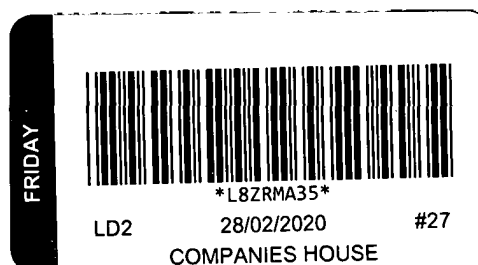

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019



THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

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THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Bishop Alan Williams
Sister Kathleen Colmer OSU
J Anthony

Trustees

R Caldeira¹
D Grant¹
D Burge (resigned 10 October 2019)¹
J Abazari (resigned 5 August 2019)
A St Ville
H Mackie
K Reilly, Ex- officio Governor and Headteacher¹
L Robertson, Staff Governor¹
M Smith, Staff Governor (resigned 14 December 2018)
J Da-Prato
Fr M Bernard-Qureshi
L Bath¹
I Doves
J Anthony, Chair¹
M Duncan
S Bergin, Vice Chair (resigned 10 October 2019)
Sister K Colmer OSU
E Jakob

¹ Finance & General Purposes Committee

Company registered number

07737159

Company name

The Ursuline Academy Ilford

Principal and registered office

Morland Road
Ilford
Essex
IG1 4JU

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Senior Management Team

K Reilly, Headteacher & Accounting Officer
L Nguyen, Deputy Headteacher
G Challis, Assistant Headteacher
L Robertson, Extended Leadership
F McGhee, Extended Leadership
M Scotti, Business Manager & Principal Finance Officer

Chief executive officer

K Reilly

Independent auditors

Haslers
Chartered Accountants
Old Station Road
Loughton
Essex
IG10 4PL

Bankers

National Westminster Bank Plc
50 Ilford Hill
Ilford
Essex
IG1 2AT

Solicitors

Stone King
Boundary House
91 Charterhouse Street
London
EC1M 6HR

Solicitors

Winckworth Sherwood
Minerva House
5 Montague Close
London
SE1 9BB

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2018 to 31 August 2019. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' report under company law.

Structure, governance and management

a. Constitution

The academy is a charitable company limited by guarantee and an exempt charity.

The charitable company's Trust deed is the primary governing document of the academy trust.

The Trustees of The Ursuline Academy Ilford are also the directors of the charitable company for the purpose of company law.

The charitable company is known as The Ursuline Academy Ilford.

Details of the Trustees and Governors who served during the year are included in the Reference and administrative details on page 1.

b. Members' liability

The members of the Academy Trust, and subscribers to the Memorandum of Association are the Trustees of UK Province of the Roman Union of the Order of St Ursula, the Diocesan Bishop and the Chair of Trustees. Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

c. Trustees' indemnities

In accordance with normal commercial practice the Trust has purchased insurance to protect Trustees against claims arising from negligent acts, errors or omissions whilst on Trust business. The insurance provides cover up to £1,000,000 on any one claim and details of the costs are disclosed in Note 10 to the accounts.

d. Method of recruitment and appointment or election of Trustees

The management of the Academy is the responsibility of the Board, comprising a minimum of three Trustees. The Board appoints new Trustees in the light of specific criteria and the needs created by retirements.

The Trustees may appoint nine Foundation Trustees provided that no fewer than two Trustees are parents of registered pupils attending the Academy at the date of appointment. The Board of Trustees may also appoint Staff Trustees by means of a secret ballot of all staff provided that the number of Trustees who are employees of the Academy does not exceed one third of the total number of Trustees. The Headteacher is treated for all purposes as being an ex-officio Trustees. Parent Trustees are elected by parents of pupils registered at the academy at the time of the election. Up to three Co-opted Trustees may be appointed.

The term of office for all Trustees (with the exception of the Headteacher) is four years. Any Trustees may be re-appointed or re-elected.

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

e. Policies and procedures adopted for the induction and training of Trustees

New Trustees are inducted into the workings of the Academy Trust, and also of the Company as a registered charity, including Board Policy and Procedures. They are given the Charity Commission leaflets CC3 and CC3(a), Responsibility of Charity Trustees, a copy of the Memorandum and Articles of Association, the latest audited accounts and up to date management figures. The Academy has also developed and published a comprehensive Handbook for Trustees. The Handbook is given to all Trustees and includes role descriptions, terms of reference for all boards and committees, work planners, and a range of other information essential to the role of Trustee.

The Academy actively encourages the development of its Trustees and regularly circulates information and dates for National Trustees Association and local authority training courses and workshops. Updates and feedback of training and development sessions are included on the agenda for all governing body meetings.

f. Organisational structure

The governance of the Trust is defined in the Memorandum and Articles of Association, the Funding Agreement and the Academy's approved Scheme of Delegation. Trustees meet at least three times a year to determine the strategic direction of the Academy Trust and review its overall management and control, for which they are legally responsible. They review progress towards the strategic objectives of the school, set the budget and approve the annual financial statements. The day-to-day running of the Academy Trust is delegated to the Headteacher, supported by the Business Manager (Principal Finance Officer) and other teaching members of the Senior Leadership Team. The Senior Leadership Team meet on a weekly basis to discuss emerging issues and to develop future strategies for presentation to the Trustees. Each member of the Senior Leadership Team has specific designated responsibilities to assist the Headteacher to manage certain aspects of the Academy.

The Headteacher, as Accounting Officer, is personally responsible to the Trustees and the Education Skills Funding Agency (ESFA) for the finances of the Academy, professionally advised and supported by the Business Manager (Principal Finance Officer) and the academy's external advisors.

g. Pay policy for key management personnel

The Headteacher and members of the Senior Leadership Team are set challenging objectives linked to the Academy's Strategic Plan. Performance is monitored via the Academy's Performance Management system supported by formal six-monthly reviews and regular one to one meetings. Pay levels for key management roles are aligned to national leadership pay scales and local government pay scales. All pay decisions are ratified by the Board of Trustees.

h. Connected organisations, including related party relationships

The Academy Trust has close links with the UK Province of the Roman Union of the Order of St Ursula and the Ursuline Preparatory School Ilford. All transactions involving these organisations are conducted at arm's length and in accordance with the Trust's Financial Regulations.

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

Objectives and Activities

a. Objects and aims

As per the Memorandum and Articles of Association, the Academy Trust's object is specifically restricted to the following: "to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a Catholic school designated as such ("the Academy") which shall offer a broad and balanced curriculum and shall be

conducted in accordance with the principles, practices and tenets of the Catholic Church and all Catholic canon law applying thereto including any trust deed governing the use of land used by the Academy both generally and in particular in relation to arranging for religious education and daily acts of worship and having regard to any advice and following directives issued by the Diocesan Bishop".

b. Objectives, strategies and activities

The Academy's long-term strategic aims are:

- To empower our students to learn, to lead and to service and leave the Ursuline as Catholic leaders who will make a difference
- To be one of the highest achieving non-selective schools in the Diocese of Brentwood and London Borough of Redbridge
- To remain a centre of excellence for STEM

The Academy's strategy serves its mission statement:

We are a Catholic community of faith, love and service rooted in the spirit of St Angela. Through Christ and the Gospel and in our diverse community we strive to provide an environment for young women to flourish, spiritually, academically and socially. Together we are The Ursuline Academy Ilford.

In pursuit of this mission Trustees and Staff of The Ursuline Academy Ilford commit themselves to the following:

- Recognising the value and uniqueness of every student we teach
- Ensuring that the school is a safe place to be and one where the interests of justice are served
- Creating a community which is inclusive, one whose basis is mutual respect and equality
- Maintaining the long tradition of trust, cooperation and courtesy
- Generating good order and discipline based on sound relationships between staff, pupils and parents
- Nurturing the religious and intellectual lives of our pupils through both curricular and extra-curricular activities
- Inviting parents to play an active role in their daughter's development, academically, spiritually and emotionally

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

c. Public benefit

The Academy's core strategies and activities set out above, speak to the Academy's objects and aims and demonstrate the Trustees compliance with their duty to have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties.

Strategic report

Achievements and performance

a. Key performance indicators

The Trust measures success through a range of key performance indicators, namely:

- Admission numbers – funding is based on student numbers and is a key measure of the popularity of the Academy
- Public examination results and other indicators of student progress
- Ofsted inspection judgements and performance monitoring
- Financial health

The Academy has a capacity of 760. The school is hugely popular in the local community and surrounding areas and is currently oversubscribed with a roll of 788. The Academy maintains a waiting list of pupils seeking places at the school.

The Academy continues to enjoy academic success across all key stages. The academy maintained its usual high standards of attainment. The Academy's Progress 8 score of +0.72 is well above the national average. 88% of students gained a grade 5 or better in English as did 74% of students in Maths. This represents outstanding achievement. At A level, 53% of grades were awarded A* – C. Almost all students got into the University of their choice including many to Russell Group institutions to read inter alia Law, Medicine, Mathematics, Biomedical Sciences, History and Engineering.

The Academy's KS4 ALPS report shows both pupil attainment at the end of Key Stage 4 and pupil progress from Key Stage 2 to Key Stage 4 to be significantly above that seen in similar schools nationally. All identified groups in the school had a positive Progress score. The Progress 8 score for disadvantaged students is +0.39. There are no significant gaps in attainment or progress between Free School Meals (FSM) pupils and others – a strong indicator as to how well Pupil Premium money is spent and the impact it is having. The percentage of pupils from ethnic minority backgrounds continues to edge upwards and now stands at 88% of the total school population, whilst the proportion of disadvantaged pupils in the school (those in receipt of FSM and those 'Looked After') is broadly in line with the national average. Academy students have been heavily involved in STEM (Science, Technology, Engineering and Maths) projects throughout the year and the school has received notable local and national acclaim for its work on sustainability. Students continue to raise significant sums of money in support of local, national and international charities in keeping with the spirit of Serviam.

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

The Academy is "Good" (Ofsted October 2016). In May 2018 under a Section 48 Inspection from the Diocese of Brentwood, Ursuline was reported as an 'Outstanding Catholic School'. The School Improvement Plan demonstrates the Senior Leadership Team's continuous drive for excellence and progress. The Improvement Plan is regularly reviewed by the Senior Leadership Team and the Trustees. The Improvement Plan sets out the key strategic objectives for the Academy:

- Securing and promoting the Catholic ethos of the school
- Securing high quality teaching and learning
- Securing a safe environment where good behaviour is the norm
- Securing effective leadership and management
- Securing a successful sixth form
- Securing the financial future of the school

The Academy ensures the security of its financial future through the embedding of essential financial controls and processes and the creation and publication of meaningful financial management information. The Leadership Team remain focused on ensuring that the appropriate levels of control and financial reporting are in place and continue to seek efficiencies and cost savings in order to effectively manage cash flow. The positive outcomes reported in termly Internal Scrutiny reviews demonstrate the Academy's commitment to the application of the necessary processes and controls. All staff continue to support the Senior Leadership Team in their drive to identify efficiencies and cost savings whilst, at the same time, continuing to deliver excellent teaching and learning and operational support to ensure that pupils have access to state of the art technologies and a safe and enjoyable environment in which to learn. The year-end position demonstrates the on-going commitment of Trustees and staff to secure the financial future of the school.

b. Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the academy has adequate resources to continue in operational existence for the foreseeable future. For this reason, 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 Accounting Policies.

c. Review of activities

The principal source of funding for the Academy is the General Annual Grant (GAG) and other grants it receives from the Education & Skills Funding Agency (ESFA). Total incoming resources for the year were £4,504,990 (2018: £4,504,990) with expenditure of £4,653,412 (2018: £4,646,954). At the end of this year's trading, the Academy Trust had net assets excluding pension scheme liabilities of £9,675,266 (2018: £8,879,732). The Academy Trust's net assets were £8,540,266 (2018: £8,628,732) including the Academy Trust's share of the net liabilities of the London Borough of Redbridge Pension Fund of £1,135,000 as at 31 August 2019 (2018: 251,000). The figures for the year include a contingent liability of £118,764 which relates to the potential clawback by the ESFA of an element of a capital grant awarded to the school in 2013/14 which had not been fully accounted. The figures demonstrate continued improvement on the prior year outturn and quantifies the positive impact of improved financial controls and budget management under the new stewardship at the school.

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2019

d. Investment policy and performance

These are governed by the Memorandum and Articles of Association, which permit surplus funds to be invested in any investments, security or property as may be thought fit and as may be prescribed by law.

The Academy Trust's investment objective is to maximise the return on its investment funds while maintaining maximum security and a high degree of liquidity. To meet this objective the Academy's policy is to invest in call deposits with a high security rating and either fixed interest rates or with a fixed relationship to base rate.

Financial review

a. Reserves policy

The Trustees are aware of the requirement to balance current and future needs. The Trustees aim to set a balanced budget with annual income balancing annual expenditure. The Trustees have established a general reserve policy to afford some protection to the Academy Trust and its charitable programme and to provide time to adjust to changing financial circumstances. Whilst no reserves are available at present, the long-term plan is to build sufficient reserves to afford some protection against unplanned future expenditure. General Reserves are not restricted or designated for use on a particular programme or for some other defined or designated purpose.

Disclosure of funds in deficit is also included in the Funds Note in the financial statements (Note 19).

b. Principal risks and uncertainties

The Trustees assess the major risks to which the Academy is exposed, in particular those related to the operations and finances of the Academy Trust. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The Academy maintains a Risk Register which is reviewed at least termly by the Finance & General Purposes Committee, and more frequently where necessary. The Risk Register identifies the key risks, the likelihood of those risk occurring, their potential impact on the Academy and the actions being taken to reduce and mitigate the risk. Risks are prioritised using a consistent scoring system.

No risks have been identified that call in to question the going concern status of the school.

Plans for future periods

a. Future developments

The Academy intends to maintain the student roll at around 780 for the foreseeable future, including a sixth form of around 160-180. The Academy is developing effective marketing of the Academy's services via an improved website and through the forging of community links, for example visits to feeder schools. Similarly, the Academy will continue to drive forward efforts for further improvement in the achievement and attainment levels of all its students, maintaining the focus and momentum, building upon its success and its ethos to provide students with the best possible preparation for the next stage of their development.

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2019**

Disclosure of information to auditors

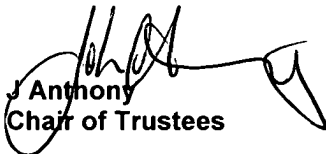
Insofar as the Trustees are aware:

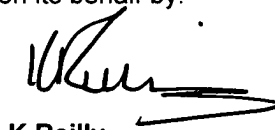
- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Auditors

The auditors, Haslers, have indicated their willingness to continue in office. The Designated Trustees will propose a motion re-appointing the auditors at a meeting of the Trustees.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 12 December 2019 and signed on its behalf by:


J Anthony
Chair of Trustees


K Reilly
Accounting Officer

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2019

Scope of Responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Ursuline Academy Ilford 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 4 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
J Anthony, Chair	3	4
J Abazari, Parent Governor	1	4
L Bath	2	4
S Bergin, Vice Chair	3	4
D Burge	3	4
Fr M Bernard-Qureshi	4	4
R Caldeira	4	4
Sister Kathleen Colmer OSU	3	4
J Da-Prato	4	4
I Doves, Parent Governor	3	4
M Duncan	2	4
D Grant	2	4
E Jakob	2	2
H Mackie, Staff Governors	4	4
K Reilly, Ex-officio Governor and Headteacher	4	4
L Robertson, Staff Governor	4	4
M Smith, Staff Governor	0	2
A St Ville	2	4

There have been a couple of changes to the Board during the year:

M Smith resigned as a Staff Governor on 31 December 2018;

J Abazari resigned as a Parent Governor on 19 July 2019;

The Finance & General Purposes Committee

The Finance & General Purposes Committee is a sub-committee of the main Board of Trustees. Its purpose is to monitor the Academy's finances and resources. During the year the Finance & General Purposes Committee has focussed on the application of financial policies and controls and the effective management of the Academy's budget and cash flow. The Committee has also reviewed and approved a range of updated HR policies and procedures.

THE URSULINE ACADEMY ILFORD

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GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2019

The Committee has also elected a Link Governor to oversee a programme of Internal Scrutiny reviews. Internal Scrutiny visits are carried out each term. The positive outcomes reported by the reviewers demonstrate the Academy's commitment to the application of the necessary processes and controls.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
J Anthony	4	4
L Bath	2	4
D Burge	3	4
R Caldeira	2	4
D Grant	2	4
K Reilly	4	4
L Robertson	3	4

Review of Value for Money

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

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

- Completing the staggered process of aligning staff salaries with outer London salary scales to control its main cost.
- Effective management of supply staff costs by utilising in-house cover and reducing use of agency staff.
- On-going process of termly departmental budget review meetings.
- Continued use of Service Level Agreements setting out clear service delivery expectations and costs for
- Embedding of financial policies and procedures to ensure the necessary financial controls across the school.
- On-going financial awareness training sessions and regular staff meetings.
- Allocating resources to maintain and improve educational standards.

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 ongoing process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Ursuline Academy Ilford for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2019

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance & 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.
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided:

- To appoint a Trustee to plan and oversee a programme of internal checks supported by an external adviser
- To appoint Haslers to undertake a programme of internal checks

The Finance Link Governor's role includes giving advice on financial matters and performing a range of checks on the academy's financial systems. In particular the checks carried out in the current period included:

- Testing of payroll systems/reconciliations
- Testing of VAT reclaim systems/reconciliations
- Testing of control accounts/bank reconciliations
- Review of budget setting processes

On a termly basis, the Finance Link Governor reports to the Board of Trustees through the Finance & General Purposes Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

THE URSULINE ACADEMY ILFORD

(A Company Limited by Guarantee)

**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2019**

Review of Effectiveness

As Accounting Officer, the Principal 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 auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework;

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

Approved by order of the members of the Board of Trustees on 12 December 2019 and signed on their behalf, by:


J Anthony
Chair of Trustees


K Reilly
Accounting Officer

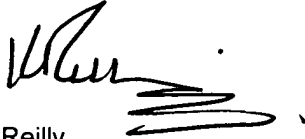
THE URSULINE ACADEMY ILFORD
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of The Ursuline Academy Ilford I have considered my responsibility to notify the academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2018.

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.



K Reilly
Accounting Officer

Date: 12 DECEMBER 2019

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
URSULINE ACADEMY ILFORD**

Opinion

We have audited the financial statements of The Ursuline Academy Ilford (the 'academy') for the year ended 31 August 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2019 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 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & 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 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

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

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

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
URSULINE ACADEMY ILFORD (CONTINUED)**

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the academy 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.

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
URSULINE ACADEMY ILFORD (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the academy 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'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 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.

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

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
URSULINE ACADEMY ILFORD (CONTINUED)**

Use of our report

This report is made solely to the academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the academy'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 and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Laura Ambrose (Senior Statutory Auditor)

for and on behalf of

Haslers

Chartered Accountants
Statutory Auditor
Old Station Road
Loughton
Essex
IG10 4PL

Date:

12 December 2019

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
URSULINE ACADEMY ILFORD AND THE EDUCATION & SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated [enter date here] and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Ursuline Academy Ilford during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to The Ursuline Academy Ilford and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Ursuline Academy Ilford 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 The Ursuline Academy Ilford and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Ursuline Academy Ilford's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Ursuline Academy Ilford's funding agreement with the Secretary of State for Education dated and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. 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 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

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

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 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.

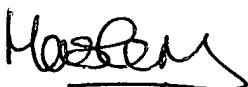
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy's income and expenditure.

The work undertaken to draw our conclusion includes sample testing of the following:

- Review of governance procedures including inspection of Trustee and relevant Board minutes
- A review of internal auditor reports.
- A review of Financial Controls Procedures and related records
- Discussions with the Accounting Officer and the Business Manager
- Reviewing the procedures for identifying and declaring related parties and other business interests
- Assessment and testing of a sample of the specific control activities over regularity of a particular activity
- Perform sample testing of expenditure ensuring items are for the Trust's purposes and are appropriately authorised
- Carrying out substantive testing to cover authorisation of expenditure within internal delegated authorities and externally imposed limits
- Obtaining formal representation from the Trustees and Accounting Officer acknowledging their responsibilities
- Scrutinising journals, and other adjustments posted during the year for evidence of unusual entries

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 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Haslers

Date: 12 DECEMBER 2019

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2019**

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Income from:						
Donations and capital grants	3	2,380	1,880	811,588	815,848	35,141
Charitable activities		-	4,340,503	-	4,340,503	4,231,921
Other trading activities		202,545	-	-	202,545	237,928
Total income		204,925	4,342,383	811,588	5,358,896	4,504,990
Expenditure on:						
Raising funds		27,683	-	-	27,683	34,870
Charitable activities		102,804	4,332,976	189,949	4,625,729	4,612,084
Total expenditure		130,487	4,332,976	189,949	4,653,412	4,646,954
Net movement in funds before other recognised gains/(losses)		74,438	9,407	621,639	705,484	(141,964)
Other recognised gains/(losses):						
Actuarial (losses)/gains on defined benefit pension schemes	23	-	(788,000)	-	(788,000)	400,000
Net movement in funds		74,438	(778,593)	621,639	(82,516)	258,036
Reconciliation of funds:						
Total funds brought forward		-	(277,158)	8,905,890	8,628,732	8,370,696
Net movement in funds		74,438	(778,593)	621,639	(82,516)	258,036
Total funds carried forward		74,438	(1,055,751)	9,527,529	8,546,216	8,628,732

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

The notes on pages 25 to 49 form part of these financial statements.

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

BALANCE SHEET
AS AT 31 AUGUST 2019

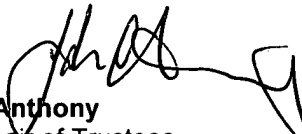
	Note	2019 £	2018 £
Fixed assets			
Tangible assets	12	9,405,999	9,130,384
		<u>9,405,999</u>	<u>9,130,384</u>
Current assets			
Stocks	13	-	39,413
Debtors	14	555,884	51,734
Cash at bank and in hand		588,046	74,455
		<u>1,143,930</u>	<u>165,602</u>
Creditors: amounts falling due within one year	15	(721,504)	(281,403)
Net current assets / liabilities		<u>422,426</u>	<u>(115,801)</u>
Total assets less current liabilities		<u>9,828,425</u>	<u>9,014,583</u>
Creditors: amounts falling due after more than one year	16	(28,445)	(16,087)
Provisions for liabilities		(118,764)	(118,764)
Net assets excluding pension liability		<u>9,681,216</u>	<u>8,879,732</u>
Defined benefit pension scheme liability	23	(1,135,000)	(251,000)
Total net assets		<u><u>8,546,216</u></u>	<u><u>8,628,732</u></u>

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2019

	Note	2019 £	2018 £
Funds of the academy			
Restricted funds:			
Fixed asset funds	18	9,527,529	8,905,890
Restricted income funds	18	79,249	(26,158)
Restricted funds excluding pension asset	18	9,606,778	8,879,732
Pension reserve	18	(1,135,000)	(251,000)
Total restricted funds	18	8,471,778	8,628,732
Unrestricted income funds	18	74,438	-
Total funds		8,546,216	8,628,732

The financial statements on pages 21 to 49 were approved by the Trustees, and authorised for issue on 12 December 2019 and are signed on their behalf, by:


J Anthony
Chair of Trustees


K Reilly
Accounting Officer

The notes on pages 25 to 49 form part of these financial statements.

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net cash provided by operating activities	20	979,155	97,846
Cash flows from investing activities	21	(465,564)	(45,672)
Change in cash and cash equivalents in the year		513,591	52,174
Cash and cash equivalents at the beginning of the year		74,455	22,281
Cash and cash equivalents at the end of the year	22	<u>588,046</u>	<u>74,455</u>

The notes on pages 25 to 49 form part of these financial statements

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

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, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Ursuline Academy Ilford meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

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

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

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

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

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

- **Donations**

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

- **Other income**

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

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.4 Expenditure (continued)

All resources expended are inclusive of irrecoverable VAT.

1.5 Taxation

The academy 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 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.

1.6 Tangible fixed assets

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Depreciation is provided on the following bases:

Freehold property	- 2% straightline
Long-term leasehold property	- 2% straightline
Assets under construction	- 25% straightline

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

The land and buildings at The Ursuline Academy Ilford is owned by The Brentwood Roman Catholic Diocese. The Trustees of The Brentwood Roman Catholic Diocese have granted the academy, via a supplement agreement, the right to use the land and buildings for educational purposes. The land and buildings have therefore been included in the financial statements of the academy.

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.7 Stocks

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

1.8 Debtors

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

1.9 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.

1.10 Liabilities

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

1.11 Provisions

Provisions are recognised when the academy 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.

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.13 Pensions

The academy operates a defined contribution pension scheme and the pension charge represents the amounts payable by the academy to the fund in respect of the year.

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

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

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

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

1.14 Fund accounting

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

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

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

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

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 23, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Donations	2,380	1,880	4,260	16,792
Capital Grants	-	811,588	811,588	18,349
	<u>2,380</u>	<u>813,468</u>	<u>815,848</u>	<u>35,141</u>
<i>Total 2018</i>	<u>15,316</u>	<u>19,825</u>	<u>35,141</u>	

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

4. Funding for the academy's educational operations

	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
DfE/ESFA grants			
General Annual Grant	4,074,153	4,074,153	4,015,755
Other DfE/ESFA grants	224,429	224,429	183,428
	<u>4,298,582</u>	<u>4,298,582</u>	<u>4,199,183</u>
Other government grants			
Local Authority Grants	41,921	41,921	32,738
	<u>41,921</u>	<u>41,921</u>	<u>32,738</u>
	<u><u>4,340,503</u></u>	<u><u>4,340,503</u></u>	<u><u>4,231,921</u></u>

5. Income from other trading activities

	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Hire of facilities	56,799	56,799	78,489
Goods for resale	25,522	25,522	43,173
Catering income	36,848	36,848	37,600
Other activities	83,376	83,376	78,666
	<u>202,545</u>	<u>202,545</u>	<u>237,928</u>

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

6. Expenditure

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £	Total 2018 £
Expenditure on fundraising trading activities:					
Direct costs	-	-	27,683	27,683	34,870
Educational operations:					
Direct costs	2,637,367	-	623,323	3,260,690	3,235,175
Allocated support costs	544,610	298,946	521,483	1,365,039	1,376,909
	<u>3,181,977</u>	<u>298,946</u>	<u>1,172,489</u>	<u>4,653,412</u>	<u>4,646,954</u>
<i>Total 2018</i>	<u><u>3,373,966</u></u>	<u><u>277,027</u></u>	<u><u>995,961</u></u>	<u><u>4,646,954</u></u>	

7. Analysis of expenditure by activities

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £	Total funds 2018 £
Educational operations	<u>3,260,690</u>	<u>1,365,039</u>	<u>4,625,729</u>	<u>4,612,084</u>
<i>Total 2018</i>	<u><u>3,235,175</u></u>	<u><u>1,376,909</u></u>	<u><u>4,612,084</u></u>	

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2019 £	<i>Total funds 2018 £</i>
Staff costs	2,756,034	2,680,293
Educational supplies & ICT costs	167,762	228,473
Examination fees	76,496	74,556
Staff development	2,998	1,677
Visits and sixth form activities	81,865	80,336
Training and development	7,146	8,567
Educational consultancy	11,733	15,761
Other direct costs	12,664	20,662
Agency supply costs	143,992	124,850
	<u>3,260,690</u>	<u>3,235,175</u>

THE URSULINE ACADEMY ILFORD
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2019 £	Total funds 2018 £
Staff costs	600,943	568,823
Pension finance expense	8,000	14,000
Depreciation	189,949	193,784
Printing, postage and stationery	4,009	14,803
Staff development	4,781	5,419
Equipment leasing costs	147,111	116,786
Staff recruitment	12,925	13,565
Maintenance	108,997	83,243
Cleaning	86,815	97,024
Rates	34,634	40,215
Energy costs	55,716	60,416
Insurance	15,840	41,593
Security & transport	8,877	9,555
Catering	38,055	63,368
Bank interest & charges	4,502	4,646
Other support costs	6,329	18,157
Governance costs	37,556	31,512
	1,365,039	1,376,909

8. Net income

Net income for the year includes:

	2019 £	2018 £
Operating lease rentals	147,111	116,786
Depreciation of tangible fixed assets	189,949	193,784
Fees paid to auditors for:		
- audit	8,250	12,250
- other services	2,200	3,400

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

9. Staff costs

a. Staff costs

Staff costs during the year were as follows:

	2019 £	2018 £
Wages and salaries	2,653,169	2,556,982
Social security costs	277,597	273,651
Pension costs	426,211	418,483
	<u>3,356,977</u>	<u>3,249,116</u>
Agency staff costs	143,992	124,850
	<u>3,500,969</u>	<u>3,373,966</u>

Staff restructuring costs comprise:

	2019 £	2018 £
Redundancy payments	32,217	-
	<u>32,217</u>	<u>-</u>

b. Staff numbers

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

	2019 No.	2018 No.
Teaching staff	47	45
Administration support	30	29
Management	6	6
	<u>83</u>	<u>80</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

9. Staff costs (continued)

c. Higher paid staff

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

	2019	2018
	No.	No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	1	1
In the band £90,001 - £100,000	1	1

d. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £482,873 (2018: £452,434).

10. Trustees' remuneration and expenses

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

		2019	2018
		£	£
K Reilly (Principal)	Remuneration	95,000 - 100,000	90,000 - 95,000
	Pension contributions paid	15,000 - 20,000	5,000 - 10,000
L Robertson (Staff Governor)	Remuneration	55,000 - 60,000	55,000 - 60,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
H Mackie (Staff Governor)	Remuneration	40,000 - 45,000	40,000 - 45,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
L Sears (Staff Governor) (Resigned 27/03/18)	Remuneration	Nil	45,000 - 50,000
	Pension contributions paid	Nil	5,000 - 10,000
M Smith (Staff Governor) (Resigned 14/12/18)	Remuneration	10,000 - 15,000	50,000 - 55,000
	Pension contributions paid	0 - 5,000	10,000 - 15,000

During the year ended 31 August 2019, no Trustee expenses have been incurred (2018 - £NIL).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

11. Trustees' and Officers' insurance

The academy has opted into the Department of 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 membership.

12. Tangible fixed assets

	Freehold property £	Freehold improvements £	Plant and equipment £	Total £
Cost or valuation				
At 1 September 2018	9,575,849	746,591	47,798	10,370,238
Additions	-	465,564	-	465,564
At 31 August 2019	9,575,849	1,212,155	47,798	10,835,802
Depreciation				
At 1 September 2018	1,155,917	64,884	19,053	1,239,854
Charge for the year	165,131	14,929	9,889	189,949
At 31 August 2019	1,321,048	79,813	28,942	1,429,803
Net book value				
At 31 August 2019	8,254,801	1,132,342	18,856	9,405,999
At 31 August 2018	8,419,932	681,707	28,745	9,130,384

Included in land and buildings is freehold land at valuation of £1,319,298 (2018: £1,319,298), which is not depreciated.

13. Stocks

	2019 £	2018 £
Uniforms held	-	39,413

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

14. Debtors

	2019 £	2018 £
Due within one year		
Trade debtors	2,667	140
Other debtors	91,991	23,632
Prepayments and accrued income	461,226	27,962
	<u>555,884</u>	<u>51,734</u>

15. Creditors: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	493,501	82,676
Other taxation and social security	70,994	72,408
Other creditors	80,785	80,463
Accruals and deferred income	76,224	45,856
	<u>721,504</u>	<u>281,403</u>

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

	2019 £	2018 £
Other creditors	<u>28,445</u>	<u>16,087</u>

Loans of £39,404 (2018: £28,796) from Salix Finance Limited which carry no interest are included within other creditors.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

17. Provisions

	ACMF clawback £
At 1 September 2018	118,764
	<hr/> 118,764 <hr/>

ACMF Clawback

The academy received an Academies Capital Maintenance Fund (ACMF) grant in previous years to fund the capital improvement works to the roof of the main building. The total amount of funding provided was £533,249, of which the academy can only identify applicable expenditure of £414,485. A provision was made in 2016 for the clawback and the academy have made the ESFA aware.

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds					
General Funds - all funds	-	204,925	(130,487)	-	74,438
Restricted general funds					
General Annual Grant (GAG)	(51,291)	4,074,153	(3,969,220)	-	53,642
Pupil Premium	25,133	151,982	(151,508)	-	25,607
Other DfE/ ESFA grants	-	72,447	(72,447)	-	-
Local authority grants	-	41,921	(41,921)	-	-
Jack Petchey Foundation	-	1,880	(1,880)	-	-
Pension reserve	(251,000)	-	(96,000)	(788,000)	(1,135,000)
	<u>(277,158)</u>	<u>4,342,383</u>	<u>(4,332,976)</u>	<u>(788,000)</u>	<u>(1,055,751)</u>
Restricted fixed asset funds					
Converted from High School	8,454,112	-	(189,949)	-	8,264,163
Capital Expenditure from GAG	136,703	62,169	-	-	198,872
DfE/ ESFA capital grants	315,075	749,419	-	-	1,064,494
	<u>8,905,890</u>	<u>811,588</u>	<u>(189,949)</u>	<u>-</u>	<u>9,527,529</u>
Total Restricted funds	<u>8,628,732</u>	<u>5,153,971</u>	<u>(4,522,925)</u>	<u>(788,000)</u>	<u>8,471,778</u>
Total funds	<u>8,628,732</u>	<u>5,358,896</u>	<u>(4,653,412)</u>	<u>(788,000)</u>	<u>8,546,216</u>

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

General Annual Grant (GAG) grant fund - Funds received from the ESFA under the General Annual Grant arrangements for the recurrent expenditure of the school as defined in the Funding Agreement.

Pupil premium - Funds received from the ESFA under the Pupil Premium grant arrangements for the recurrent expenditure of the school as defined in the Funding Agreement.

Other DfE/ ESFA grants - Other government grants received for restricted educational purposes not forming part of General Annual Grant.

Local authority grants - Grants received from the local authority for restricted educational purposes.

Jack Petchey Foundation - Funds received for programmes and projects that benefit young people.

THE URSULINE ACADEMY ILFORD
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

18. Statement of funds (continued)

Pension reserve - The pension reserve recognises the deficit of the local government pension scheme.

Restricted fixed asset fund - The purpose of the Restricted Fixed Asset Fund is to hold the Academy's fixed assets recorded net of depreciation.

The transfers shown in the Statement of Funds relate to excess general funds used to reduce the GAG deficit.

THE URSULINE ACADEMY ILFORD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

18. Statement of funds (continued)

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

	<i>Balance at 1 September 2017 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2018 £</i>
Unrestricted funds						
General Funds - all funds	-	253,244	(135,453)	(117,791)	-	-
Restricted general funds						
General Annual Grant (GAG)	(287,323)	4,015,755	(3,897,514)	117,791	-	(51,291)
Pupil Premium	26,000	156,292	(157,159)	-	-	25,133
Other DfE/ ESFA grants	92,694	27,136	(119,830)	-	-	-
Local authority grants	-	32,738	(32,738)	-	-	-
Jack Petchey Foundation	-	1,476	(1,476)	-	-	-
Pension reserve	(542,000)	-	(109,000)	-	400,000	(251,000)
	<u>(710,629)</u>	<u>4,233,397</u>	<u>(4,317,717)</u>	<u>117,791</u>	<u>400,000</u>	<u>(277,158)</u>
Restricted fixed asset funds						
Converted from High School	8,647,896	-	(193,784)	-	-	8,454,112
Capital Expenditure from GAG	136,703	-	-	-	-	136,703
DfE/ ESFA capital grants	296,726	18,349	-	-	-	315,075
	<u>9,081,325</u>	<u>18,349</u>	<u>(193,784)</u>	<u>-</u>	<u>-</u>	<u>8,905,890</u>
Total Restricted funds	<u>8,370,696</u>	<u>4,251,746</u>	<u>(4,511,501)</u>	<u>117,791</u>	<u>400,000</u>	<u>8,628,732</u>

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

	<i>Balance at 1 September 2017 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2018 £</i>
Total funds	8,370,696	4,504,990	(4,646,954)	-	400,000	8,628,732

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	9,405,999	9,405,999
Current assets	74,438	354,741	714,751	1,143,930
Creditors due within one year	-	(247,047)	(474,457)	(721,504)
Creditors due in more than one year	-	(28,445)	-	(28,445)
Provisions for liabilities and charges	-	(1,135,000)	(118,764)	(1,253,764)
Total	74,438	(1,055,751)	9,527,529	8,546,216

Analysis of net assets between funds - prior year

	<i>Restricted funds 2018 £</i>	<i>Restricted fixed asset funds 2018 £</i>	<i>Total funds 2018 £</i>
Tangible fixed assets	-	9,130,384	9,130,384
Current assets	165,600	-	165,600
Creditors due within one year	(191,758)	(89,643)	(281,401)
Creditors due in more than one year	-	(16,087)	(16,087)
Provisions for liabilities and charges	(251,000)	(118,764)	(369,764)
Total	(277,158)	8,905,890	8,628,732

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FOR THE YEAR ENDED 31 AUGUST 2019**

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

	2019 £	2018 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	705,484	(141,964)
Adjustments for:		
Depreciation	189,949	193,784
Defined benefit pension scheme cost less contributions payable	88,000	95,000
Defined benefit pension scheme finance cost	8,000	14,000
(Increase)/decrease in stocks	39,412	(3,260)
(Increase)/decrease in debtors	(504,150)	94,497
Increase/(decrease) in creditors	452,460	(154,211)
Net cash provided by operating activities	979,155	97,846

21. Cash flows from investing activities

	2019 £	2018 £
Purchase of tangible fixed assets	(465,564)	(45,672)
Net cash used in investing activities	(465,564)	(45,672)

22. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash in hand	588,046	74,455
Total cash and cash equivalents	588,046	74,455

THE URSULINE ACADEMY ILFORD
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

23. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

Contributions amounting to £44,922 were payable to the schemes at 31 August 2019 (2018 - £44,739) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. 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 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

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**NOTES TO THE FINANCIAL STATEMENTS
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23. Pension commitments (continued)

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2019.

The employer's pension costs paid to TPS in the year amounted to £251,211 (2018 - £248,482).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £117,000 (2018 - £101,000), of which employer's contributions totalled £87,000 (2018 - £75,000) and employees' contributions totalled £ 30,000 (2018 - £26,000). The agreed contribution rates for future years are per cent for employers and per cent for employees.

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

Principal actuarial assumptions

	2019	2018
	%	%
Rate of increase in salaries	2.3	2.4
Rate of increase for pensions in payment/inflation	2.3	2.4
Discount rate for scheme liabilities	1.8	2.8
Expected return on scheme assets at 31 August		2.8

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

	2019	2018
	Years	Years
<i>Retiring today</i>		
Males	22.1	22.1
Females	24.3	24.3
<i>Retiring in 20 years</i>		
Males	23.9	23.9
Females	26.3	26.3

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**NOTES TO THE FINANCIAL STATEMENTS
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23. Pension commitments (continued)

Sensitivity analysis

	2019 £000	2018 £000
0.5% decrease in Real Discount Rate	614,000	458,000
0.5% increase in the Salary Increase Rate	73,000	60,000
0.5% increase in the Pension Increase Rate	531,000	394,000

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

	At 31 August 2019 £	At 31 August 2018 £
Equities	2,887,500	2,791,000
Corporate bonds	907,500	726,000
Property	330,000	306,000
Total market value of assets	4,125,000	3,823,000

The actual return on scheme assets was £149,000 (2018 - £131,000).

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

	2019 £	2018 £
Current service cost	(175,000)	(170,000)
Interest income	108,000	90,000
Interest cost	(116,000)	(104,000)
Total amount recognised in the Statement of Financial Activities	(183,000)	(184,000)

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**NOTES TO THE FINANCIAL STATEMENTS
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23. Pension commitments (continued)

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

	2019 £	2018 £
At 1 September	4,074,000	4,105,000
Current service cost	175,000	170,000
Interest cost	116,000	104,000
Employee contributions	30,000	26,000
Actuarial losses/(gains)	937,000	(269,000)
Benefits paid	(72,000)	(62,000)
At 31 August	5,260,000	4,074,000

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

	2019 £	2018 £
At 1 September	3,823,000	3,563,000
Interest income	108,000	90,000
Actuarial gains	149,000	131,000
Employer contributions	87,000	75,000
Employee contributions	30,000	26,000
Benefits paid	(72,000)	(62,000)
At 31 August	4,125,000	3,823,000

24. Operating lease commitments

At 31 August 2019 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2019 £	2018 £
Not later than 1 year	123,717	126,208
Later than 1 year and not later than 5 years	243,783	316,510
	367,500	442,718

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NOTES TO THE FINANCIAL STATEMENTS
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25. 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.

26. Related party transactions

Owing to the nature of the academy's operations 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 a trustees has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

During the period, the academy received £24,509 (2018: £30,043) from The Ursuline Preparatory School Ilford, with whom the academy share a common trustee, for letting of school facilities. The following amounts were due from/(to) the entity at the year-end:

	2019 £
The Ursuline Preparatory School Ilford	2,667
	<hr/>
	2,667
	<hr/>

27. Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2019 the trust received £17,400 (2018: £18,181) and disbursed £18,730 (2018: £3,841) from the fund. An amount of £13,011 (2018: £14,340) is included in other creditors relating to undistributed funds that is repayable to ESFA.