approved writing off irrecoverable bad debts; bad debt write off; reviewed, in common with other committees, progress the school makes towards achieving 'Good' grading by HMI; reviewed and scrutinised the school's monthly management accounts, received reports on premises renewal and improvement projects being undertaken and their funding arrangements and received the external audit and internal scrutiny reports, monitoring progress against any identified actions.

In particular in 2020/21, the Committee kept a careful eye on the financial implications of the COVID-19 pandemic on the school as well as leading on the review of the School Risk Register.

During the year K. Deane, P. Fleming and T. Gregory joined the committee. Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
N. Cole (Chair until 05/07/2021)	4	4
T Gregory (Appointed 10/05/2021) (Chair from 05/07/2021)	2	2
K. Deane (Appointed 08/02/2021)	4	4
P. Fleming (Appointed 08/02/2021)	4	4
K. Frost (Ceased 30/03/2021)	1	2
C. McLintock (Accounting Officer)	4	4
A. Sandhu (Ceased 12/01/2021)	0	0
M. Spooner	2	4

The Finance, Audit and Risk Committee undertakes audit committee functions on behalf of the governing board.

**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 Academy 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 appropriate. The accounting officer for the Academy Trust has delivered improved value for money during the year by:

- Reviewing and monitoring the curriculum to ensure appropriate numbers of teachers are recruited
- Reviewing and monitoring the use of the Pupil Premium Grant
- Reviewing existing contracts including those that affect parents/ carers (eg. School Uniform)
- Engaging with the School Resource Management Advisor to identify any further potential opportunities

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**GOVERNANCE STATEMENT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**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 Sir William Ramsay School Academy Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**CAPACITY TO HANDLE RISK**

The board of trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

**THE RISK AND CONTROL FRAMEWORK**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees
- regular reviews by the finance and general purposes committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The board of trustees has decided to buy-in an internal audit service from Hillier Hopkins. The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. In particular, the checks carried out in the current period included:

- testing of payroll systems
- testing of purchase systems
- testing of control account/ bank reconciliations
- reviewing controls over debtors and creditors
- ensuring that the academy's income is correctly allocated and recorded
- testing of school credit card
- testing of remote working financial and HR systems/ procedures

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**GOVERNANCE STATEMENT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**THE RISK AND CONTROL FRAMEWORK (continued)**

On a termly basis, Hillier Hopkins, the auditor reports to the board of trustees, through the Finance, Audit and Risk Committee on the operation of the systems of control and on the discharge of the board of trustees' financial 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.

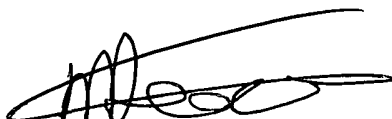
**REVIEW OF EFFECTIVENESS**


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 school resource management self-assessment tool
- 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, Audit and Risk Committee.

Approved by order of the members of the board of trustees on 7 December 2021 and signed on its behalf by:

  
.....  
**K Deane**  
Trustee

  
.....  
**C McLintock**  
Accounting Officer



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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
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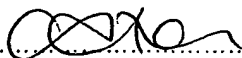
**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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As accounting officer of Sir William Ramsay School Academy Trust I have considered my responsibility to notify the Academy Trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of 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.



.....  
**C McIntock**  
Accounting officer

7 December

..... 2021

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
(A Company Limited by Guarantee)

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make 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 and signed on its behalf by:



K Deane  
Chair of Trustees

Date: 7 December 2021

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**

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**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST (CONTINUED)**

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**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

**Matters on which we are required to report by exception**

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST (CONTINUED)**

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**Responsibilities of trustees**

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

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

**Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Enquiry of management around actual and potential litigation and claims;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing internal audit reports;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST (CONTINUED)**

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**Use of our report**

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



**BIANCA SILVA BA ACA DChA (Senior Statutory Auditor)**  
for and on behalf of  
**MHA MacIntyre Hudson (Statutory Auditor)**  
Maidenhead, United Kingdom

Date: 21 December 2021

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SIR  
WILLIAM RAMSAY SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 22 October 2020 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 Sir William Ramsay School Academy Trust during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Sir William Ramsay School Academy Trust's accounting officer  
and the reporting accountant**

The accounting officer is responsible, under the requirements of Sir William Ramsay School Academy Trust's funding agreement with the Secretary of State for Education dated 29 July 2011 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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**Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

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

**Conclusion**

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

*MHA MacIntyre Hudson*

Reporting Accountant  
**MHA MacIntyre Hudson (Statutory Auditor)**  
Maidenhead, United Kingdom

Date: *21 December 2021*



**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>						
Donations and capital grants	4	434	2,179	84,148	86,761	24,808
Charitable activities	5	101,674	6,390,110	-	6,491,784	6,319,334
Other trading activities	6	32,779	-	-	32,779	51,528
Investments	7	125	-	-	125	4,850
<b>Total income</b>		<b>135,012</b>	<b>6,392,289</b>	<b>84,148</b>	<b>6,611,449</b>	<b>6,400,520</b>
<b>Expenditure on:</b>						
Raising funds		27,953	-	-	27,953	27,308
Charitable activities	8	41,283	6,765,032	437,863	7,244,178	6,937,665
<b>Total expenditure</b>		<b>69,236</b>	<b>6,765,032</b>	<b>437,863</b>	<b>7,272,131</b>	<b>6,964,973</b>
<b>Net income/(expenditure)</b>		<b>65,776</b>	<b>(372,743)</b>	<b>(353,715)</b>	<b>(660,682)</b>	<b>(564,453)</b>
Transfers between funds	19	(172,304)	(65,581)	237,885	-	-
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	25	-	(497,000)	-	(497,000)	(292,000)
<b>Net movement in funds</b>		<b>(106,528)</b>	<b>(935,324)</b>	<b>(115,830)</b>	<b>(1,157,682)</b>	<b>(856,453)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		657,769	(3,893,420)	19,967,664	16,732,013	17,588,466
Net movement in funds		(106,528)	(935,324)	(115,830)	(1,157,682)	(856,453)
<b>Total funds carried forward</b>		<b>551,241</b>	<b>(4,828,744)</b>	<b>19,851,834</b>	<b>15,574,331</b>	<b>16,732,013</b>

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

The notes on pages 35 to 64 form part of these financial statements.

**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07697618**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	15	19,851,834	19,966,313
		<u>19,851,834</u>	<u>19,966,313</u>
<b>Current assets</b>			
Debtors	16	165,387	168,013
Cash at bank and in hand		940,697	895,536
		<u>1,106,084</u>	<u>1,063,549</u>
Creditors: amounts falling due within one year	17	(494,816)	(390,849)
<b>Net current assets</b>		<u>611,268</u>	<u>672,700</u>
<b>Total assets less current liabilities</b>		<u>20,463,102</u>	<u>20,639,013</u>
Creditors: amounts falling due after more than one year	18	(42,771)	-
<b>Net assets excluding pension liability</b>		<u>20,420,331</u>	<u>20,639,013</u>
Defined benefit pension scheme liability	25	(4,846,000)	(3,907,000)
<b>Total net assets</b>		<u><u>15,574,331</u></u>	<u><u>16,732,013</u></u>
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	19,851,834	19,967,664
Restricted income funds	19	17,256	13,580
Pension reserve	19	(4,846,000)	(3,907,000)
<b>Total restricted funds</b>	19	<u>15,023,090</u>	<u>16,074,244</u>
<b>Unrestricted income funds</b>	19	<u>551,241</u>	<u>657,769</u>
<b>Total funds</b>		<u><u>15,574,331</u></u>	<u><u>16,732,013</u></u>

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07697618**

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**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2021**

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The financial statements on pages 31 to 64 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



**K Deane**

Chair of Trustees

Date: 07/12/2021

The notes on pages 35 to 64 form part of these financial statements.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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	<b>Note</b>	<b>2021 £</b>	<b>2020 £</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	21	<b>284,272</b>	183,640
<b>Cash flows from investing activities</b>	22	<b>(239,111)</b>	(274,299)
<b>Change in cash and cash equivalents in the year</b>		<b>45,161</b>	(90,659)
Cash and cash equivalents at the beginning of the year		<b>895,536</b>	986,195
<b>Cash and cash equivalents at the end of the year</b>	23, 24	<b>940,697</b>	895,536

The notes on pages 35 to 64 form part of these financial statements

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

Sir William Ramsay School Academy Trust is a company limited by guarantee incorporated in England and Wales. The address of the registered office, principal place of operations and registered number are detailed on page 1. The nature of the Academy Trust's operations and principal activity are detailed in the Trustees' Report.

The Financial Statements are prepared in British Pound Sterling (£), the functional and presentational currency, rounded to the nearest £1.

**1.2 Fund accounting**

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

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

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

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

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

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**1. Accounting policies (continued)**

**1.3 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.

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

- **Donations**

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

- **Other income**

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

- **Donated fixed assets (excluding transfers on conversion or into the Academy Trust)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

**1.4 Expenditure**

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

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

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**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

- **Expenditure on raising funds**

Expenditure on raising funds 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**

Expenditure on charitable activities 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.

**1.5 Going concern**

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

**1.6 Operating leases**

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

**1.7 Debtors**

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

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**1. Accounting policies (continued)**

**1.8 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 incorporating Income and Expenditure Account 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 incorporating Income and Expenditure Account.

Depreciation is not charged on freehold land. Depreciation is provided on all other assets at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- 2% straight line (buildings only)
Plant and machinery	- 10% straight line
Computer equipment	- 10% - 33% straight line
Motor vehicles	- 25% reducing balance

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 incorporating Income and Expenditure Account.

**1.9 Cash at bank and in hand**

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



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

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**1. Accounting policies (continued)**

**1.10 Liabilities and provisions**

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.

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.

**1.11 Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17. 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.

**1.12 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.

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**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

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**1. Accounting policies (continued)**

**1.13 Pensions**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Academy Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to net income/ (expenditure) are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

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

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**2. Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

The judgments that have had a significant effect on amounts recognised in the financial statements are those concerning the choice of depreciation policies and asset lives.

**3. General Annual Grant (GAG)**

Under the funding agreement with the Secretary of State, the Academy Trust was subject to limits at 31 August 2021 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The Academy Trust has not exceeded these limits during the year ended 31 August 2021.

**SIR WILLIAM RAMSAY SCHOOL ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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

**4. Income from donations and capital grants**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Donations	434	2,179	-	2,613
DfE/ESFA capital grants	-	-	21,148	21,148
Donated fixed assets	-	-	63,000	63,000
	<u>434</u>	<u>2,179</u>	<u>84,148</u>	<u>86,761</u>

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	913	2,542	-	3,455
DfE/ESFA capital grants	-	-	21,353	21,353
	<u>913</u>	<u>2,542</u>	<u>21,353</u>	<u>24,808</u>

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**5. Funding for the Academy Trust's educational operations**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	5,460,071	5,460,071
Other DfE/ESFA grants			
Pupil Premium	-	193,274	193,274
Teachers Pay Grant	-	69,031	69,031
Teachers Pension Grant	-	195,065	195,065
Others	-	67,116	67,116
	-	5,984,557	5,984,557
<b>Other Government grants</b>			
SEN funding	-	250,134	250,134
Local authority grants	-	4,600	4,600
	-	254,734	254,734
<b>Other income from the Academy Trust's educational operations</b>	101,674	8,935	110,609
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up premium	-	77,920	77,920
Other DfE/ESFA COVID-19 funding	-	34,184	34,184
	-	112,104	112,104
<b>COVID-19 additional funding (non-DfE/ESFA)</b>			
Other COVID-19 funding	-	29,780	29,780
	-	29,780	29,780
	<b>101,674</b>	<b>6,390,110</b>	<b>6,491,784</b>

The academy received £77,920 of funding for catch-up premium and costs incurred in respect of this funding totalled £77,920.

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**5. Funding for the Academy Trust's educational operations (continued)**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	5,159,516	5,159,516
<b>Other DfE/ESFA grants</b>			
Pupil Premium	-	179,361	179,361
Teachers Pay Grant	-	69,371	69,371
Teachers Pension Grant	-	196,025	196,025
Others	-	79,633	79,633
	-	5,683,906	5,683,906
<b>Other Government grants</b>			
SEN funding	-	264,757	264,757
Local authority grants	-	163,896	163,896
	-	428,653	428,653
<b>Other income from the Academy Trust's educational operations</b>	192,243	14,532	206,775
	<u>192,243</u>	<u>6,127,091</u>	<u>6,319,334</u>

**6. Income from other trading activities**

	Unrestricted funds 2021 £	Total funds 2021 £
Hire of facilities	19,645	19,645
Other income	13,134	13,134
	<u>32,779</u>	<u>32,779</u>

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**6. Income from other trading activities (continued)**

	Unrestricted funds 2020 £	Total funds 2020 £
Hire of facilities	39,129	39,129
Other income	12,399	12,399
	<u>51,528</u>	<u>51,528</u>

**7. Investment income**

	Unrestricted funds 2021 £	Total funds 2021 £
Bank interest receivable	<u>125</u>	<u>125</u>

	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest receivable	<u>4,850</u>	<u>4,850</u>

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**8. Expenditure**

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £
Expenditure on fundraising trading activities:				
Direct costs	23,644	4,309	-	27,953
Academy's educational operations:				
Direct costs	4,743,172	304,724	361,237	5,409,133
Allocated support costs	888,045	331,976	615,024	1,835,045
	<u>5,654,861</u>	<u>641,009</u>	<u>976,261</u>	<u>7,272,131</u>
	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £
Expenditure on fundraising trading activities:				
Direct costs	22,838	4,470	-	27,308
Academy's educational operations:				
Direct costs	4,350,146	304,883	536,789	5,191,818
Allocated support costs	725,596	408,437	611,814	1,745,847
	<u>5,098,580</u>	<u>717,790</u>	<u>1,148,603</u>	<u>6,964,973</u>

**9. Analysis of expenditure by activities**

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Academy's educational operations	<u>5,409,133</u>	<u>1,835,045</u>	<u>7,244,178</u>



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**9. Analysis of expenditure by activities (continued)**

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Academy's educational operations	5,191,818	1,745,847	6,937,665

**Analysis of direct costs**

	Total funds 2021 £	Total funds 2020 £
Teaching and educational support staff wages and salaries	4,743,172	4,350,146
Depreciation	304,724	304,883
Technology costs	4,102	7,100
Educational supplies	181,864	221,703
Examination fees	76,695	90,663
Educational consultancy	17,558	40,635
Staff expenses and other staff costs	56,845	92,076
Other direct costs	24,173	84,612
	<b>5,409,133</b>	<b>5,191,818</b>

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**9. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Pension finance cost	62,000	60,000
Support staff wages and salaries	888,045	720,179
Depreciation	133,139	75,800
Technology costs	59,032	67,346
Premises costs	331,976	408,437
Legal costs	6,067	1,885
Other support costs	334,266	389,388
Governance costs	20,520	22,812
	<b>1,835,045</b>	<b>1,745,847</b>

**10. Analysis of specific expenses**

Included within expenditure are the following transactions:

	<b>Total £</b>	<b>Individual items above £5,000 Amount £</b>	<b>Reason</b>
Gifts made by the trust	50	-	

**11. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2021 £</b>	<b>2020 £</b>
Operating lease rentals	10,019	13,354
Depreciation of tangible fixed assets - owned by charity	437,863	380,683
Fees paid to auditors for:		
- audit	9,500	9,250
- other services	11,020	8,145

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**12. Staff costs**

**a. Staff costs**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	3,905,086	3,565,734
Social security costs	375,020	335,010
Pension costs	1,209,660	1,014,752
	<u>5,489,766</u>	<u>4,915,496</u>
Agency staff costs	88,320	177,667
Staff restructuring costs	76,775	-
Governance costs	-	5,417
	<u>5,654,861</u>	<u>5,098,580</u>
Staff restructuring costs comprise:		
Severance payments	<u>76,775</u>	<u>-</u>

**b. Non-statutory/non-contractual staff severance payments**

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £40,965 (2020: £Nil). Individually the payments were: £10,401 and £30,564.

**c. Staff numbers**

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

	2021 No.	2020 No.
Teachers	69	62
Administration and support	66	75
Management	2	1
	<u>137</u>	<u>138</u>

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**12. Staff costs (continued)**

**d. Higher paid staff**

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

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

**e. Key management personnel**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £681,293 (2020 - £537,484).

**13. Related party transactions - trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The 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:

		2021 £	2020 £
C McIntock, Head Teacher	Remuneration	95,000 - 100,000	95,000 - 100,000
	Pension contributions paid	20,000 - 25,000	20,000 - 25,000
K Hughes, Trustee	Remuneration	40,000 - 45,000	35,000 - 40,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000

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

**14. Trustees' and Officers' insurance**

The Academy Trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees' and officers' indemnity element from the overall cost of the RPA scheme.

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**15. Tangible fixed assets**

	Freehold property £	Plant and Machinery £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>					
At 1 September 2020	21,807,315	333,679	334,719	7,599	22,483,312
Additions	91,538	3,892	227,954	-	323,384
At 31 August 2021	21,898,853	337,571	562,673	7,599	22,806,696
<b>Depreciation</b>					
At 1 September 2020	2,252,255	144,318	116,477	3,949	2,516,999
Charge for the year	308,995	33,285	94,670	913	437,863
At 31 August 2021	2,561,250	177,603	211,147	4,862	2,954,862
<b>Net book value</b>					
At 31 August 2021	19,337,603	159,968	351,526	2,737	19,851,834
At 31 August 2020	19,555,060	189,361	218,242	3,650	19,966,313

Included in freehold property is land at valuation of £6,400,000 (2020 - £6,400,000) which is not depreciated.

On conversion to an Academy Trust in July 2011, the Academy granted a 20 year lease to the Reserve Forces and Cadets Association for the South East. The rent is £1,500 per annum.

There is a Community Hall on the Academy Trust's freehold land which is leased to the Community Centre under a 60 year lease which commenced on 15 July 1981. No rent is payable.

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**16. Debtors**

	2021 £	2020 £
<b>Due within one year</b>		
Trade debtors	12,870	286
Other debtors	20	-
Prepayments and accrued income	131,475	130,836
VAT recoverable	21,022	36,891
	<u>165,387</u>	<u>168,013</u>

**17. Creditors: Amounts falling due within one year**

	2021 £	2020 £
Salix loan	6,229	-
Trade creditors	157,605	156,948
Other taxation and social security	95,496	85,168
Other creditors	1,586	1,308
Accruals and deferred income	233,900	147,425
	<u>494,816</u>	<u>390,849</u>

Included within creditors falling due within one year is a Salix loan for £6,229 due to the ESFA and repayable over 8 years from 1 March 2022. No interest is charged on the Salix loan.

	2021 £	2020 £
Deferred income at 1 September 2020	38,667	65,794
Resources deferred during the year	28,982	38,667
Amounts released from previous periods	(38,667)	(65,794)
	<u>28,982</u>	<u>38,667</u>

At the Balance Sheet date the Academy Trust was holding funds received in advance for rates relief and grants relating to the next academic year.

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**18. Creditors: Amounts falling due after more than one year**

	2021 £	2020 £
Salix loan	<u>42,771</u>	<u>-</u>

Included within creditors falling due after more than one year is a Salix loan for £42,771 due to the ESFA and repayable over 8 years from 1 March 2022. No interest is charged on the Salix loan.

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**19. Statement of funds**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>Unrestricted funds</b>						
General funds	635,218	134,578	(67,617)	(172,304)	-	529,875
School fund	22,551	434	(1,619)	-	-	21,366
	<u>657,769</u>	<u>135,012</u>	<u>(69,236)</u>	<u>(172,304)</u>	<u>-</u>	<u>551,241</u>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	5,460,071	(5,394,490)	(65,581)	-	-
Other DfE/ESFA grants	11,372	524,486	(526,041)	-	-	9,817
Local authority grants	-	254,734	(249,734)	-	-	5,000
School fund	2,208	2,179	(1,948)	-	-	2,439
Other income	-	8,935	(8,935)	-	-	-
Catch-up premium	-	77,920	(77,920)	-	-	-
Other DfE/ESFA COVID-19	-	34,184	(34,184)	-	-	-
Other COVID-19 funding	-	29,780	(29,780)	-	-	-
Pension reserve	(3,907,000)	-	(442,000)	-	(497,000)	(4,846,000)
	<u>(3,893,420)</u>	<u>6,392,289</u>	<u>(6,765,032)</u>	<u>(65,581)</u>	<u>(497,000)</u>	<u>(4,828,744)</u>
<b>Restricted fixed asset funds</b>						
Fixed asset fund	19,966,313	-	(437,863)	323,384	-	19,851,834
DfE/ESFA capital grants	1,351	21,148	-	(22,499)	-	-
Donations	-	63,000	-	(63,000)	-	-
	<u>19,967,664</u>	<u>84,148</u>	<u>(437,863)</u>	<u>237,885</u>	<u>-</u>	<u>19,851,834</u>
<b>Total Restricted funds</b>	<u>16,074,244</u>	<u>6,476,437</u>	<u>(7,202,895)</u>	<u>172,304</u>	<u>(497,000)</u>	<u>15,023,090</u>
<b>Total funds</b>	<u><u>16,732,013</u></u>	<u><u>6,611,449</u></u>	<u><u>(7,272,131)</u></u>	<u><u>-</u></u>	<u><u>(497,000)</u></u>	<u><u>15,574,331</u></u>



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**19. Statement of funds (continued)**

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

**Unrestricted funds**

These funds are for the general use of the Academy and may be used towards meeting any of the charitable objectives of the Academy Trust at the discretion of the Trustees.

**Restricted funds**

The General Annual Grant (GAG) represents funding received from the ESFA during the year in order to fund the continuing activities of the Academy.

Other DfE/ESFA grants include pupil premium funding to cater for disadvantaged pupils.

Local authority grants include Additional Resource Provision and Statutory School Allocation.

The pension reserve fund has been created to separately identify the pension deficit inherited from the local authority upon conversion to academy status, and through which all the pension scheme movements are recognised.

The school fund represents balances to be spent on school fund activities.

**Restricted fixed asset funds**

These funds represent fixed assets transferred on conversion to academy status from Buckinghamshire County Council together with capital grants.

**Fund transfers**

The transfer between restricted fixed asset fund and restricted General Annual Grant fund represents amounts capitalised during the period.

Under the funding agreement with the Secretary of State, the Academy was subject to a limit on the amount of GAG that it could carry forward at 31 August 2018. Note 3 discloses whether the limit was exceeded.

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**19. Statement of funds (continued)**

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
General funds	699,614	248,621	(124,577)	(188,440)	-	635,218
School fund	22,409	913	(771)	-	-	22,551
	<u>722,023</u>	<u>249,534</u>	<u>(125,348)</u>	<u>(188,440)</u>	<u>-</u>	<u>657,769</u>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	135,850	5,159,516	(5,211,776)	(83,590)	-	-
Other DfE/ESFA grants	-	524,390	(513,018)	-	-	11,372
Local authority grants	-	428,653	(428,653)	-	-	-
School fund	1,629	2,542	(1,963)	-	-	2,208
Other income	-	14,532	(14,532)	-	-	-
Pension reserve	(3,326,000)	-	(289,000)	-	(292,000)	(3,907,000)
	<u>(3,188,521)</u>	<u>6,129,633</u>	<u>(6,458,942)</u>	<u>(83,590)</u>	<u>(292,000)</u>	<u>(3,893,420)</u>
<b>Restricted fixed asset funds</b>						
Fixed asset fund	20,046,494	-	(380,683)	300,502	-	19,966,313
DfE/ESFA capital grants	8,470	21,353	-	(28,472)	-	1,351
	<u>20,054,964</u>	<u>21,353</u>	<u>(380,683)</u>	<u>272,030</u>	<u>-</u>	<u>19,967,664</u>
<b>Total Restricted funds</b>	<u>16,866,443</u>	<u>6,150,986</u>	<u>(6,839,625)</u>	<u>188,440</u>	<u>(292,000)</u>	<u>16,074,244</u>
<b>Total funds</b>	<u>17,588,466</u>	<u>6,400,520</u>	<u>(6,964,973)</u>	<u>-</u>	<u>(292,000)</u>	<u>16,732,013</u>

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**20. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	19,851,834	19,851,834
Current assets	551,241	554,843	-	1,106,084
Creditors due within one year	-	(494,816)	-	(494,816)
Creditors due in more than one year	-	(42,771)	-	(42,771)
Pension scheme liability	-	(4,846,000)	-	(4,846,000)
<b>Total</b>	<b>551,241</b>	<b>(4,828,744)</b>	<b>19,851,834</b>	<b>15,574,331</b>

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	19,966,313	19,966,313
Current assets	657,769	404,429	1,351	1,063,549
Creditors due within one year	-	(390,849)	-	(390,849)
Provisions for liabilities and charges	-	(3,907,000)	-	(3,907,000)
<b>Total</b>	<b>657,769</b>	<b>(3,893,420)</b>	<b>19,967,664</b>	<b>16,732,013</b>

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**21. Reconciliation of net expenditure to net cash flow from operating activities**

	2021 £	2020 £
Net expenditure for the year (as per Statement of Financial Activities)	(660,682)	(564,453)
<b>Adjustments for:</b>		
Depreciation	437,863	380,683
Capital grants from DfE and other capital income	(84,148)	(21,353)
Interest	(125)	(4,850)
Decrease in debtors	2,626	55,827
Increase in creditors	146,738	48,786
Pension adjustment	442,000	289,000
<b>Net cash provided by operating activities</b>	<b>284,272</b>	<b>183,640</b>

**22. Cash flows from investing activities**

	2021 £	2020 £
Dividends, interest and rents from investments	125	4,850
Purchase of tangible fixed assets	(323,384)	(300,502)
Capital grants from DfE Group	84,148	21,353
<b>Net cash used in investing activities</b>	<b>(239,111)</b>	<b>(274,299)</b>

**23. Analysis of cash and cash equivalents**

	2021 £	2020 £
Cash in hand and at bank	940,697	895,536
<b>Total cash and cash equivalents</b>	<b>940,697</b>	<b>895,536</b>

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**24. Analysis of changes in net debt**

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	895,536	45,161	940,697
Debt due within 1 year	-	(6,229)	(6,229)
Debt due after 1 year	-	(42,771)	(42,771)
	<u>895,536</u>	<u>(3,839)</u>	<u>891,697</u>

**25. Pension commitments**

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Buckinghamshire 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 full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

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

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**25. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the year amounted to £568,109 (2020 - £530,953).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £334,000 (2020 - £326,000), of which employer's contributions totalled £264,000 (2020 - £258,000) and employees' contributions totalled £ 70,000 (2020 - £68,000). The agreed contribution rates for future years are 23.0 per cent for employers and between 5.5 and 12.5 per cent for employees.

As described in note 1.13 the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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

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**25. Pension commitments (continued)**

**Principal actuarial assumptions**

	<b>2021</b>	<b>2020</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>3.85</b>	3.25
Rate of increase for pensions in payment/inflation	<b>2.85</b>	2.25
Discount rate for scheme liabilities	<b>1.65</b>	1.65
Inflation assumption (CPI)	<b>2.85</b>	2.25
Inflation assumption (RPI)	<b>3.15</b>	3.05

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

	<b>2021</b>	<b>2020</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
Males	<b>21.6</b>	21.8
Females	<b>25.0</b>	25.1
Retiring in 20 years		
Males	<b>22.9</b>	23.2
Females	<b>26.4</b>	26.6

**Sensitivity analysis**

	<b>2021</b>	<b>2020</b>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	<b>8,867</b>	6,999
Discount rate -0.1%	<b>9,374</b>	7,399
Mortality assumption - 1 year increase	<b>9,502</b>	7,475
Mortality assumption - 1 year decrease	<b>8,747</b>	6,927
CPI rate +0.1%	<b>9,351</b>	7,381
CPI rate -0.1%	<b>8,889</b>	7,016

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**25. Pension commitments (continued)**

**Share of scheme assets**

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

	2021 £	2020 £
Equities	2,320,000	1,803,000
Gilts	402,000	347,000
Other bonds	598,000	515,000
Property	248,000	206,000
Cash and other liquid assets	58,000	86,000
Alternative assets and other	645,000	332,000
<b>Total market value of assets</b>	<b>4,271,000</b>	<b>3,289,000</b>

The actual return on scheme assets was £673,000 (2020 - £103,000).

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

	2021 £	2020 £
Current service cost	(641,000)	(520,000)
Interest cost	(62,000)	(60,000)
Settlements	-	36,000
Administrative expenses	(3,000)	(3,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(706,000)</b>	<b>(547,000)</b>

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

	2021 £	2020 £
<b>Opening defined benefit obligation</b>	<b>7,196,000</b>	<b>6,496,000</b>
Liabilities extinguished on settlements	-	(78,000)
Current service cost	641,000	520,000
Interest cost	119,000	122,000
Employee contributions	70,000	68,000
Actuarial losses	1,113,000	104,000
Benefits paid	(22,000)	(36,000)
<b>Closing defined benefit obligation</b>	<b>9,117,000</b>	<b>7,196,000</b>



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**25. Pension commitments (continued)**

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

	2021 £	2020 £
<b>Opening fair value of scheme assets</b>	<b>3,289,000</b>	3,170,000
Settlement prices paid	-	(42,000)
Interest income	<b>57,000</b>	62,000
Actuarial gains/(losses)	<b>616,000</b>	(188,000)
Employee contributions	<b>70,000</b>	68,000
Benefits paid	<b>(22,000)</b>	(36,000)
Administrative expenses	<b>(3,000)</b>	(3,000)
Employer contributions	<b>264,000</b>	258,000
<b>Closing fair value of scheme assets</b>	<b>4,271,000</b>	3,289,000

	2021 £	2020 £
<b>The amount shown in the Statement of Financial Activities is:</b>		
Changes in financial assumptions	<b>(1,113,000)</b>	(104,000)
Return on assets excluding amounts included in net interest	<b>616,000</b>	(188,000)
<b>Actuarial gains/(losses) on defined benefit pension schemes</b>	<b>(497,000)</b>	(292,000)

	2021 £	2020 £
<b>The amount shown in the Balance Sheet is:</b>		
Present value of defined benefit obligation	<b>(9,117,000)</b>	(7,196,000)
Fair value of scheme assets	<b>4,271,000</b>	3,289,000
<b>Defined benefit pension scheme liability</b>	<b>(4,846,000)</b>	(3,907,000)

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**26. Operating lease commitments**

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

	2021 £	2020 £
Not later than 1 year	6,104	12,114
Later than 1 year and not later than 5 years	13,984	20,088
	<u>20,088</u>	<u>32,202</u>

**27. 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.

**28. Related party transactions**

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

During the year, the Academy Trust contracted the services of Alumna Ltd to assist with lateral flow testing of value £1,000. Alumna Ltd is a limited company controlled by the Accounting Officer and her husband. At the year end, no amounts were owed to Alumna Ltd. The Accounting Officer neither participated in, nor influenced the trustees decision to use Alumna Ltd for this service. In entering into the transaction, the academy trust has complied with the requirements of the Academies Financial Handbook.

Also during the year, the Academy Trust used the service 'Charity Excellence Framework' run by Alumna Ltd for board and management assessment. The service is a free to use website for all users and no funds have been used to access this service.

No other related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 13.