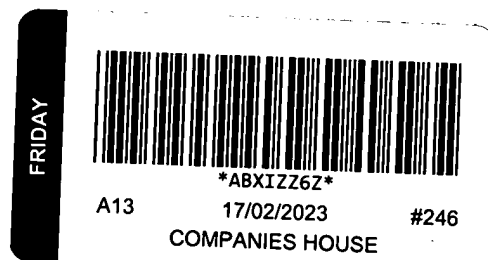


CHARTERS SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022



CHARTERS SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2022

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CHARTERS SCHOOL
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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2022

Members

Mr Richard Evans (articles changed in April 2022 and as of this date he is no longer a member)
Mr Stephen Humphrey
Mrs Mary Breen
Mrs Roisin Toner
Mr Neil Froom
Mr Phil Patient
Mr Jacques Van Eedem

Trustees

Mr Richard Evans	Chair
Mr Mark Holdaway	Vice Chair
Mr Peter Barralet	
Mrs Leigh McKay	
Mrs Sandy Walia	
Mr Andy Smith	
Mrs Joanna Dean	(term ended April 2022 when new articles were adopted)
Mrs Martine Dodwell Bennett	
Mrs Fareeda Qasim	(stepped down Nov 2021)
Mr Richard Tyler	
Mr James Toney	(term started March 2022)
Mrs Nabila Tayub	(term started April 2022)
Ms Sally Graham	(term started March 2022)
Mrs Helen Holroyd	(term started Dec 2021)

Headteacher
Mr Jonathan Fletcher

Company Secretary

Mrs Julie Mitchell

Senior Management Team

Mr Ivan Wright	Deputy Headteacher
Mr Paul Stephenson	Deputy Headteacher
Mrs Julie Mitchell	Business Manager
Mrs Cindy Henley	Deputy Headteacher
Miss Catt Torlop	Assistant Headteacher
Mrs Kate Hill	Assistant Headteacher
Mr Chris Cook	Assistant Headteacher
Mrs Rachel Zell	Assistant Headteacher
Mrs Kirstie Hartwell	Assistant Headteacher

Company Name

Charters School

Principal and Registered Office

Charters Road, Sunningdale, Ascot, Berkshire, SL5 9QY

Company Registered Number

08208767 (England & Wales)

Independent Auditor

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

CHARTERS SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Bankers

Lloyds (Windsor & Eton Branch), PO Box 1000, BX1 1LT

Solicitors

Browne Jacobson 15th Floor, 6 Bevis Marks, London, EC3A 7BA

CHARTERS SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report together with the financial statements and auditors' reports of the charitable company for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates an academy for students aged 11 to 18 serving a catchment area in Sunningdale, Berkshire. It has a pupil capacity of 1740 and had a roll of 1739 in the school census in January 2022 including 363 in the sixth form.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Charters School is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The Trustees (governors) of the Charters Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Charters school. Details of the trustees who served throughout the year are included in the Reference and Administrative Details on page 1 and 2.

Members' Liability

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

Trustees' Indemnities

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. The cost of this insurance in the year was included in the Risk Protection Arrangement.

Method of Recruitment and Appointment or Election of Trustees

The Board of Trustees regularly reviews the mix of skills they possess. New Trustees will be recruited with the aim of improving the skills set of the Board. It is also the intention to draw most of the Board of Trustees from the local community.

Community trustees are appointed by the Board of Trustees after they are approved by the Members. Co-opted Trustees are appointed by the Board of Trustees where a specific skills gap has been identified. The Board has recruited a co-opted trustee who is a retired educational psychologist, and she has taken on the SEND link role. Parent trustees are appointed via an election process of the parents and caregivers. A parent trustee must be the parent or carer of a registered pupil of Charters School.

A Trustee's term of office, apart from the Headteacher, shall be four years. Any trustee may be re-appointed or re-elected. Currently, we have two community trustee who are serving their second term.

Policies and Procedures Adopted for the Induction and Training of Trustees

All new Trustees meet with the Chair of the Board of Trustees to discuss the role of Trustees and meet the Headteacher to be briefed about the school's aims, purposes, and context. A comprehensive induction document has been produced with all the relevant information and forms included. New trustees attend a four-part induction which is held in person and is led by Governor Services through Achieving for Children. Additionally, individual trustees attend additional training courses and conferences organised by appropriate bodies and the school to develop their knowledge and understanding of the Trustees' role and latest educational developments and requirements. Occasionally, bite size training is provided before the Full Trustee Board meetings. The school continues to procure Governor Support Services from Achieving for Children part of RBWM, the local authority. The school has a gold membership with the National Governance Association and subscribes to their learning link training services. The governance professional attends quarterly updates and feeds back to the board the relevant information.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Organisational Structure

The Trustees have responsibility for setting and monitoring the overall strategic direction of the charitable company, approving decisions reserved to Trustees and appointing key members of staff.

The Trustees meet as a Full Board of Trustees four times each year. All decisions reserved to the Trustees are taken by the Full Board of Trustees as a whole. Trustee committees meet three or four times each year to consider detailed matters and recommend decisions to the Full Trustee Board.

The function of all committees is to exercise the delegated powers (as listed under functions) and to report and make recommendations to the Full Board of Trustees. There are two such committees: Resources, and Curriculum. The committee structure works well and the terms of reference for each committee are reviewed annually.

Arrangements for setting pay and remuneration of key management personnel

The Trustees' Remuneration Committee has been delegated responsibility by the Full Board of Trustees to:

- 1) Review the Headteacher's performance against set targets, review the Headteachers' pay, and set performance targets for the academic year.
- 2) Receive and consider the Headteacher's report about the performance review and recommendations on pay for the Senior Leadership Team with regard to the previous academic year, as well as scrutinising their targets for the new academic year.
- 3) The Remuneration Committee reports activity back to the Full Board of Trustees.

The Committee consists of three Trustees, one of whom must have received appropriate performance management training. The Chair of this committee is nominated by the Trustees. The remaining two members of the Committee are selected by the Board of Trustees at the last Full Board of Trustees meeting of the previous academic year held in July. The Committee will review the Headteachers' performance and pay and set new performance targets. The committee will meet with the Headteacher to review their performance and discuss provisional targets. This meeting takes place before the 31st December each academic year. Subsequently, the Committee will review the Headteacher's performance, make decisions about any performance awards and set targets for the coming year. Evidence will be gathered from the Headteacher's written review of their performance and discussion with the Headteacher during the meeting. The Headteacher will ensure that the Committee also receive written performance management reviews and targets for the Senior Leadership Team, including any pay recommendations, prior to their meeting. At the meeting of the Committee, the Headteacher will present their report on the Senior Leadership Team and the Committee will receive and consider any pay recommendations and targets for the academic year. When considering the Headteacher's recommendations the Committee will apply the criteria set out in the School Teachers' Pay and Conditions Document (STPCD) and the school's Pay Policy.

All performance awards will be made in the context of affordability and the constraints on the school's annual budget. Budgetary difficulties will not, however, be used as a reason for not making pay progression awards. The amount received from specific government grant for performance pay each year will be supplemented (or not as determined by the Trustees) from the school's own resources and the total thus allocated will be identified as a separate heading in the school's budget.

CHARTERS SCHOOL
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0	0

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Provide the total cost of facility time	Nil
Provide the total pay bill	Not Applicable
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time + total pay bill) x 100	Not Applicable

Paid trade union activities

Time spent on paid trade union activities such as a percentage of total paid facility time hours calculated as:	Nil
(total hours spent on paid trade union activities by relevant union officials during the relevant period + total paid facility time hours) x 100	Not Applicable

Related Parties and other Connected Charities and Organisations

The Headteacher continues to be a Trustee for Tyr Abad Residential Education Trust, however the Trust was placed into member voluntary liquidation during 2020/21.

OBJECTIVES AND ACTIVITIES

Objects and Aims

Charters School's object ("the Object") is specifically restricted to the following:

- To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing, and developing a school offering a broad and balanced curriculum.
- To promote for the benefit of the inhabitants of Windsor and Maidenhead and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship, or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Objectives, Strategies and Activities this will need updated

The school's main targets for 2021/22 were to:

- To develop our curriculum to ensure it meets the needs of, and sufficiently challenges, all students.
- To promote and foster positive attitudes across the school, amongst all stakeholders.
- To broaden and enrich opportunities for personal development and promote physical and mental wellbeing for all.
- To foster and develop consistently high quality and positive school leadership at all levels, with a specific focus on the laser sharp use of assessment information to inform high quality targeted support.

The Trustees use the following key measures to assess the success of the activities of the charitable company:

- Examination results measured against targets set at the beginning of each academic year and against national benchmarks, Charters consistently in the top 10% for all progress and attainment measures.
- Student behaviour and attendance is in line with student academic outcomes and national benchmarks, where appropriate. Progress is made against the outcomes identified in the School Improvement Plan.
- The School Self-Evaluation Form and annual Senior Leadership Team monitoring programme and any additional Headteacher reports to Trustees covering the main aspects of school operations, including school provision outside of academic qualifications.

Public Benefit

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

Benefits and Beneficiaries

In accordance with its charitable objectives, the charitable company strives to advance the education of the pupils attending the school. The charitable company's primary beneficiaries are therefore the pupils, and benefits to pupils are provided through continuing to maintain a high standard of education throughout the school.

Trustees' Assessment of Public Benefit

In order to determine whether or not the charitable company has fulfilled its charitable objectives for public benefit, the trustees gather evidence of the success of Charters School's activities

STRATEGIC REPORT

Achievement and Performance

The summer examination series ran for both Key Stage 4 and Key Stage 5 students this summer following an absence of two years due to the covid-19 pandemic. Results at a national level were placed between those seen following the TAGs process in 2021 and the last set of results from an examination series in 2019. Those students in Year 13 didn't sit examinations when they were in Year 11 so the process of external assessments was new to that cohort.

At Key Stage 5, 56.7% of A level grades awarded were A*-B. This is a slight drop on the 2019 figure of 58%. However, it is a significantly below the national average. 29.1% were judged to be A*/A. This is an increase from the 2019 figure of 24%.

At Key Stage 4, 64.1% of all students achieved grades 9 – 5 in both English and Maths GCSE. This is a tremendous achievement, as it is broadly in line with the TAG figure of 65.3% from 2021, and dwarfs the 2019 figure of 53.5%. The attainment 8 grade was 5.73.

CHARTERS SCHOOL
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Key Performance Indicators

The School uses the School Resource Management Self- Assessment dashboard to enable informed decision in relation to effective resource management, in addition, the Trustees receive and review benchmarking and integrated curriculum financial planning information annually.

The key financial performance indicator for the school was to maintain the current level of educational performance within a balanced budget. The school had set a balanced budget; performance was as expected, in addition, the following financial key performance indicators are regularly monitored, staff costs, total staff costs to ESFA income, staff cost to total income and staff costs as a proportion of total expense, teacher contact time, expenditure on curriculum and non-curriculum support staff. Performance against these indicators was, as expected or better than expected. The school makes good use of integrated curriculum financial planning to inform curriculum and financial planning

In 2021-22, student applications for places at the school continued to be strong. There is a waiting list for all year groups, application to the sixth form also remain strong

Going Concern

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

FINANCIAL REVIEW

Most of Charters School's income comes from the Educational and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. These grants and the associated expenditure are shown as restricted general funds in the statement of financial activities. In 2021/22 academic year the school received a recovery premium grant and a school led tutoring grant from the ESFA. The school has used these funds to support disadvantaged student, this has included face to face tutoring and wellbeing support.

Charters School also receives grants from the ESFA for capital expenditure and in accordance with the Charities Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities', such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Other sources of income are 'unrestricted', and these are mainly monies collected from parents for learning resources, school trips, outings, and other extra-curricular activities. Also included in 'unrestricted' funds are voluntary donations made by parents to support school life, lettings income and surplus cash funds transferred from RBWM at the time of conversion.

Charters School held fund balances on 31 August 2022 of £21,030,851 comprising (£1,835,609) of restricted funds including a pension reserve deficit of (£1,957,000) and restricted fixed assets of £21,960,681, and unrestricted funds of £905,779. The reserves at the end of the financial year are greater than anticipated, as a number of planned projects could not complete during the financial year. The planned works will take place during the next financial year and reserves will reduce accordingly. The Trustees believe the fund balances are adequate to provide sufficient working capital in times of possible future funding turbulence, to provide a cushion to deal with unexpected emergencies and to fulfil the objectives detailed in the School Development Plan.

As detailed in note 25 to the accounts, the Trust has taken on a deficit in the Local Government Pension Scheme. This will result in the school having to make additional contributions in future years. The Trustees believe they will be able to fund this deficit in the coming years.

CHARTERS SCHOOL
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

FINANCIAL REVIEW (continued)

The Covid 19 virus continued to impact on the school in the academic year 2021/22. Education for some students was disrupted due to illness, but overall the school was able to return to normal with students absent for covid related reasons accessing learning remotely. The impact of the virus on staff attendance was significant with teaching supply costs significantly higher than in previous years.

There has continued to be a delay in procuring some goods and services and prices have not settled to pre-pandemic levels in some areas, but the school remains in a strong financial position and managed to complete the carried over capital projects from the 2020/21 academic year.

Reserves Policy

The Trust holds reserves to provide sufficient working capital in times of possible future funding turbulence, to provide a cushion to deal with unexpected emergencies and to fulfil the objectives detailed in the School Development Plan.

On 31 August 2022 the total funds comprised:

Unrestricted		905,779
Restricted:	Fixed asset funds	21,960,681
	GAG	193,007
	Pension reserve	(1,957,000)
	Other, including SALIX loan	(71,616)
		<u>£21,030,851</u>

The deficit on the pension reserve relates to the non-teaching staff pension scheme where, unlike the teacher's scheme, separate assets are held to fund future liabilities as discussed in note 25. The deficit has decreased by £4,660,000 during the 2021/22 financial year, this is as a result of changes to financial assumptions. The deficit can be met in the longer term from any combination of increased employer or employee contributions, increased government funding or changes to scheme benefits. The restricted funds of £121,391 includes SALIX loan liability of £89,398 which will be met from GAG funds over a period of years as per notes 18 and 19. Therefore, excluding this liability, restricted funds are £210,789, which will be spent in accordance with the terms of the particular funds.

Investment Policy

The Trustees' investment powers are set down in the Memorandum and Articles of Association which permit the investment of monies of Charters School that are not immediately required for its purposes in such investments as may be thought fit subject to any restrictions which may from time to time be imposed or required by law.

Charters School's current policy is to invest surplus funds in a combination of short-term cash deposits for fixed periods of no longer than six weeks and longer-term deposit accounts up to one year. Periodically, the management will review interest rates and compare with other investment opportunities. Any change in policy requires the approval of Trustees.

Principal Risks and Uncertainties

The Academy Trust practices through its Board of Trustees and the constituted committees, risk management principles. Any major risks highlighted at any sub-committee are brought to the main Board with proposed mitigating actions and they continue to be reported until the risk is adequately mitigated.

The Board of Trustees accepts managed risk as an inevitable part of its operations but maintains an objective not to run unacceptable levels of risk in any area. The subjective nature of this process requires major risks to be resolved by the Governing Body collectively, whilst more minor risks are dealt with by senior executive officers. The School maintains a Risk Register and Risk Management Action Plan that is reviewed regularly by Trustees at the Resource Committee Meetings.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

FUNDRAISING

The School engages in fundraising throughout the school year, both for specific projects and to augment the annual education budget. Funds are raised in a number of ways including, regular giving, fundraising events, letting the school facilities, project specific campaigns and sponsorship. Where appropriate the school also applies for grants from local and national organisations.

All fundraising activity is monitored by the Headteacher and School Business Manager to ensure it is coordinated appropriately. Trustees and the SLT are mindful that each families' financial circumstances are different and therefore parents are asked only for contributions that are practical and affordable.

The school does not work with professional fundraisers and has not received any complaints.

PLANS FOR FUTURE PERIODS

The future development of Charters School is detailed in the School Improvement Plan, approved by the Board of Trustees. In the plan, there are clear objectives with specific and measurable success criteria laid out. These are evaluated by trustees regularly. At a high level, the school's future plans centre on six areas with key desired outcomes listed below.

FOCUS 1: PROMOTE, FOSTER AND MAINTAIN A CULTURE OF 'TALKING AND LISTENING' IN ORDER TO CREATE AN ENVIRONMENT OF SAFETY, UNITY AND RESPECT

PRIORITY	Impact
1.1 All students identifying a safe space that they would talk	Develop the schools speaking and listening culture Improved feedback on students' ability to identify support Increase students' engagement with key support services

FOCUS 2: TO CONTINUE DEVELOP OUR CURRICULUM TO ENSURE IT MEETS THE NEEDS OF, AND SUFFICIENTLY CHALLENGES, ALL STUDENTS.

PRIORITY	Impact
2.1 Embed whole-school Reading & Literacy Strategy	i. Significant improvement in the reading ages of Year 7 and Year 8 students is seen ii. A consistent approach to reading is evident across all subjects iii. Greater use of library resources for targeted interventions iv. Struggling readers identified early and interventions put in place v. Increased confidence in all with tier 2 and tier 3 vocab. vi. More staff linking writing with reading – Students develop confidence in finding out what they don't know by reading

FOCUS 3: PROMOTE AND FOSTER POSITIVE ATTITUDES ACROSS THE SCHOOL, AMONGST ALL STAKEHOLDERS.

PRIORITY	Impact
3.1 - Development and implementation of a clear and robust attendance strategy for 2023	Increased attendance of all year groups to over 96% Reduced number of students classed as 'persistent absentees' (< 10%) Reduced attendance gaps between student groups, particularly disadvantaged students.

CHARTERS SCHOOL
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

PLANS FOR FUTURE PERIODS (continued)

FOCUS 4: TO BROADEN AND ENRICH OPPORTUNITIES FOR PERSONAL DEVELOPMENT AND PROMOTE PHYSICAL & MENTAL WELLBEING FOR ALL.

PRIORITY	Impact
4.1 Embed the new Personal Development Structure across all Key Stages PSHEC lessons to be highly effective in delivering the new PSHE Association programme of study so that all DFE requirements for RSE and Careers are met.	Providing Charters students with a comprehensive package of personal development skills including careers, RSE, character education and an appreciation of British values to enable them to demonstrate Unity, Respect and Excellence in all they do. Develop desirable PiXL Edge qualities of Leadership, Organisation, Resilience, Initiative and Communication in all Charters students Develop responsible, respectful and active young people who engage with their community and the wider world

FOCUS 5: TO FOSTER AND DEVELOP CONSISTENTLY HIGH QUALITY AND POSITIVE SCHOOL LEADERSHIP AT ALL LEVELS.

PRIORITY	Impact
5.1 Further development of staff recruitment and retention systems to protect the curriculum over the next three years	Maintenance of a balanced curriculum all, including AP provision. Staff turnover in any one year no more than 15% for teaching staff and 15% for support staff Staff feel supported in the work environment. Ensure that staff development opportunities are strong and enable teacher growth.

FOCUS 6: TO PROVIDE A HOLISTIC APPROACH TO SIXTH FORM EDUCATION THAT PREPARES STUDENTS FOR LIFE POST 18

Priority	Impact
6.1 Development of students Sixth Form mindset	Students develop good learning habits Students have improved resilience and are successful independent learners Students know and understand how to access the support available in school

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

Charters School does not hold cash or assets as a custodian for any third party.

CHARTERS SCHOOL
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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

AUDITOR

MHA, Macintyre Hudson have indicated their willingness to continue in office.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 28 November 2022 and signed on the board's behalf by:



R Evans
Chair of Trustees

CHARTERS SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022

The Academy Trust has an established Senior Leadership Team that has instituted a thorough and effective system of internal control measures to ensure the appropriate management of the resources for which we are responsible.

SCOPE OF RESPONSIBILITY

As trustees we acknowledge we have overall responsibility for ensuring that Charters 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 Trustees has delegated the day-to-day responsibility to the Headteacher (Jonathan Fletcher), 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 Charters School and the Secretary of State for Education. He is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The full Board of Trustees has formally met four times during the year.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr Richard Evans (Chair)	4	4
Mr Mark Holdaway (Vice Chair)	4	4
Mr Peter Barralet	3	3
Mrs Leigh McKay	4	4
Mrs Nabila Tayub	1	1
Mrs Sally Graham	2	2
Mr Jonathan Fletcher	4	4
Mrs Sandy Walia	3	4
Mr Andy Smith	1	1
Mrs Joanna Dean (stepped down Mar 2022)	3	3
Mrs Martine Dodwell Bennett	4	4
Mrs Fareeda Qasim (stepped down Nov 2021)	3	4
Mr James Toney	2	2
Mr Richard Tyler	3	4

The board of trustees comprises:

- up to four Community Trustees.
- two co-opted trustees (more can be appointed if needed)
- a minimum of four Parent Trustees.
- the Head
- any Additional Trustees, if appointed under Article 62, 62A or 68A; and
- any Further Trustees, if appointed under Article 63 or Article 68A.

In the year 2021/22 we have 4 Community Trustees, 2 Staff Trustees (including the Head and 1 associate staff. This changed when our new articles were adopted in April 2022 meaning that we were no longer allowed to have staff trustees), and a full complement of 6 Parent Trustees and 2 co-opted trustees.

A review of the board's performance was conducted on 18th July by the Effective Governance working group, using a self-evaluation template provided by the National Governance Association. This review concluded that the board performed well in 2021/22 against the defined criteria.

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

GOVERNANCE (continued) -

The main area requiring further development was that the Trustee Board should continue to improve their visibility with parents and more regularly gather the views of staff and students. Trustees are informed about the school and are able to attend many school events, they speak to many parents and students as a result, but it was felt a more formal setting would benefit ongoing dialogue and plans for regular updates from the Chair in the newsletter are in place. The Chair regularly attends staff briefings to keep staff up to date on trustee activities. Bitesize training is being planned around the Ofsted Framework and the link trustee roles.

Trustees looked at succession planning and will be recruiting to fill vacancies as they become available with consideration being given to the person who will become the next Chair. The link roles were redefined so that they aligned with the criteria of the Ofsted Framework.

The Chair, governance professional and the Head meet quarterly with our members

We achieve good data quality through the following:

- **Governance and leadership** - defined roles and responsibilities to ensure accountability for data quality with policies and procedures in place to support the process
- **Systems and processes** - are in place that secure the quality of data, data is discussed in a timely manner at the next meeting.
- **People and skills** - train staff so they have the appropriate knowledge, competencies, and capacity for their roles
- **Data use** - the purpose of collecting and reporting robust, good quality data is to inform management, make improvements to teaching and learning outcomes and to promote accountability to parents, stakeholders, local residents and government
- **Data security** - data collected must be secure and should only be used for authorised purposes

All management information, including financial and performance information, is used by the trustees to manage its performance. External bodies use this information to assess our performance and stakeholders need accessible and reliable information to make informed decisions.

The sources of data about academic progress and attainment are from published results and independent, third-party evaluations compared to other schools nationally, for example, Analyse School Performance; Alps; Fischer Family Trust.

The board finds the quality of data acceptable because they accurately reflect performance and give reliable pointers to where we can improve as a school.

The **Curriculum Committee** is a sub-committee of the main Board of Trustees. Its purpose is to monitor and evaluate rates of progress and standards of achievement by pupils; and to review, monitor and evaluate the curriculum offer and in doing so ensure a broad and balanced curriculum that is relevant to the needs of all pupils at Charters School. The attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr Richard Tyler (Chair)	3	3
Ms Joanna Dean	2	2
Mrs Sandy Walia	2	3
Mrs Helen Holroyd	1	2
Mrs Fareeda Qasim	0	1
Mrs Martine Dodwell Bennett	3	3
Mr James Toney	1	1

CHARTERS SCHOOL
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GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

GOVERNANCE (continued)

The **Resources Committee** is a sub-committee of the main Board of Trustees. Its purpose is to ensure that the Academy Trust complies with the ESFA Academies Financial Handbook, to provide guidance and assistance to the Headteacher and Trustees in all matters relating to budgeting and finance, and to provide support and guidance for the Board of Trustees and the Headteacher on all matters relating to the maintenance and development of the premises and grounds, including Health and Safety.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr Mark Holdaway (Chair)	3	4
Mr Richard Evans	3	4
Mr Peter Barralet	3	4
Mr Andy Smith	4	4
Mrs Sally Graham	2	2
Mrs Leigh McKay	3	4
Mr Jonathan Fletcher	4	4

Conflicts of interest

Annual declarations of interest are made by each Trustee for the Trust's register of interests. If any Trustee has an interest in any matter discussed at Board meetings, they are required to disclose such conflicts and do not participate in related discussions or decisions.

REVIEW OF VALUE FOR MONEY

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

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by taking a wide range of steps, linked to the School Improvement Plan, to ensure the Academy's sustained excellent performance as measured by outcomes for students. A relentless focus on the quality of learning and teaching has ensured that students have continue to exceed expectations. There continues to be a focus on student well-being post-covid.

In terms of financial efficiency, during the 2021/22 academic year the school has continued to monitor staff costs, carefully considering any appointments, and making savings where appropriate. Several contracts have been retendered delivering costs savings. Teaching staff have continued to provide cover support during the year where appropriate and during periods of staff illness. End of life equipment has been replaced and the school continues to make use of government procurement frameworks where appropriate. The school also works collaboratively with other local secondary schools to achieve best value.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively, and economically. The system of internal control has been in place in Charters School for the period ending 31 August 2022 and up to the date of approval of the annual report and financial statements.

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

CAPACITY TO HANDLE RISK

The Board of Trustees has reviewed the key risks to which Charters School is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees confirm that there is a formal on-going process for identifying, evaluating and managing the Charters School's significant risks. This has been in place for the twelve-month period to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees through the established committees.

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the 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
- regular review of the Contracts Register by the Resources Committee.

In 2021/22, the board of trustees have appointed School Business Services to provide internal review services.

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

- testing of recruitment processes
- testing of payroll procedures, including authorising appointments, changes to pay.
- testing of procurement procedures, including testing delegated authority and segregation of duties is in place
- testing of control account/ bank reconciliations
- testing the period closedown processes and management accounts

On an annual basis, the **reviewer** reports to the board of trustees, through the **Resources Committee incorporating the Risk and Audit Committee** on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. During 2021/22 the work was delivered as planned, in . No major control issues were identified. In addition to testing of financial controls School Business Services also reviewed governance arrangements, some low risk actions were identified, these were discussed by Trustees and actions taken where appropriate.

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022


REVIEW OF EFFECTIVENESS


As the accounting officer Headteacher, Jonathan Fletcher 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 external auditor
- the work of the internal reviewer
- the financial management and governance self-assessment process
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework

The accounting officer has accepted the recommendations of the external audit and a plan to address weaknesses and ensure continuous improvement of the system has been implemented as appropriate.

Approved by order of the Members of the Board of Trustees on 28 November 2022 and signed on its behalf by:


.....
R Evans
Chair of Trustees


.....
J Fletcher
Accounting Officer

CHARTERS SCHOOL
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE
FOR THE YEAR ENDED 31 AUGUST 2022

As Accounting Officer of Charters School, I have considered my responsibility to notify Charters School Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of funding, under the funding agreement in place between Charters School 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 2021.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by Charters School, or material non-compliance with the terms and conditions of funding under the Charters School's funding agreement and the Academies Financial Handbook 2021.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the board of trustees and ESFA.



J Fletcher
Accounting Officer

28 November 2022

CHARTERS SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees and signed on its behalf by:



R Evans
Chair of Trustees

Date: 28 November 2022

CHARTERS SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF CHARTERS SCHOOL

Opinion

We have audited the financial statements of Charters School (the 'academy trust') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

CHARTERS SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
CHARTERS SCHOOL (CONTINUED)**

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
CHARTERS SCHOOL (CONTINUED)**

Responsibilities of trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

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

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

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

CHARTERS SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
CHARTERS SCHOOL (CONTINUED)**

Use of our report

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



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

Date: 16 December 2022

CHARTERS SCHOOL
(A Company Limited by Guarantee)

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

In accordance with the terms of our engagement letter dated 31 August 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Charters School during the year 1 September 2021 to 31 August 2022 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 Charters School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Charters School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Charters School and ESFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Charters School's funding agreement with the Secretary of State for Education dated 20 October 2011 and the Academy Trust Handbook, extant from 1 September 2021, 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 2021 to 2022. 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 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

CHARTERS SCHOOL
(A Company Limited by Guarantee)

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

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

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

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

MHA MacIntyre Hudson

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

Date: 16 December 2022

CHARTERS SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:						
Donations and capital grants	3	44,250	18,828	61,076	124,154	137,850
Other trading activities	5	44,942	-	-	44,942	21,520
Investments	6	481	-	-	481	653
Charitable activities		554,853	10,008,597	-	10,563,450	9,755,120
Total income		644,526	10,027,425	61,076	10,733,027	9,915,143
Expenditure on:						
Charitable activities	7	208,558	10,409,507	968,512	11,586,577	10,620,330
Total expenditure		208,558	10,409,507	968,512	11,586,577	10,620,330
Net income/(expenditure)		435,968	(382,082)	(907,436)	(853,550)	(705,187)
Transfers between funds	19	(234,997)	(204,422)	439,419	-	-
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	25	-	5,249,000	-	5,249,000	(479,000)
Net movement in funds		200,971	4,662,496	(468,017)	4,395,450	(1,184,187)
Reconciliation of funds:						
Total funds brought forward		704,808	(6,498,105)	22,428,698	16,635,401	17,819,588
Net movement in funds		200,971	4,662,496	(468,017)	4,395,450	(1,184,187)
Total funds carried forward		905,779	(1,835,609)	21,960,681	21,030,851	16,635,401

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

The notes on pages 29 to 59 form part of these financial statements.

CHARTERS SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08208767

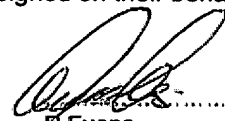
BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	14		21,532,223		22,004,154
			<u>21,532,223</u>		<u>22,004,154</u>
Current assets					
Debtors	15	320,054		203,482	
Investments	16	300,000		300,000	
Cash at bank and in hand		2,078,936		1,845,265	
		<u>2,698,990</u>		<u>2,348,747</u>	
Creditors: amounts falling within one year	17	(1,183,763)		(1,011,102)	
Net current assets			<u>1,515,227</u>		<u>1,337,645</u>
Total assets less current liabilities			<u>23,047,450</u>		<u>23,341,799</u>
Creditors: amounts falling after one year	18		(59,599)		(89,398)
Net assets excluding pension liability			<u>22,987,851</u>		<u>23,252,401</u>
Defined benefit pension scheme liability	25		(1,957,000)		(6,617,000)
Total net assets			<u><u>21,030,851</u></u>		<u><u>16,635,401</u></u>
Funds of the Academy Trust					
Restricted funds:					
Fixed asset funds	19	21,960,681		22,428,698	
Restricted income funds	19	121,391		118,895	
Pension reserve	19	(1,957,000)		(6,617,000)	
Total restricted funds	19		<u>20,125,072</u>		<u>15,930,593</u>
Unrestricted income funds	19		<u>905,779</u>		<u>704,808</u>
Total funds			<u><u>21,030,851</u></u>		<u><u>16,635,401</u></u>

CHARTERS SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08208767

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

The financial statements on pages 25 to 59 were approved and authorised for issue by the Trustees and are signed on their behalf, by:


R Evans
Chair of Trustees

Date: 28 November 2022

The notes on pages 29 to 59 form part of these financial statements.

CHARTERS SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	21	657,945	1,255,104
Cash flows from investing activities	22	(424,274)	(579,868)
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		233,671	675,236
Cash and cash equivalents at the beginning of the year		1,845,265	1,170,029
Cash and cash equivalents at the end of the year	23, 24	<hr/> 2,078,936 <hr/>	<hr/> 1,845,265 <hr/>

The notes on pages 28 to 56 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

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

1.2 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

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

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

Capital grants are recognised 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**

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

- **Other income**

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

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

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

1.4 Expenditure

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31.AUGUST 2022

1. Accounting policies (continued)

1.4 Expenditure (continued)

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Going concern

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

1.6 Tangible fixed assets

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following bases:

Long leasehold buildings	- 50 years on cost
Fixtures, fittings and equipment	- 3 - 10 years on cost
Computer equipment	- 3 - 10 years on cost
Motor vehicles	- 5 years on cost

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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.7 Leased assets

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

1.8 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.9 Debtors

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

1.10 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.

1.11 Liabilities and provisions

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

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.13 Pensions

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

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

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. 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.

CHARTERS SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

3. Income from donations and capital grants

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Donations	44,250	18,828	25,672	88,750
Capital grants	-	-	35,404	35,404
	<u>44,250</u>	<u>18,828</u>	<u>61,076</u>	<u>124,154</u>
	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Donations	41,962	29,038	-	71,000
Capital grants	-	-	34,926	34,926
LA capital grants	-	-	11,540	11,540
Donated assets	-	-	20,384	20,384
	<u>41,962</u>	<u>29,038</u>	<u>66,850</u>	<u>137,850</u>

CHARTERS SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4. Funding for the Academy Trust's educational operations

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	9,319,747	9,319,747
Other DfE/ESFA grants			
Pupil premium	-	152,346	152,346
Teachers pay	-	27,235	27,235
Teachers pension	-	76,960	76,960
Others	-	171,818	171,818
	-	9,748,106	9,748,106
Other Government grants			
Local Authority SEN income	-	141,487	141,487
Other Local Authority income	-	62,573	62,573
	-	204,060	204,060
Other income from the Academy Trust's educational operations	554,853	-	554,853
COVID-19 additional funding (DfE/ESFA)			
Other DfE/ESFA COVID-19 funding	-	45,638	45,638
	-	45,638	45,638
COVID-19 additional funding (non-DfE/ESFA)			
Other COVID-19 funding	-	10,793	10,793
	-	10,793	10,793
	554,853	10,008,597	10,563,450

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	8,589,543	8,589,543
Other DfE/ESFA grants			
Pupil premium	-	151,546	151,546
Teachers pension	-	346,831	346,831
Teachers pay	-	122,737	122,737
Others	-	53,936	53,936
	-	9,264,593	9,264,593
Other Government grants			
Local Authority SEN income	-	152,586	152,586
Other Local Authority income	3,327	60,989	64,316
	3,327	213,575	216,902
Other income from the Academy Trust's educational operations	92,090	17,235	109,325
COVID-19 additional funding (DfE/ESFA)			
Catch-up Premium	-	110,480	110,480
Other DfE/ESFA COVID-19 funding	-	16,680	16,680
	-	127,160	127,160
COVID-19 additional funding (non-DfE/ESFA)			
Other COVID-19 funding	-	37,140	37,140
	-	37,140	37,140
	95,417	9,659,703	9,755,120

The academy received £110,480 of funding for catch-up premium and costs incurred in respect of this funding totalled £99,127, with the remaining £11,353 to be spent in 2021/22.

CHARTERS SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

5. Income from other trading activities

	Unrestricted funds 2022 £	Total funds 2022 £
Lettings and rental income	35,717	35,717
Other income	9,225	9,225
	<u>44,942</u>	<u>44,942</u>
	Unrestricted funds 2021 £	Total funds 2021 £
Lettings and rental income	11,920	11,920
Other income	9,600	9,600
	<u>21,520</u>	<u>21,520</u>

6. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £
Bank interest receivable	481	481
	<u>481</u>	<u>481</u>
	Unrestricted funds 2021 £	Total funds 2021 £
Bank interest receivable	653	653
	<u>653</u>	<u>653</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

7. Expenditure

	Staff Costs 2022 £	Premises 2022 £	Other 2022 £	Total 2022 £
Academy's educational operations:				
Direct costs	6,579,642	-	968,999	7,548,641
Allocated support costs	1,869,369	655,427	1,513,140	4,037,936
	<u>8,449,011</u>	<u>655,427</u>	<u>2,482,139</u>	<u>11,586,577</u>
	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £
Academy's educational operations:				
Direct costs	6,419,688	-	386,722	6,806,410
Allocated support costs	1,685,935	654,971	1,473,014	3,813,920
	<u>8,105,623</u>	<u>654,971</u>	<u>1,859,736</u>	<u>10,620,330</u>

8. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Academy's educational operations	<u>7,548,641</u>	<u>4,037,936</u>	<u>11,586,577</u>
	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Academy's educational operations	<u>6,806,410</u>	<u>3,813,920</u>	<u>10,620,330</u>

CHARTERS SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2022 £	Total funds 2021 £
Pension finance costs	16,998	20,846
Teaching educational support staff costs	6,579,642	6,419,688
Educational supplies	341,311	173,084
Examination fees	177,810	104,569
Educational consultancy	43,380	36,445
Other staff costs	73,951	41,661
Other direct costs	315,549	10,117
	<u>7,548,641</u>	<u>6,806,410</u>

Analysis of support costs

	Total funds 2022 £	Total funds 2021 £
Pension finance costs	90,002	68,154
Support staff costs	1,869,369	1,685,935
Depreciation	968,512	946,028
Technology costs	122,954	129,003
Premises costs	655,427	677,075
Other support costs	304,457	289,753
Governance costs	27,215	17,972
	<u>4,037,936</u>	<u>3,813,920</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

9. Analysis of specific expenses

Included within expenditure are the following transactions:

	Total	Individual items above £5,000
	£	Amount Reason
		£
Gifts made by the Academy Trust	598	-

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2022	2021
	£	£
Operating lease rentals	56,988	14,993
Depreciation of tangible fixed assets - owned by charity	968,512	946,028
Fees paid to auditors for:		
- audit	10,250	9,750
- other services	6,900	6,015
	=====	=====

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2022	2021
	£	£
Wages and salaries	5,940,922	5,841,567
Social security costs	603,240	573,803
Pension costs	1,811,230	1,674,469
	=====	=====
	8,355,392	8,089,839
Agency staff costs	89,614	15,784
Staff restructuring costs	4,005	-
	=====	=====
	8,449,011	8,105,623

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

11. Staff (continued)

a. Staff costs (continued)

Staff restructuring costs comprise:

	2022 £	2021 £
Redundancy payments	4,005	-
	<u>4,005</u>	<u>-</u>

b. Staff numbers

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

	2022 No.	2021 No.
Teaching	110	110
Administration and support	81	83
Management	2	2
	<u>193</u>	<u>195</u>

c. Higher paid staff

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

	2022 No.	2021 No.
In the band £60,001 - £70,000	4	4
In the band £70,001 - £80,000	4	3
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	1	-
	<u>1</u>	<u>-</u>

d. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £1,006,982 (2021 - £919,870).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

12. Related Party Transactions – Trustees' remuneration and expenses

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

		2022	2021
		£	£
J Fletcher	Remuneration	110,000 - 115,000	105,000 - 110,000
	Pension contributions paid	25,000 - 30,000	25,000 - 30,000
J Dean	Remuneration	10,000 - 15,000	10,000 - 15,000
	Pension contributions paid	0 - 5,000	0 - 5,000

Details for Trustees resigning before 1 September 2021 are not shown.

During the year ended 31 August 2022, no Trustee expenses have been incurred (2021 - £NIL).

13. Trustees' and Officers' insurance

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

CHARTERS SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

14. Tangible fixed assets

	Long leasehold land and buildings £	Fixtures, fittings and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2021	27,139,681	836,786	900,564	21,275	28,898,306
Additions	272,203	176,341	48,037	-	496,581
Disposals	-	-	-	(21,275)	(21,275)
At 31 August 2022	27,411,884	1,013,127	948,601	-	29,373,612
Depreciation					
At 1 September 2021	5,860,812	273,259	738,806	21,275	6,894,152
Charge for the year	761,198	120,477	86,837	-	968,512
On disposals	-	-	-	(21,275)	(21,275)
At 31 August 2022	6,622,010	393,736	825,643	-	7,841,389
Net book value					
At 31 August 2022	20,789,874	619,391	122,958	-	21,532,223
At 31 August 2021	21,278,869	563,527	161,758	-	22,004,154

Included within long leasehold land and buildings is leasehold land at valuation of £2,515,448 (2021 - £2,515,448), which is not depreciated.

The trust's transactions relating to land and buildings included the granting of a leasehold on a small portion of land for a mobile phone for £105,000 over a term of 20 years from 20 December 2021.

CHARTERS SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

15. Debtors

	2022	2021
	£	£
Due within one year		
Trade debtors	16,700	1,444
Other debtors	3,016	349
Prepayments and accrued income	156,440	159,003
VAT recoverable	143,898	42,686
	320,054	203,482

16. Current asset investments

	2022	2021
	£	£
Bank deposit accounts	300,000	300,000

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. Creditors: Amounts falling due within one year

	2022 £	2021 £
Salix Loan	29,799	29,799
Trade creditors	468,267	142,901
Other taxation and social security	147,283	145,808
Other creditors	185,125	180,940
Accruals and deferred income	353,289	511,654
	<u>1,183,763</u>	<u>1,011,102</u>
	2022 £	2021 £
Deferred income at 1 September 2021	181,645	60,342
Resources deferred during the year	115,879	181,645
Amounts released from previous periods	(181,645)	(60,342)
	<u>115,879</u>	<u>181,645</u>

At the Balance Sheet date the Academy Trust was holding funds received in advance for school trips. There was also an amount relating to rates relief received in Aug-22.

The SALIX loan is from the ESFA which is provided interest free and repayments will be made through a reduction in revenue payments.

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

	2022 £	2021 £
Salix Loan	<u>59,599</u>	<u>89,398</u>

The SALIX loan is from the ESFA and is provided interest free and repayments will be made through a reduction in revenue payments over an 8 year payback.

CHARTERS SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

19. Statement of funds

	Balance at 1 September 2021* £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Unrestricted funds						
Designated funds						
Project fund	101,000	-	-	(75,328)	-	25,672
General funds						
Unrestricted funds	603,808	644,526	(208,558)	(159,669)	-	880,107
Total Unrestricted funds	704,808	644,526	(208,558)	(234,997)	-	905,779
Restricted general funds						
General Annual Grant (GAG)	194,704	9,319,747	(9,087,223)	(234,221)	-	193,007
Other DfE/ESFA revenue grants	18,175	428,359	(430,664)	-	-	15,870
Other Local Authority Grants	-	204,060	(204,060)	-	-	-
SALIX loan	(119,197)	-	-	29,799	-	(89,398)
Catch-up premium	11,353	-	(11,353)	-	-	-
Other DfE/ESFA COVID-19	-	45,638	(45,638)	-	-	-
Other COVID-19 funding	-	10,793	(10,793)	-	-	-
Other income	13,860	18,828	(30,776)	-	-	1,912
Pension reserve	(6,617,000)	-	(589,000)	-	5,249,000	(1,957,000)
	(6,498,105)	10,027,425	(10,409,507)	(204,422)	5,249,000	(1,835,609)

CHARTERS SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19. Statement of funds (continued)

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Restricted fixed asset funds						
Fixed asset fund	22,004,154	-	(968,512)	496,581	-	21,532,223
ESFA/DfE grants	424,544	35,404	-	(31,490)	-	428,458
Donations	-	25,672	-	(25,672)	-	-
	<u>22,428,698</u>	<u>61,076</u>	<u>(968,512)</u>	<u>439,419</u>	<u>-</u>	<u>21,960,681</u>
Total Restricted funds	<u>15,930,593</u>	<u>10,088,501</u>	<u>(11,378,019)</u>	<u>234,997</u>	<u>5,249,000</u>	<u>20,125,072</u>
Total funds	<u>16,635,401</u>	<u>10,733,027</u>	<u>(11,586,577)</u>	<u>-</u>	<u>5,249,000</u>	<u>21,030,851</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19. Statement of funds (continued)

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

All general funds are held for the purposes of education in line with the Academy's objectives.

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the academy via the Education and Skills Funding Agency and the Department for Education. The GAG fund has been set up because the GAG must be used for the normal running costs of the Academy.

The local authority restricted fund represents other funding received from local government received in relation to specific purposes such as SEN funding.

The SALIX loan fund represents a SALIX loan received for boiler replacement work. Repayments will be made through a reduction in revenue payments over a 8 year payback.

The pension reserve represents the separately identifiable pension scheme deficit inherited from the local authority upon conversion to Academy status, and through which all the pension scheme movements are recognised.

Other restricted income funds represents donations and miscellaneous educational income which must be used for the purposes agreed.

The restricted fixed asset fund represents the net book value of inherited fixed assets and fixed assets purchased since conversion.

The DfE/ESFA capital grant fund relates to restricted devolved capital income awarded to the Academy and the relevant restricted expenditure recorded against this.

The transfer between unrestricted, restricted funds and restricted fixed asset funds represents amounts capitalised during the period and funded from income reserves.

Due to the unexpected delay in procuring some goods and services the Trustees are designating £101,000 to ensure the following projects are completed in 2022/23: Sixth Form canopy, replace hanging tiles on sixth form block, relocate and replace long jump pit, health and safety works to various paths, masonry repairs.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2022.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19. Statement of funds (continued)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
Designated funds						
Project fund	-	-	-	101,000	-	101,000
General funds						
Unrestricted funds	598,754	159,552	(47,251)	(107,247)	-	603,808
Total Unrestricted funds	598,754	159,552	(47,251)	(6,247)	-	704,808
Restricted general funds						
General Annual Grant (GAG)	121,726	8,589,543	(8,051,675)	(464,890)	-	194,704
Other DfE/ESFA revenue grants	43,608	675,050	(684,727)	(15,756)	-	18,175
Other Local Authority Grants	-	213,575	(213,575)	-	-	-
SALIX loan	(148,996)	-	-	29,799	-	(119,197)
Catch-up premium	-	110,480	(99,127)	-	-	11,353
Other DfE/ESFA COVID-19	-	16,680	(16,680)	-	-	-
Other COVID-19 funding	-	37,140	(37,140)	-	-	-
Other income	7,498	46,273	(39,911)	-	-	13,860
Pension reserve	(5,655,000)	-	(483,000)	-	(479,000)	(6,617,000)
	(5,631,164)	9,688,741	(9,625,835)	(450,847)	(479,000)	(6,498,105)

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19. Statement of funds (continued)

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Restricted fixed asset funds						
Fixed asset fund	22,323,195	-	(946,028)	626,987	-	22,004,154
Donated assets	-	20,384	-	(20,384)	-	-
ESFA/DfE grants	528,803	34,926	(1,216)	(137,969)	-	424,544
LA capital grants	-	11,540	-	(11,540)	-	-
	<u>22,851,998</u>	<u>66,850</u>	<u>(947,244)</u>	<u>457,094</u>	<u>-</u>	<u>22,428,698</u>
Total Restricted funds	<u>17,220,834</u>	<u>9,755,591</u>	<u>(10,573,079)</u>	<u>6,247</u>	<u>(479,000)</u>	<u>15,930,593</u>
Total funds	<u>17,819,588</u>	<u>9,915,143</u>	<u>(10,620,330)</u>	<u>-</u>	<u>(479,000)</u>	<u>16,635,401</u>

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NOTES TO THE FINANCIAL STATEMENTS
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20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	21,532,223	21,532,223
Current assets	905,779	1,364,753	428,458	2,698,990
Creditors due within one year	-	(1,183,763)	-	(1,183,763)
Creditors due in more than one year	-	(59,599)	-	(59,599)
Pension scheme liability	-	(1,957,000)	-	(1,957,000)
Total	905,779	(1,835,609)	21,960,681	21,030,851

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	22,004,154	22,004,154
Current assets	704,808	1,219,395	424,544	2,348,747
Creditors due within one year	-	(1,011,102)	-	(1,011,102)
Creditors due in more than one year	-	(89,398)	-	(89,398)
Pension scheme liability	-	(6,617,000)	-	(6,617,000)
Total	704,808	(6,498,105)	22,428,698	16,635,401

**NOTES TO THE FINANCIAL STATEMENTS
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21. Reconciliation of net expenditure to net cash flow from operating activities

	2022 £	2021 £
Net expenditure for the year (as per Statement of Financial Activities)	(853,550)	(705,187)
Adjustments for:		
Depreciation	968,512	946,028
Capital grants from DfE and other capital income	(61,076)	(46,466)
(Increase)/decrease in debtors	(116,572)	199,391
Increase in creditors	142,862	378,991
Dividends, interest and rents from investments	(481)	(653)
Profit on sale of fixed assets	(10,750)	-
Pension adjustments	589,000	483,000
Net cash provided by operating activities	657,945	1,255,104

22. Cash flows from investing activities

	2022 £	2021 £
Purchase of tangible fixed assets	(496,581)	(626,987)
Proceeds from the sale of tangible fixed assets	10,750	-
Capital grants from DfE Group	35,404	34,926
Capital funding received from sponsors and others	25,672	11,540
Investment income	481	653
Net cash used in investing activities	(424,274)	(579,868)

23. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand and at bank	2,078,936	1,845,265

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FOR THE YEAR ENDED 31 AUGUST 2022

24. Analysis of changes in net debt

	At 1 September 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	1,845,265	233,671	2,078,936
Debt due within 1 year	(29,799)	-	(29,799)
Debt due after 1 year	(89,398)	29,799	(59,599)
Liquid investments	300,000	-	300,000
	<u>2,026,068</u>	<u>263,470</u>	<u>2,289,538</u>

25. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £157,012 were payable to the schemes at 31 August 2022 (2021 - £153,062) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

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

NOTES TO THE FINANCIAL STATEMENTS
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25. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £1,061,739 (2021 - £1,037,395).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £369,000 (2021 - £332,000), of which employer's contributions totalled £279,000 (2021 - £252,000) and employees' contributions totalled £ 90,000 (2021 - £80,000). The agreed contribution rates for future years are 21.6% for employers and 5.5% and 12.5% for employees.

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

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

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NOTES TO THE FINANCIAL STATEMENTS
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25. Pension commitments (continued)

Principal actuarial assumptions

	2022	2021
	%	%
Rate of increase in salaries	4.00	3.90
Rate of increase for pensions in payment/inflation	3.00	2.90
Discount rate for scheme liabilities	4.25	1.65
Inflation assumption (CPI)	3.00	2.90
RPI increase	3.40	3.25

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

	2022	2021
	Years	Years
Retiring today		
Males	21.0	21.3
Females	23.8	24.0
Retiring in 20 years		
Males	22.3	22.6
Females	25.3	25.4

Sensitivity analysis

	2022	2021
	£000	£000
Discount rate +0.1%	(141)	(234)
Discount rate -0.1%	144	239
Mortality assumption - 1 year increase	(209)	(433)
Mortality assumption - 1 year decrease	216	451
CPI rate +0.1%	133	211
CPI rate -0.1%	(130)	(207)

NOTES TO THE FINANCIAL STATEMENTS
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25. Pension commitments (continued)

Share of scheme assets

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

	At 31 August 2022 £	At 31 August 2021 £
Equities	2,994,000	2,600,000
Corporate bonds	739,000	759,000
Property	641,000	502,000
Cash and other liquid assets	81,000	88,000
Alternative assets and other	332,000	310,000
Total market value of assets	4,787,000	4,259,000

The actual return on scheme assets was £286,000 (2021 - £443,000).

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

	2022 £	2021 £
Current service cost	(756,000)	(643,000)
Interest cost	(107,000)	(89,000)
Administrative expenses	(5,000)	(3,000)
Total amount recognised in the Statement of Financial Activities	(868,000)	(735,000)

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

	2022 £	2021 £
Opening defined benefit obligation	10,876,000	9,224,000
Current service cost	756,000	643,000
Interest cost	179,000	148,000
Employee contributions	90,000	80,000
Actuarial (gains)/losses	(5,035,000)	863,000
Benefits paid	(122,000)	(82,000)
Closing defined benefit obligation	6,744,000	10,876,000

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NOTES TO THE FINANCIAL STATEMENTS
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25. Pension commitments (continued)

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

	2022 £	2021 £
Opening fair value of scheme assets	4,259,000	3,569,000
Interest on assets	72,000	59,000
Actuarial gains	214,000	384,000
Employee contributions	90,000	80,000
Benefits paid	(122,000)	(82,000)
Employer contributions	279,000	252,000
Administrative expenses	(5,000)	(3,000)
Closing fair value of scheme assets	4,787,000	4,259,000

The amount shown in the Statement of Financial Activities is:

	2022 £	2021 £
Changes in financial assumptions	5,052,000	(1,032,000)
Return on assets excluding amounts included in net interest	214,000	384,000
Experience loss/(gain) on defined benefit obligation	(17,000)	169,000
Actuarial gains/(losses) on defined benefit pension schemes	5,249,000	(479,000)

The amount shown in the Balance Sheet is:

	2022 £	2021 £
Present value of defined benefit obligation	(6,744,000)	(10,876,000)
Fair value of scheme assets	4,787,000	4,259,000
Net pension liability	(1,957,000)	(6,617,000)

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26. Operating lease commitments

At 31-August 2022 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	45,364	33,324
Later than 1 year and not later than 5 years	70,515	48,957
	<u>115,879</u>	<u>82,281</u>

27. Members' liability

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

28. Related party transactions

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

The following related party transactions took place in the period with Tirabad Residential Educational Trust, a charitable trust in which J Fletcher is a Trustee by virtue of his position as head master of Charters School:

Members of Charters School staff assist with the administration of the Tirabad Residential Educational Trust. The total cost relating to this support was £7,297, (2021: £9,495). At the year end Tirabad Residential Educational Trust owed the Academy Trust £7,297 (2021: £Nil).

Tirabad Residential Educational Trust is currently into administration and the sale of the sports centre is in progress. Proceeds from the sale will be used to pay creditors and recovery of the debt to the Academy Trust is expected.

No other related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 12.