

**Company Registration Number: 07831292 (England and Wales)**

**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**



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**WOODSIDE HIGH SCHOOL**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Members**

Susan Davidson  
Noreen Graham  
Gerard Kelly  
Miranda Smith

**Governors**

Susan Mary Davidson

Samuel James Freedman  
Noreen Catherine Graham, Chair  
Dr Phillip Jeremy Graham (resigned 16 June 2020)  
Jacob Adekunle  
Gerry Robinson (resigned 5 June 2020)  
Rose-Marie Corbin  
Felicia Rock (resigned 12 November 2019)  
Daniel Cain-Reed  
Jan Balon (appointed 12 November 2019)  
Martina Olive Breslin (appointed 12 November 2019)  
Mark Steven Carroll (appointed 10 March 2020)  
Sue Higgins (appointed 10 March 2020)  
Innes Meek (appointed 12 November 2019)  
Nicola Rosen (appointed 10 March 2020)  
Benjamin Ali Sadek (appointed 10 March 2020)

**Company registered number**

07831292

**Company name**

Woodside High School

**Principal and registered office**

White Hart Lane  
London  
N22 5QJ

**Senior management team**

Gerry Robinson, Headteacher (resigned 5 June 2020)  
Holly Hartley, Interim Co-Head (appointed 15 June 2020)  
Lynne Hardcastle, Interim Co-Head (appointed 15 June 2020)  
Huw Lewis, Deputy Headteacher (resigned 30 April 2020)  
Tracey Rollings, Deputy Headteacher  
Dan Howe, Assistant Headteacher  
David Robinson, Assistant Headteacher  
Laura Sanford, Assistant Headteacher  
Funmi Esuola, CFO / Business Manager

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS GOVERNORS AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2020**

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**Advisers (continued)**

**Independent auditors**

Haysmacintyre LLP  
10 Queen Street Place  
London  
EC4R 1AG

**Bankers**

National Westminster Bank  
3rd Floor, Lough Point  
2 Gladbeck Way  
Enfield  
EN2 7JA

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**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Governors present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2019 to 31 August 2020. The Annual Report serves the purposes of both a Governors' 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 Memorandum of Association is the primary governing document of the academy trust.

The Governors of Woodside High School are also the directors of the charitable company for the purpose of company law.

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

**b. Members' liability**

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

**c. Governors' indemnities**

Employees and governors are covered by professional indemnity insurance for failings arising from the performance of their duties that may lead to civil liability. There are no other specific third party indemnities beyond this which require reporting in the context of section 236 of the Companies Act 2006.

**d. Method of recruitment and appointment or election of Governors**

The number of Governors shall not be less than three. The Members of the School Academy Trust may appoint Governors, there is a provision for two parent Governors to be appointed and staff Governors (within limitations), along with the Headteacher of the Academy, and three Co opted Governors.

The Governors' are elected at a full Governors' Meeting on the basis of their eligibility, personal competence, specialist skills and local availability.

**e. Policies and procedures adopted for the induction and training of Governors**

New Governors are inducted into the workings of the Academy, and also the requirements of the Academy being a Company and exempt Charity. A number of Governors have attended professional training courses in the period to allow them to efficiently fulfil their duties.

**f. Organisational structure**

The management structure consists of two levels; the Governors with the Governors' Committees, and the Senior Leadership Team.

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**GOVERNORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Governors are responsible for setting the general policy, adopting an annual budget, monitoring the Academy by the use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

The Full Governing Body has established two sub committees. Each sub committee has its own terms of reference detailing the responsibilities discharged to the sub committee, to the Headteacher as the Accounting Officer and to the Senior Leadership Team. The terms of reference and meeting frequency for each sub committee is reviewed and approved by the Full Governing Body annually. The terms of reference for the Finance and Resources Sub Committee detail the School's authorised spending limits.

The sub committees of the Governing Body are:

- Curriculum and Inclusion Committee
- Finance and Resources Committee

The membership and responsibilities of each sub committee is discussed in the Governance Statement.

For the period 1st September 2019 to 31st August 2020 the Core Senior Leadership Team consisted of:

- The Headteacher - Ms Robinson (resigned 5 June 2020)
- Interim Co-heads – Holly Hartley & Lynne Hardcastle (appointed 15 June 2020)
- Deputy Headteacher - Mr Levis (resigned 30 April 2020)
- Deputy Headteacher - Ms Rollings (Interim Acting Head 5 June 2020 - 14 June 2020)
- Assistant Head Teachers: Mr Howe, Mr Robson, Ms Sanford
- Business Manager/CFO, Mrs Esuola.

They control the Academy at an executive level and implement the policies set by the Governors and report back to them.

**g. Pay policy for key management personnel**

Operational control of the School is exercised by the Senior Leadership Team. These are considered, along with the Governors, to be key management personnel. Remuneration of new appointees to the SLT are based on knowledge of salaries necessary to secure appointments to the post, and the level of responsibility and seniority attached to the post. The headteacher's remuneration is agreed by the Board.

**h. Connected organisations, including related party relationships**

Owing to the nature of the Academy's operations and the composition of the board of governors being drawn from local public and private sector organisations it is inevitable that transactions will take place with organisations in which a member of the board of governors may have 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.

**i. Fundraising disclosure**

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Board.

**j. Trade Union Facility Time**

Woodside High School had no employees who were relevant trade union officials during the year, and therefore incurred no costs in relation to paid facility time.

**GOVERNORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Objectives and Activities**

**a. Objects and aims**

The principal object as set out in the Memorandum and Articles of Association is the operation of Woodside High School to advance for the public benefit education in the United Kingdom, establishing, maintaining, carrying on, managing and developing a school offering a broad curriculum.

The overall mission and strategy of Woodside High School is to provide a learning environment that will transform the learning of all students, provide an innovative curriculum and serve the local community of Wood Green.

In order to achieve the mission statement the Academy aims to:

- Build an efficient, learning focused community that is welcoming and inclusive, and that is committed to raising aspirations and achievement.
- Identify and nurture each individual's unique talents by setting a range of challenging yet realistic expectations, and providing the support necessary to meet those expectations.
- Provide a place where students are valued and feel safe, feel good about themselves and each other, enjoy life to the full and are given every opportunity to achieve their full potential, and encouraged to contribute positively to their community.
- Provide opportunities for every Academy student to fulfil their potential irrespective of their social or economic circumstances.
- Instill a love of learning that will see students through their education to a fulfilling career and personal life. *We believe that successful learners produce confident individuals and responsible citizens.*

**b. Objectives, strategies and activities**

For the year 2019/20 our key objectives were to secure an upward trajectory and hit 2019 targets for KS3 & KS4 and to identify, in a timely fashion, any gaps between groups through the years 7 to 11. Where necessary, we sought to intervene to close those gaps.

As part of that we sought to fully understand how well students make progress relative to their starting points; how well gaps are narrowing between the performance of different groups of students and compared to all students nationally; how well current students learn, the quality of their work in a range of subjects and the progress they have made since joining the school; how well students with disabilities and those who have SEN have achieved since joining the school; the extent to which students develop a range of skills, including communication, reading and writing and mathematical skills, and how well they apply these across the curriculum; the standards attained by students by the time they leave school, with a focus on standards in reading, writing and maths.

In that context we had a number of key priorities:

- To continue the upward trajectory and hit 5 year targets for KS3 & KS4;
- Identify, in a timely fashion, any gaps between groups (Y7 - 11), & intervene to close these gaps.

**c. Public benefit**

The Governors confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charitable company.

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**GOVERNORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Achievements and performance**

**Strategic report**

**a. Going concern**

After making appropriate enquiries, the Board of Governors 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.

**b. Review of activities**

COVID 19 impacted all aspects of the School life this Academic year. Exam results were based on Centre Assessed Grades (CAGS) calculated in line with guidance from OFQUAL and are not comparable across schools.

In the previous year (2018/19), in the context that students arrive at Woodside High School with educational attainment on entry significantly below national average, our 5 or more A\* to C (all subjects) outcomes exceeded the Fischer Family Trust (FFT) predictions for the past year.

During 2019/20 we introduced a new elective curriculum programme for Year 9 students. This enables students to try additional academic and vocational subjects, with the intention that this will widen their understanding of which qualifications/careers are available and so help them make KS4 subject choices which are a good fit with their interests and abilities. As well as being effective with students, this has been highly popular with staff.

We developed classroom practice through a programme of incremental coaching which offers an intensive programme of peer review of teaching and learning. The programme is now well established and we believe it is working well and bringing results. During 2020/21, our intention is to seek external validation of the programme.

In recognition of the positive contribution it can make to learning, as well as positive benefits in its own right, the School aims to provide an extensive range of extra curricular sports activities. In addition to the normal PE curriculum, prior to COVID restrictions, there were school clubs for boys' and girls' football, basketball, table tennis, netball, jiu- jitsu, dance and athletics. The school is a hub for the School Games Organiser programmes.

**c. Investment policy and performance**

The Governors' investment policy is to enable the Academy make better use of surplus funds, whilst maintaining adequate account balances to meet cash flow fluctuations. The aim is to ensure there is a balance between risk and return, whilst also ensuring there is sufficient cash to meet recurring obligations and contingencies as they occur.

For this reason, funds will only be invested in low risk, easily-accessible accounts. Funds will be placed in bank accounts with a withdrawal notice of no more than twelve weeks.

Funds surplus to working requirements shall be invested in the name of the academy with banking institutions regulated by the FCA and with good credit ratings.

**Financial review**

**a. Reserves policy**

The Academy's reserves policy is aimed at providing sufficient working capital to cover delays between spending



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**GOVERNORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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and receipts of grants and to provide resources to deal with unexpected emergencies. Though the Academy is yet to reach its full complement, ESFA funding which accounts for over 95% of its income is lagged.

The school currently holds reserves as follows, unrestricted funds of £264k, restricted funds of £119k (excluding pension deficit reserve of £3,599k) and restricted asset funds relating to the fixed assets of the trust of £18.4m.

The school keeps its reserves in interest bearing accounts with its Bankers. There is an automatic transfer at the end of each banking day from/to the current account to ensure funds in that non interest earning account are kept as close to zero as is possible.

The substantial parts of the School's reserves are restricted to educational purposes, as required by the School's Funding Agreement with the ESFA. There are additional unrestricted funds, for example money brought into the academy upon conversion and letting's income which is unrestricted, but will nonetheless be spent on educational purposes.

**b. Principal risks and uncertainties**

The Academy maintains a risk register identifying the major risks to which it is exposed and identifying actions and procedures to mitigate the risks identified. A formal review of the risk management process is undertaken on an annual basis.

Below is a description of the principal risk factors that may affect the Academy. Not all the factors are within the Academy's control. Other factors besides those below may also adversely affect the Academy.

The level of financial risk is medium as cashflows can be reliably forecast, monitored and reported. Staffing costs which make up the majority of the expenditure is relatively stable, with contingencies in place to cover absences.

The principal risks and uncertainties facing the Academy are as follows:

- Changes in government policies and funding - The Academy continues to rely heavily on continued government funding. Whilst it acknowledges that the risk is beyond its control, the Academy has developed and continues to monitor and review its five year financial plan to minimise the impact of such changes. The financial plan provides clear information to assist advance decision making and cost control. Other sources of income such as non-government grants are actively sought as is income from lettings of the facilities.
- Safeguarding and child protection - Systems (My Concern) and operational procedures are constantly monitored and reviewed for efficacy. Our safeguarding policy requires close liaison with external agencies to raise concerns and report incidents.
- Recruitment and retention of quality staff to deliver the core vision of the Academy – The Academy continues to invest in the training and development of its staff. This includes the introduction of incremental coaching, vigorous induction programme and general promotion of the wellbeing of its staff.
- Covid Impact: The academy continues to regularly monitor its risk assessment in light of the current pandemic. Risk assessment is reviewed in light of government guidelines and there is timely communication with staff and other stakeholders of measures in place to protect and safeguard the health of all.

**c. Key Performance indicators**

The key financial performance indicator is variation from the Budget Forecast. This has provided the benchmark against which the financial performance of the school will be measured. It has been measured by regular monthly monitoring and reporting of expenditure and income against the forecast figures. These monthly financial performance results were reported to the meetings of the School's Finance and Resources Committee

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**GOVERNORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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and Full Governing Body.

We also closely monitor staff/pupil ratios, and per pupil funding, particularly in preparing our longer term strategic financial plans for the next 5 years. The longevity of non core school income will also be carefully monitored, such as the Government's plans around performance obligations connected to the Pupil Premium.

**Financial Review**

The Academy's income for the period amounted to £9.33m compared to £8.61m in 2018/19. Income consisted largely of the General Annual Grant (GAG) of £7.91m (2018/19: £7.43m) plus other DfE/EFA and LEA grants of £0.63m (2018/19: £0.77m). Expenditure before defined benefit pension scheme adjustments and depreciation was £9.20m (2018/19: £8.7m), and therefore we have carried forward £383k (2018/19: £257k), excluding fixed asset and pension funds as at 31 August 2020.

In compliance with the requirements of FRS102, the Academy is recognising a pension fund deficit of £3.60m (2019: £2.17m). This is not expected to crystallise anytime soon. Moreover, 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 Academy had free reserves at the end of the period, including restricted funds for use within the School's objects, of £383k (2019: £257k).

The school continues to actively manage all of its operational costs and prepares 5 year financial plans to ensure it effectively plans for additional staff recruitment and infrastructure investment to meet the needs of the growing number of students on-roll.

**Financial and Risk Management Objectives and Policies:** The financial and cash position of the Academy is monitored carefully on a regular basis. Each month, bank balances are reconciled to transactions, and no concerns have been raised.

**Plans for future periods**

**a. Future developments**

The School strives to continually improve levels of attainment for all students, equipping them with the qualifications, skills and character to follow their chosen pathway, whether it be into further and higher education or employment.

The curriculum, the quality of teaching and learning and informed interventions are consistently reviewed to help every child achieve their full potential.

The School believes that developing the whole child is critical to improving levels of attainment and in developing broader skills and character that will develop students' commitment to lifelong learning and enrich their quality of life. To this extent, the School strives to provide exceptional behaviour and attendance management support to its students and to offer a broad range of extra-curricular activities.

For the year 2020/21 our priority will be to keep students and staff safe and to provide quality education in line with national pandemic guidance. Our key objectives for next year and beyond are an upward trajectory for KS3 & KS4, and to identify, in a timely fashion, any gaps between groups through the years 7 to 11 and, where necessary, to intervene to close those gaps. The focus is upon ensuring that we improve attainment at Key Stage 4 (number of students achieving grades 4+ & 5+ in English and Maths) and increase the Progress 8 score.

As part of that our intention is to fully understand how well students make progress relative to their starting points; how well gaps are narrowing between the performance of different groups of students and compared to

**GOVERNORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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all students nationally; how well current students learn, the quality of their work in a range of subjects and the progress they have made since joining the school; how well students with disabilities and those who have SEN have achieved since joining the school; the extent to which students develop a range of skills, including communication, reading and writing and mathematical skills, and how well they apply these across the curriculum; and the standards attained by students by the time they leave school, with a focus on standards in reading, writing and maths.

In that context we have a number of key priorities, as set out in the Strategic Development Plan (WHS Strategic Development Plan) including an overarching vision to: **Bring equality of educational experience to every student in order to maximise outcomes for all.**

The strategic objectives are:

- Develop professional accountability for all
- Shape governance
- Use assessment and data to ensure its impact on students' progress
- Further develop the curriculum using data to inform classroom practise
- Monitor and evaluate school interventions and graduated response to ensure that students are supported and all barriers to learning are removed
- Develop whole school accountability for attendance and punctuality
- Educate, encourage and support students with safety in the community

The SDP is available on the School's website at:  
[https://www.woodsidehighschool.co.uk/The-School/SDP/SDP\\_2020.pdf](https://www.woodsidehighschool.co.uk/The-School/SDP/SDP_2020.pdf)

**Disclosure of information to auditors**

Insofar as the Governors are aware:

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

The Governors' Report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on 22 January 2021 and signed on its behalf by:

*N. Graham*

**Noreen Graham**  
**Chair of Trustees**

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**GOVERNANCE STATEMENT**

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**Scope of Responsibility**

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

The Board of Governors 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 Woodside High School and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The Board of Governors has formally met 3 times during the year. Attendance during the year at meetings of the Board of Governors was as follows:

Governor	Meetings attended	Out of a possible
Susan Mary Davidson	1	3
Samuel James Freedman	1	3
Noreen Catherine Graham, Chair	3	3
Dr Phillip Jeremy Graham	2	3
Jacob Adekunle	3	3
Gerry Robinson	2	2
Rose-Marie Corbin	3	3
Felicia Rock	1	2
Daniel Cain-Reed	3	3
Jan Balon	2	3
Martina Olive Breslin	2	3
Mark Steven Carroll	2	2
Sue Higgins	2	2
Innes Meek	1	2
Nicola Rosen	2	2
Benjamin Ali Sadek	2	2

**Governance reviews:**

The School Governing Body is aware of the requirements to ensure it is satisfied that it has a suitable range of skills sets within its membership. During 2019/20 appointments were made to replace governors who had served their terms and to fill vacancies. The general agreement was to target recruiting and appointing individuals with strong professional backgrounds in Finance and Education. This led to seven appointments during the course of the year. For 2020/21 one of the new appointees chairs the Finance Committee and another leads on Safeguarding. The Board continues to access the range of resources available to it through the National Governors Association and continues to monitor the governance structure annually.

The Board of Governors will continue to monitor the governance structure on an ongoing basis.

The Finance and Resources Committee is a sub committee of the main governing body. Its purpose is to oversee the financial management of the school to ensure that it operates within its budget, and maximises opportunities for investment within the fabric of the school and its teaching resources.

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**GOVERNANCE STATEMENT (continued)**

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Attendance at meetings in the year was as follows:

Governor	Meetings attended	Out of a possible
Innes Meek	2	2
Noreen Catherine Graham (Chair)	3	3
Susan Mary Davidson	2	3
Daniel Cain-Reed	3	3
Samuel James Freedman	0	3
Dr Philip Graham	3	3
Jacob Adekunle	2	3
Gerry Robinson	3	3
Rose-Marie Corbin	3	3
Martina Olive Breslin	1	2
Sue Higgins	1	1
Ben Sadek	0	1
Mark Carroll	1	1

The Curriculum and Inclusion Committee is also a sub committee of the main governing body. Its purpose is to oversee the content of the curriculum and to ensure all students are provided with the best opportunity to achieve to their highest expectations.

Attendance at meetings in the year was as follows:

Governor	Meetings attended	Out of a possible
Gerard Kelly	0	0
Noreen Catherine Graham	2	2
Dr Phillip Jeremy Graham	2	2
Susan Mary Davidson (Chair)	1	2
Jacob Adekunle	2	2
Felicia Rock	1	2
Daniel Cain-Reed	1	1
Gerry Robinson	2	2
Jan Balon	1	1
Rose-Marie Corbin	2	2

**Review of Value for Money**

As Accounting Officer, the Headteacher 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 Governors 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:

- Improved standard of education and performance : GCSE results –investment in tracking systems, target interventions, engagement with parents
- Implementation of control systems as recommended by the School's internal and external auditors.
- Regular monitoring and review of contracts to ensure that goods and services procured represent value for money. A number of contracts were reviewed during the year and collaboration made with collocated School in securing contracts.
- systematic monitoring and reviewing of controls. Management accounts are scrutinised by the Finance Committee. This ensures that necessary action is taken to address any issue/s that may negatively impact the overall finances of the academy.
- Planned preventative maintenance programme of the premises, plants and machinery.

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**GOVERNANCE STATEMENT (continued)**

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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 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 Woodside High School for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

The Board of Governors 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 Governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

**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 Governors;
- regular reviews by the Finance and Resources 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.

Robert Ashdown, appointed by the Board of Governors continues to provide internal audit services to the Academy.

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

**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 auditors;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.

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**GOVERNANCE STATEMENT (continued)**

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The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the internal auditor 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 Governors on 22 January 2021 and signed on their behalf, by:

*N. Graham*

**Noreen Graham**  
**Chair of Trustees**

*Lynne Hardcastle*

**Lynne Hardcastle**  
**Accounting Officer**

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Woodside High School I have considered my responsibility to notify the academy trust board of Governors and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy trust board of Governors are able to identify any material irregular or improper use of 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 2019.

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 Governors and ESFA.

*Lynne Hardcastle*

**Lynne Hardcastle**  
**Accounting Officer**

Date: 22/01/2021



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**WOODSIDE HIGH SCHOOL**  
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**STATEMENT OF GOVERNORS' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

Company law requires the Governors to prepare financial statements for each financial year. Under company law the Governors 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 Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors 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 Governors 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 Governors 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 Governors on 22 January 2021 and signed on its behalf by:

*N. Graham*

**Noreen Graham**  
**Chair of Trustees**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
WOODSIDE HIGH SCHOOL**

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**Opinion**

We have audited the financial statements of Woodside High School (the 'academy') for the year ended 31 August 2020 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 2015 and the Academies Accounts Direction 2019 to 2020 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's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020 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 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors 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.

**Other information**

The Governors 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. 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

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**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF WOODSIDE HIGH SCHOOL**

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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 Governors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' 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 Governors' 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of Governors**

As explained more fully in the Statement of Governors' Responsibilities, the Governors (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 Governors 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 Governors 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 Governors either intend to liquidate the academy or to cease operations, or have no realistic alternative but to do so.

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**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
WOODSIDE HIGH SCHOOL**

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**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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**Use of our report**

This report is made solely to the academy'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.



Thomas Wilson (Senior Statutory Auditor)

for and on behalf of

**Haysmacintyre LLP**

Statutory Auditors

10 Queen Street Place

London

EC4R 1AG

22 January 2021

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**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO WOODSIDE HIGH SCHOOL AND THE EDUCATION FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 3 October 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Woodside High School during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Woodside High School's accounting officer and the reporting accountant**

The Accounting Officer is responsible, under the requirements of Woodside High School's funding agreement with the Secretary of State for Education dated 11 July 2011, 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 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Assessment of the control environment operated by the Academy.
- Walkthrough testing of controls to ensure operational effectiveness.
- Substantive testing on a sample of expenditure items, ensuring expenditure is in accordance with the funding agreement and appropriately authorised.
- Detailed testing on a selection of expense claims and credit card statements.
- Review of minutes, bank certificates and related party declarations provided by Governors.

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**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO WOODSIDE HIGH SCHOOL AND THE EDUCATION FUNDING AGENCY (continued)**

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**Conclusion**

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

*Haysmacintyre LLP*

Thomas Wilson

**Haysmacintyre LLP**

Reporting Accountant

10 Queen Street Place  
London  
EC4R 1AG

22 January 2021

**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**

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

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>INCOME FROM:</b>						
Donations and capital grants	2	-	49,420	21,736	71,156	73,763
Charitable activities	5	257,117	8,997,890	-	9,255,007	8,519,389
Other trading activities	3	6,485	-	-	6,485	17,808
Investments	4	-	1,894	-	1,894	2,117
<b>TOTAL INCOME</b>		<b>263,602</b>	<b>9,049,204</b>	<b>21,736</b>	<b>9,334,542</b>	<b>8,613,077</b>
<b>EXPENDITURE ON:</b>						
Charitable activities		257,118	9,475,219	469,198	10,201,535	9,607,649
<b>TOTAL EXPENDITURE</b>	6	<b>257,118</b>	<b>9,475,219</b>	<b>469,198</b>	<b>10,201,535</b>	<b>9,607,649</b>
<b>NET INCOME / (EXPENDITURE) BEFORE TRANSFERS</b>						
Transfers between Funds	17	6,484	(426,015)	(447,462)	(866,993)	(994,572)
		-	13,154	(13,154)	-	-
<b>NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES</b>						
		6,484	(412,861)	(460,616)	(866,993)	(994,572)
Actuarial losses on defined benefit pension schemes	21	-	(902,000)	-	(902,000)	(1,139,000)
<b>NET MOVEMENT IN FUNDS</b>		<b>6,484</b>	<b>(1,314,861)</b>	<b>(460,616)</b>	<b>(1,768,993)</b>	<b>(2,133,572)</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		257,302	(2,165,000)	18,831,370	16,923,672	19,057,244
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>263,786</b>	<b>(3,479,861)</b>	<b>18,370,754</b>	<b>15,154,679</b>	<b>16,923,672</b>

**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07831292**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2020**

	Note	£	2020	£	£	2019	£
<b>FIXED ASSETS</b>							
Tangible assets	12			18,370,753			18,831,369
<b>CURRENT ASSETS</b>							
Debtors	13	262,837			232,529		
Cash at bank and in hand		763,581			554,148		
				<u>1,026,418</u>			<u>786,677</u>
<b>CREDITORS: amounts falling due within one year</b>	14	(637,306)			(519,064)		
<b>NET CURRENT ASSETS</b>				<u>389,112</u>			<u>267,613</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>				<u>18,759,865</u>			<u>19,098,982</u>
<b>CREDITORS: amounts falling due after more than one year</b>	15			<u>(6,186)</u>			<u>(10,310)</u>
<b>NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES</b>				<u>18,753,679</u>			<u>19,088,672</u>
Defined benefit pension scheme liability	21	(3,599,000)		<u>(3,599,000)</u>			<u>(2,165,000)</u>
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>				<u><u>15,154,679</u></u>			<u><u>16,923,672</u></u>
<b>FUNDS OF THE ACADEMY</b>							
Restricted income funds:							
Restricted income funds	17	119,139			-		
Restricted fixed asset funds	17	18,370,754			18,831,370		
Restricted funds excluding pension liability		<u>18,489,893</u>			<u>18,831,370</u>		
Pension reserve		<u>(3,599,000)</u>			<u>(2,165,000)</u>		
Total restricted income funds				14,890,893			16,666,370
Unrestricted income funds	17			<u>263,786</u>			<u>257,302</u>
<b>TOTAL FUNDS</b>				<u><u>15,154,679</u></u>			<u><u>16,923,672</u></u>

The financial statements on pages 21 to 44 were approved by the Governors, and authorised for issue, on 22 January 2021 and are signed on their behalf, by:

*N. Graham*

**Noreen Graham**  
**Chair of Trustees**



**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	19	197,556	(128,522)
<b>Cash flows from investing activities:</b>			
Interest received		1,894	2,117
Purchase of tangible fixed assets		(7,629)	(36,080)
Capital grants from DfE Group		21,736	67,797
<b>Net cash provided by investing activities</b>		16,001	33,834
<b>Cash flows from financing activities:</b>			
Repayments of Salix loan		(4,124)	(4,124)
<b>Net cash used in financing activities</b>		(4,124)	(4,124)
<b>Change in cash and cash equivalents in the year</b>		209,433	(98,812)
Cash and cash equivalents brought forward		554,148	652,960
<b>Cash and cash equivalents carried forward</b>	20	763,581	554,148

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

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**1. ACCOUNTING POLICIES**

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

**1.1 Basis of preparation of financial statements**

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

constitutes a public benefit entity as defined by FRS 102.

**1.2 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 Governors.

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

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

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**WOODSIDE HIGH SCHOOL**  
**(A Company Limited by Guarantee)**

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

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**1. ACCOUNTING POLICIES (continued)**

**1.3 Income**

All income is recognised once the academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

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

All expenditure is inclusive of irrecoverable VAT.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.5 Going concern**

The Governors 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 Governors 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 Tangible fixed assets and depreciation**

All assets costing more than £1,000 are capitalised 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 at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Leasehold property	-	2% straight line
Furniture and fixtures	-	10-20% straight line
Computer equipment	-	33% straight line

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

**1.7 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 Chapter 3 Part 11 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.

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

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**1. ACCOUNTING POLICIES (continued)**

**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 and provisions**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. 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 costs as detailed in notes 14 and 15. 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 instruments.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.12 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 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. As stated in note 21, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore 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 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 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.

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

**1. ACCOUNTING POLICIES (continued)**

**1.13 Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, 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 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**2. INCOME FROM DONATIONS AND CAPITAL GRANTS**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	-	49,420	49,420	5,966
Capital Grants	-	21,736	21,736	67,797
	-	71,156	71,156	73,763
Total 2019	5,966	67,797	73,763	

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**3. OTHER TRADING ACTIVITIES**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Hire of facilities	6,485	-	6,485	17,808
	<u>6,485</u>	<u>-</u>	<u>6,485</u>	<u>17,808</u>
Total 2019	<u>17,808</u>	<u>-</u>	<u>17,808</u>	

**4. INVESTMENT INCOME**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Bank interest	-	1,894	1,894	2,117
	<u>-</u>	<u>1,894</u>	<u>1,894</u>	<u>2,117</u>
Total 2019	<u>-</u>	<u>2,117</u>	<u>2,117</u>	

**5. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Academy's educational operations	-	8,997,890	8,997,890	8,192,736
Other income from charitable activities	257,117	-	257,117	326,653
	<u>257,117</u>	<u>8,997,890</u>	<u>9,255,007</u>	<u>8,519,389</u>
Total 2019	<u>326,653</u>	<u>8,192,736</u>	<u>8,519,389</u>	



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**FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	7,905,775	7,905,775	7,425,610
Other DfE/ESFA grants	-	852,764	852,764	535,992
	-	8,758,539	8,758,539	7,961,602
<b>Other government grants</b>				
Special educational projects	-	59,686	59,686	35,754
Statemented funding	-	179,665	179,665	195,380
	-	239,351	239,351	231,134
	-	-	-	-
	-	8,997,890	8,997,890	8,192,736
<b>Total 2019</b>	-	8,192,736	8,192,736	

**6. EXPENDITURE**

	Staff costs 2020 £	Premises 2020 £	Other costs 2020 £	Total 2020 £	Total 2019 £
<b>Academy's education operations</b>					
Direct costs	6,454,114	-	944,187	7,398,301	6,793,215
Support costs	1,817,222	806,292	145,565	2,769,079	2,788,687
Governance costs	-	-	34,155	34,155	25,747
	8,271,336	806,292	1,123,907	10,201,535	9,607,649
<b>Total 2019</b>	7,425,054	853,678	1,328,917	9,607,649	

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**7. CHARITABLE ACTIVITIES**

	Total funds 2020 £	Total funds 2019 £
<b>DIRECT COSTS - EDUCATIONAL OPERATIONS</b>		
Wages and salaries	5,120,384	4,711,907
National insurance	544,409	501,796
Pension cost	1,183,652	832,650
Pension finance cost	46,000	22,000
Educational supplies	306,283	500,864
Examination fees	66,815	109,245
Staff development	10,191	12,005
Educational consultancy	120,567	102,748
	<u>7,398,301</u>	<u>6,793,215</u>
<b>SUPPORT COSTS - EDUCATIONAL OPERATIONS</b>		
Wages and salaries	951,023	938,534
National insurance	80,273	84,093
Pension cost	380,274	356,073
Depreciation	469,198	471,538
Other Support costs	319,864	303,019
Recruitment and support	57,971	96,164
Insurance	27,210	28,101
Maintenance of premises and equipment	260,476	308,927
Cleaning and utilities	76,618	73,213
Bank interest and charges	1,167	1,106
Rent and Rates	38,362	38,353
Technology costs	596	872
Catering	106,047	88,694
	<u>2,769,079</u>	<u>2,788,687</u>
	<u>10,167,380</u>	<u>9,581,902</u>
<b>Governance costs</b>		
Support costs	34,155	25,747
	<u>10,201,535</u>	<u>9,607,649</u>

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

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**8. NET EXPENDITURE**

This is stated after charging:

	2020	2019
	£	£
Depreciation of tangible fixed assets:		
- owned by the charity	468,244	506,412
Auditors' remuneration - audit	12,450	11,700
Auditors' remuneration - other services	2,870	1,450
	<u>483,564</u>	<u>519,562</u>

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**9. STAFF COSTS**

**a. Staff costs**

Staff costs were as follows:

	2020 £	2019 £
Wages and salaries	5,830,344	5,441,006
Social security costs	624,682	585,890
Pension costs	1,563,926	1,188,723
	<u>8,018,952</u>	<u>7,215,619</u>
Agency staff costs	241,064	209,435
Staff restructuring costs	11,320	-
	<u>8,271,336</u>	<u>7,425,054</u>

Staff restructuring costs comprise:

Severance payments	<u>11,320</u>	<u>-</u>
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**b. Non-statutory/non-contractual staff severance payments**

Included in staff restructuring costs in the year were non-statutory severance payments of £11,320.

**c. Staff numbers**

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

	2020 No.	2019 No.
Teachers	91	83
Education Support	32	38
Administration and Estate	37	41
	<u>160</u>	<u>162</u>

**d. Higher paid staff**

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

	2020 No.	2019 No.
In the band £60,001 - £70,000	3	1
In the band £70,001 - £80,000	0	1
In the band £80,001 - £90,000	1	0
In the band £100,001 - £110,000	1	1

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**9. STAFF COSTS (continued)**

The number of employees included in these bands in the prior year had decreased due to changes in the employees performing the relevant roles in the prior year, resulting in fewer employees receiving benefits at the qualifying rates throughout the prior year and therefore being included in these bands. All but one of the above employees (2019: all) participated in the Teachers' Pension Scheme, and the non-teaching employee participated in the Local Government Pension Scheme. During the year ended 31 August 2020, pension contributions by the School for these staff amounted to £85,707 (2019: £41,475).

**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 costs (including employer pension contributions and NI contributions) for key management personnel for their services to the academy trust was £664,702 (2019: £730,604).

**10. GOVERNORS' REMUNERATION AND EXPENSES**

One or more Governors has been paid remuneration or has received other benefits from an employment with the academy. The Principal and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Governors. The value of Governors' remuneration and other benefits was as follows:

		2020 £	2019 £
D Cain-Read	Remuneration	45,000-50,000	35,000-40,000
E McElligott	Remuneration		40,000-45,000
	Pension contributions paid		5,000-10,000
G Robinson	Remuneration	105,000-110,000	105,000-110,000
	Pension contributions paid	25,000-30,000	15,000-20,000
Martina Breslin	Remuneration	55,000-60,000	
	Pension contributions paid	10,000-15,000	

**11. GOVERNORS' 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 Governors and officers indemnity element from the overall cost of the RPA scheme.

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**12. TANGIBLE FIXED ASSETS**

	Leasehold property £	Furniture and fixtures £	Computer Equipment £	Total £
<b>Cost</b>				
At 1 September 2019	22,232,435	115,999	181,809	22,530,243
Additions	-	-	7,629	7,629
At 31 August 2020	22,232,435	115,999	189,438	22,537,872
<b>Depreciation</b>				
At 1 September 2019	3,454,432	71,200	173,242	3,698,874
Charge for the year	444,649	15,030	8,566	468,245
At 31 August 2020	3,899,081	86,230	181,808	4,167,119
<b>Net book value</b>				
At 31 August 2020	18,333,354	29,769	7,630	18,370,753
At 31 August 2019	18,778,003	44,799	8,567	18,831,369

**13. DEBTORS**

	2020 £	2019 £
Trade debtors	31,696	74,546
Other debtors	67,818	35,226
Prepayments and accrued income	163,323	122,757
	<u>262,837</u>	<u>232,529</u>

**14. CREDITORS: Amounts falling due within one year**

	2020 £	2019 £
Salix loan	4,124	4,124
Trade creditors	182,476	213,196
Other taxation and social security	145,957	146,527
Other creditors	133,862	112,456
Accruals and deferred income	170,887	42,761
	<u>637,306</u>	<u>519,064</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**15. CREDITORS: Amounts falling due after more than one year**

	2020 £	2019 £
Salix loan	<u>6,186</u>	<u>10,310</u>

**16. FINANCIAL INSTRUMENTS**

	2020 £	2019 £
Financial assets measured at amortised cost	<u>31,696</u>	<u>74,546</u>
Financial liabilities measured at amortised cost	<u>(483,085)</u>	<u>(380,491)</u>

Financial assets measured at amortised cost include trade debtors.

Financial liabilities measured at amortised costs include trade creditors, accruals, other creditors, and Salix loans.

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**17. STATEMENT OF FUNDS**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
General Funds	257,302	263,602	(257,118)	-	-	263,786
<b>Restricted funds</b>						
General Annual Grant (GAG)	-	8,389,511	(8,295,010)	13,154	-	107,655
Other DfE/ESFA grants	-	610,273	(610,273)	-	-	-
Covid 19 fund	-	49,420	(37,936)	-	-	11,484
Pension reserve	(2,165,000)	-	(532,000)	-	(902,000)	(3,599,000)
	<u>(2,165,000)</u>	<u>9,049,204</u>	<u>(9,475,219)</u>	<u>13,154</u>	<u>(902,000)</u>	<u>(3,479,861)</u>
<b>Restricted fixed asset funds</b>						
Fixed Asset Funds	18,831,370	21,736	(469,198)	(13,154)	-	18,370,754
Total restricted funds	<u>16,666,370</u>	<u>9,070,940</u>	<u>(9,944,417)</u>	<u>-</u>	<u>(902,000)</u>	<u>14,890,893</u>
Total of funds	<u>16,923,672</u>	<u>9,334,542</u>	<u>(10,201,535)</u>	<u>-</u>	<u>(902,000)</u>	<u>15,154,679</u>

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

The General Annual Grant is funding from the DfE for the Academy's operating costs.

Other DfE/ESFA grants mainly relate to statemented funding and grants to fund costs of the School.

Restricted fixed asset funds are the funds associated with the fixed assets of the School.

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



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**17. STATEMENT OF FUNDS (continued)**

**STATEMENT OF FUNDS - PRIOR YEAR**

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
General Funds	287,125	350,427	(332,620)	(47,630)	-	257,302
<b>Restricted funds</b>						
General Annual Grant (GAG)	95,417	7,427,727	(7,602,491)	79,347	-	-
Other DfE/ESFA grants	-	767,126	(767,126)	-	-	-
Pension reserve	(627,000)	-	(399,000)	-	(1,139,000)	(2,165,000)
	<u>(531,583)</u>	<u>8,194,853</u>	<u>(8,768,617)</u>	<u>79,347</u>	<u>(1,139,000)</u>	<u>(2,165,000)</u>
<b>Restricted fixed asset funds</b>						
Fixed Asset Funds	19,301,702	67,797	(506,412)	(31,717)	-	18,831,370

**18. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	18,370,754	18,370,754
Current assets	263,786	762,631	-	1,026,417
Creditors due within one year	-	(637,306)	-	(637,306)
Creditors due in more than one year	-	(6,186)	-	(6,186)
Pension scheme liability	-	(3,599,000)	-	(3,599,000)
	<u>263,786</u>	<u>(3,479,861)</u>	<u>18,370,754</u>	<u>15,154,679</u>

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**18. ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

	Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds
	2019 £	2019 £	2019 £	2019 £
Tangible fixed assets	-	-	18,831,370	18,831,370
Current assets	257,302	529,374	-	786,676
Creditors due within one year	-	(519,064)	-	(519,064)
Creditors due in more than one year	-	(10,310)	-	(10,310)
Provisions for liabilities and charges	-	(2,165,000)	-	(2,165,000)
	<u>257,302</u>	<u>(2,165,000)</u>	<u>18,831,370</u>	<u>16,923,672</u>

**19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2020 £	2019 £
Net expenditure for the year (as per Statement of Financial Activities)	(866,993)	(994,572)
<b>Adjustment for:</b>		
Depreciation charges	468,244	506,412
Interest receivable	(1,894)	(2,117)
Increase in debtors	(30,307)	(31,602)
Increase in creditors	118,242	62,154
Capital grants from DfE and other capital income	(21,736)	(67,797)
Defined benefit pension scheme cost less contributions payable	486,000	377,000
Defined benefit pension scheme finance cost	46,000	22,000
<b>Net cash provided by/(used in) operating activities</b>	<u>197,556</u>	<u>(128,522)</u>

**20. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2020 £	2019 £
Cash at hand	104	179
Cash at bank	763,477	553,969
<b>Total</b>	<u>763,581</u>	<u>554,148</u>

**21. PENSION COMMITMENTS**

The academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme

**NOTES TO THE FINANCIAL STATEMENTS**  
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**21. PENSION COMMITMENTS (continued)**

(LGPS) for non-teaching staff, which is managed by The London Borough of Haringey. Both are Multi-Employer Defined Benefit Pension Schemes.

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

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

**Teachers' Pension Scheme**

**Introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, 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 actuarial valuation of the TPS that applied in 2018/19 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%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The employer's pension costs paid to TPS in the period amounted to £801,703 (2019 - £520,064).

A copy of the 2014 valuation report and supporting documentation is on the Teachers' Pensions website ([www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx](http://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx)).

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**21. PENSION COMMITMENTS (continued)**

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £388,000 (2019 - £397,000), of which employer's contributions totalled £281,000 (2019 - £292,000) and employees' contributions totalled £107,000 (2019 - £105,000). The agreed contribution rates for future years are 20% for employers and between 5.5 and 7.5% 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:

	2020	2019
Discount rate for scheme liabilities	1.70 %	1.90 %
Rate of increase in salaries	3.20 %	2.90 %
Rate of increase for pensions in payment / inflation	2.20 %	2.30 %
Inflation assumption (CPI)	2.20 %	2.30 %

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

	2020	2019
Retiring today		
Males	21.5	20.9
Females	23.7	23.2
Retiring in 20 years		
Males	22.7	22.2
Females	25.3	24.5

	At 31 August 2020 £'000	At 31 August 2019 £'000
<b>Sensitivity analysis</b>		
Discount rate +0.1%	(272)	(238)
Discount rate -0.1%	272	238
Mortality assumption - 1 year increase	348	261
Mortality assumption - 1 year decrease	(348)	(261)
CPI rate +0.1%	227	188
CPI rate -0.1%	(227)	(188)

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**21. PENSION COMMITMENTS (continued)**

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

	Fair value at 31 August 2020 £	Fair value at 31 August 2019 £
Equities	4,454,000	4,312,000
Gilts	1,644,000	1,699,000
Property	617,000	392,000
Cash and other liquid assets	137,000	130,000
Total market value of assets	<u>6,852,000</u>	<u>6,533,000</u>

The actual return on scheme assets was £85,000 (2019 - £167,000).

The amounts recognised in the Statement of Financial Activities incorporating Income and Expenditure Account are as follows:

	2020 £	2019 £
Current service cost	(767,000)	(669,000)
Interest income	127,000	167,000
Interest cost	(173,000)	(189,000)
Total	<u>(813,000)</u>	<u>(691,000)</u>

Movements in the present value of the defined benefit obligation were as follows:

	2020 £	2019 £
Opening defined benefit obligation	8,698,000	6,427,000
Current service cost	767,000	669,000
Interest cost	173,000	189,000
Employee contributions	107,000	105,000
Actuarial losses	826,000	1,379,000
Benefits paid	(120,000)	(71,000)
Closing defined benefit obligation	<u>10,451,000</u>	<u>8,698,000</u>

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**21. PENSION COMMITMENTS (continued)**

Movements in the fair value of the academy's share of scheme assets:

	2020 £	2019 £
Opening fair value of scheme assets	6,533,000	5,800,000
Interest income	127,000	167,000
Actuarial gains	(76,000)	240,000
Employer contributions	281,000	292,000
Employee contributions	107,000	105,000
Benefits paid	(120,000)	(71,000)
	<hr/>	<hr/>
Closing fair value of scheme assets	6,852,000	6,533,000
	<hr/>	<hr/>

**22. OPERATING LEASE COMMITMENTS**

At 31 August 2020 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2020 £	2019 £
<b>Amounts payable:</b>		
Within 1 year	20,721	20,721
Between 1 and 5 years	6,525	27,246
	<hr/>	<hr/>
Total	27,246	47,967
	<hr/>	<hr/>

**23. RELATED PARTY TRANSACTIONS**

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 10.

**24. MEMBERS' LIABILITY**

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