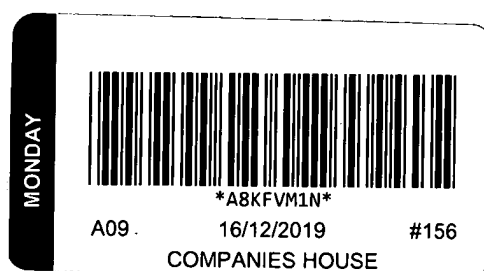


**Christ Church Church of England Junior School, Ramsgate**  
(A company limited by guarantee)

**Annual Report and Financial Statements**

**For the year ended 31 August 2019**



---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Contents**

---

	Page
Reference and administrative details	1
Trustees' report	2 - 10
Governance statement	11 - 14
Statement on regularity, propriety and compliance	15
Statement of Trustees' responsibilities	16
Independent auditors' report on the financial statements	17 - 18
Independent reporting accountant's report on regularity	19 - 20
Statement of financial activities incorporating income and expenditure account	21
Balance sheet	22
Statement of cash flows	23
Notes to the financial statements	24 - 43

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Reference and Administrative Details of the Academy trust, its trustees and Advisers**  
**For the Year Ended 31 August 2019**

---

**Members**                      The Canterbury Diocese Board of Education (represented by Ms N Paterson)  
Dr P Troke  
Ms L C Johnson  
Rev P F Tizzard

**Trustees**                      Mr R A Bath  
Mrs D S Craven, Staff Trustee  
Mrs S Cribbens, Staff Trustee (Resigned July 2019)  
Mr A Harrington, Staff Trustee (Appointed Sept 2019)  
Ms L C Johnson, Chair  
Mr P Higson <sup>1</sup>  
Mrs P Lim (Moved to Member Appointed)  
Mrs C Read (Appointed July 2019 –  
awaiting Diocesan approval)  
Mr J France, Parent Governor  
Mr T Fox, Parent Governor (Appointed Sept 2019)  
Mr N A Tucker, Principal and Accounting Officer <sup>1</sup>  
Dr. T A Clarke

<sup>1</sup> Member of the Welfare and Resources Committee

**Company registered number**    08574692

**Principal and registered office** Christ Church Church of England Junior School  
London Road  
Ramsgate  
Kent  
CT11 0ZZ

**Senior management team**    Neil Tucker, Principal  
Dawn Craven, Deputy Principal

**Independent auditors**        UHY Kent LLP t/a UHY Hacker Young  
Chartered Accountants  
Statutory Auditors  
Thames House  
Roman Square  
Sittingbourne  
Kent  
ME10 4BJ

**Solicitors**                      Lee Bolton Monier-Williams  
1 The Sanctuary  
Westminster  
London  
SW1P 3JT

<b>Bankers</b>	Lloyds Bank PO Box 1000 Andover, Hampshire BX1 1LT	Natwest Bank High Street Ramsgate Kent. CT11 9AG
----------------	---	---

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

The trustees present their annual report together with the financial statements and auditor's reports of the academy trust for the year ended 31 August 2019.

The academy trust operates an academy for pupils aged 7 to 11 serving a catchment area in Ramsgate. It has a pupil capacity of 240 and had a roll of 222 in the school census on 8 November 2019.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The academy trust is a company limited by guarantee and an exempt charity. The memorandum and articles of association are the primary governing documents of the academy trust.

The trustees are also the directors of the trust for the purposes of company law, and details of the trustees who served during the year are included in the Reference and Administrative Details on page 1.

**Members' liability**

Each member of the trust 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.

**Trustees' Indemnities**

The trust trustees' and officers' liability insurance which gives appropriate cover for any legal action brought against its trustees. The trust has also granted indemnities to each of its trustees and other officers to the extent permitted by law. Qualifying third party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the period and remain in force, in relation to certain losses and liabilities which the trustees or other officers may incur to third parties in the course of acting as trustees or officers of the trust.

Details of the insurance cover are provided in note 10 to the financial statements.

**Principal Activities**

The trust took over the operation of Christ Church on the school's conversion to academy status on 1 December 2013. The trust's principal objective and activity, as shown in the Articles of Association, has been to advance, for the public benefit, education in the United Kingdom, in particular by maintaining, carrying on, managing and developing a school with a designated Church of England religious character offering a broad and balanced curriculum (the "Academy") conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arrangement of religious education and daily acts of worship (as required by the Funding Agreement), and having regard to any advice of the Diocesan Board of Education.

At Christ Church CofE Junior School we aim to offer all children the best of opportunities to enable them to fulfil their full academic, creative and physical potential whilst developing positive social and moral values within a supportive Christian ethos. Our academy is a community in which children, staff and parents are part of a happy and caring environment.

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

Under the terms of the articles the members shall appoint a minimum of 7 trustees of whom the following corporate members shall also be trustees:-

- the Incumbent.
- the parent trustees shall be elected by parents of registered pupils at the academy. A parent trustee must be a parent of a pupil at the academy at the time when they are elected.

The board of trustees shall make all necessary arrangements for, and determine all other matters relating to, an election of parent trustees, including any question of whether a person is a parent of a registered pupil at the academy. Any election of Parent trustees which is contested shall be held by secret ballot.

The arrangements made for the election of a parent trustee shall provide for every person who is entitled to vote in the election to have an opportunity to do so by post or, if they prefer, by having their ballot paper returned to the trust by a registered pupil at the academy.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

**Method of Recruitment and Appointment or Election of Trustees (continued)**

Where a vacancy for a parent trustee is required to be filled by election, the board shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered pupil at the academy is informed of the vacancy and that it is required to be filled by election, informed that they are entitled to stand as a candidate, and vote at the election, and given an opportunity to do so.

The number of parent trustees required shall be made up by parent trustees appointed by the full board if the number of parents standing for election is less than the number of vacancies.

In appointing a parent trustee the board shall appoint a person who is the parent of a registered pupil at the academy; or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

- Vacancies for staff governors are filled by election.

All full-time and part-time members of staff paid to work at the school, but not supply teachers, are eligible to be elected and to vote in an election. Nominees have to be proposed and seconded by a member of staff. If there is only one nomination that person will be automatically elected. If there are more nominees than vacancies an election will be held and candidates will be invited to provide a short personal statement.

In all appointments the skills required to contribute to the effective governance and success of the school are taken into consideration.

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

The school has an Induction Policy issued to all new trustees. A mentor is appointed to work alongside new trustees and all new trustees are invited in to meet with the Principal to undertake a tour of the school, giving the opportunity to meet with staff and children. Induction procedures have been reviewed and as a result the Clerk will now meet with new trustees to explain induction procedures, expectations of the board and the role of a trustee. All trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees.

The School subscribes to the Local Authority Governor support package and The Clerk and a nominated trustee are responsible for administering CPD training. The Clerk regularly advises trustees of forthcoming training via email and new trustees are encouraged to attend Local Authority Governor Induction sessions. In addition the school is a member of the BRESIC group, a local collaboration of schools and training opportunities are shared with other members in the group.

Annual skills audits and self-reviews are used to determine training requirements.

During the year under review the full board of trustees met 5 times and there were 11 committee meetings; five by the Resources Committee, five by the Curriculum Committee and one Strategy meeting. The training and induction provided for new trustees depends on their previous experience. All new trustees are given a tour of the school and the chance to meet with staff and students. All trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees. New trustees attend an induction course provided by the Kent Local Authority and have access to a full programme of courses which they will choose to attend, based on their role and experience.

**Organisational Structure**

The organisational structure consists of three levels: the trustees, the Senior Leadership Team and the Middle Managers. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

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

The Senior Leadership Team comprises the Principal and Deputy Principal. These managers control the academy at an executive level implementing the policies laid down by the trustees and reporting back to them. As a group the Senior Leadership Team are responsible for the authorisation of spending up to a level delegated to them within agreed budgets and the appointment of staff, although appointment boards for posts in the Senior Leadership Team always contain a trustee. Some spending control is devolved to members of the Middle Management Team, with limits above which a member of the Senior Leadership Team must countersign.

The Middle Management Team includes Subject and Heads of Year. Along with the Senior Leadership Team these managers are responsible for the day to day operation of the Academy, in particular organising the teaching staff, facilities and students.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

The Resources & Welfare Committee, the Curriculum Committee and the Full Board meet at least five times a year. Budget monitoring is considered three times a year and the year end out-turn reported to the Resources Committee. The 3 year budget plan is approved by the Resources Committee and presented to the Full Board in Term 6.

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

The key management personnel of the academy trust comprise the trustees and senior leadership team as disclosed in the Financial Procedures policy.

The Pay and Reward policy, setting the terms and conditions for the key management personnel, was developed and approved by the board of trustees, after taking advice from the Headteacher and following guidance from the relevant professional pay review bodies and Personnel advice from the School's Personnel Advisor at Ellis Whittam. Naturally the Headteacher was not involved in setting his/her own remuneration package.

Only staff trustees, including the Headteacher, are remunerated, and these individuals only receive remuneration in respect of services they provide under their contracts of employment, and not in respect of their role as trustees. Specific disclosures concerning staff trustees' remuneration is included in note 12.

The day to day running of the Pay and Reward policy is delegated to the Headteacher and monitored by the Resources and Welfare committee. All details for setting pay and remuneration of key management personnel are set out in the Pay and Reward policy and Appraisal policy which are reviewed annually by the board of trustees.

Remuneration of key management personnel is set at an individual level, and where possible the trustees have taken external professional advice which includes benchmarking, market trends and advice on structuring of incentives. Senior management salaries are linked closely to pay spines, helping trustees conclude that each individual is remunerated at an appropriate level. As such salaries are linked to factors such as length of service and experience. Total remuneration packages include employer pension contribution rates at specific approved rates.

The board always bear in mind the charitable status of the academy trust and recognise the fact that the trust receives funding under a funding agreement with the Secretary of State for Education, and therefore ensures the remuneration paid to senior management personnel never exceeds a reasonable amount and provides value for money to the trust. The performance of senior management personnel is reviewed on a regular basis to ensure continuing value for money.

Total remuneration paid to senior management personnel is set out in note 11(d).

**Risk Management**

The trustees have assessed the major risks to which the trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the trust, and its finances. The trustees have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to manage risk. Where significant financial risk still remains they have ensured they have adequate insurance cover. The trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

**Connected Organisations, including Related Party Relationships**

Christ Church CE Junior School is part of the BRESIC group (Broadstairs, Ramsgate, Ethos School Improvement Company). The Group comprises three junior schools, one primary school and two secondary schools, who work together with the aim of raising standards in education. An action plan, determined in agreement with all the schools, is produced each year with a specific focus for improvement. The schools share resources to spread good practice.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

School vision: To work together in a Christian environment to provide a nurturing, child centred education that creatively challenges and inspires all children to achieve their dreams whilst developing respect and consideration for all.

**Objectives, strategies and activities**

The aims of the academy during the year ended 31 August 2019 are summarised below:

**Effectiveness of Leadership and Management**

- Lead curriculum redesign to ensure it contains a complement of knowledge and skills that meet the needs of the school community, ensuring that the content is understood, maintained and applied both in and out of the classroom;
- Further improve facilities to develop a creative zone purposely designed to support the teaching of the creative arts; and
- Improve communication links between both the school and wider community:
  - Develop a more visual online presence through the use of social media;
  - Use advertising to further promote the school and its achievements; and
  - Create a school prospectus and online video to further inform parents and the local community about our ethos and commitment to education.

**Quality of Teaching, Learning and Assessment**

- Continue to embed the peer coaching programme (and introduce to new teachers), to develop mastery practice in maths, leading to increased percentage of outstanding teaching and improved outcomes for children;
- looking for opportunities to develop English, maths and science across the curriculum to make learning more relevant to pupils;
- Implement key facts / use of knowledge organisers to support effective learning across the curriculum; and
- Extend the Mastery curriculum for maths to include models, images and representations along with key phrases to support the retention of key facts and processes. Extend fluency through a carefully chosen variety of mathematical examples.

**Personal Development, Behaviour and Welfare**

- Establish a sensory room to support identified children in developing secure attachments;
- Develop a new pupil reward system which is representative of views of the elected school council; and
- Improve attendance through:
  - Monitoring and challenging low and persistent absence closely in phase meetings; and
  - Develop additional attendance rewards to further improve attendance.

**Outcomes for Children and Learners**

- Following appropriate training received during the previous academic year, support the learning, wellbeing and involvement of ASC children within the school community through establishing a Nurture group;
- Further refine and develop the delivery of PiXL interventions; and
- Establish same day intervention timeslots following teacher's assessment of learning over the course of the lesson to reduce gaps in pupil's understanding and ensure misconceptions are challenged.

**Public Benefit**

Christ Church is an academy converter catering for children aged from 7 to 11 and strives to promote and support the advancement of education within the deprived area of Thanet. The school provides an extensive programme of educational and recreational activity all designed to contribute to the development of the 'whole child', ensuring development through academic, musical, artistic and sporting opportunities. For example the school has:

- Continued to develop the relationship between Christ Church and the local Grammar school, with Chatham and Clarendon Grammar school continuing to provide reading and maths challenge as further support for high achieving pupils;
- Children have worked with representatives from Historic England as part of a local history project based around their home town of Ramsgate;

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

- Continued collaboration with other local infant, primary and secondary schools in terms of staff development and the provision of additional opportunities for pupils;
- Christ Church have again taken part in the vast majority of competitive team events organised through Thanet Sports Partnership which provides hundreds of competitive places ;

Wherever possible the school also aims to contribute to the benefit of the wider public. Over the previous academic year the premises have been used by a variety of third parties for the provision of education and other opportunities. For example:

- Leading trainee teachers through the School Direct and Assessment only routes into teaching. Providing outstanding future educators.
- Shotokan Karate Club for gifted and talented practitioners
- Christ Church Church monthly parish meetings;
- RNLI host fund raising quiz nights from the school hall
- Christ Church continues to be a polling station for use by the local community

In setting our objectives and planning our activities the trustees have given careful consideration to the Charity Commission's general guidance on public benefit. The trustees believe that the trust's aims, together with the activities outlined above, are demonstrably to the public benefit.

## **STRATEGIC REVIEW**

### **Achievement and Performance**

Providing career development opportunities for our staff team remains a priority of the school. During the year, subject leadership has developed across the school supported by senior leadership. We have a senior teacher who has just been accepted onto the NPQSL course. This further strengthens the leadership of the school and its capacity to cope with change.

Management and finance systems are in place across the school and all deadlines for statutory returns have been met. There is an open and transparent sharing of financial and performance information so that governors and leaders know and understand clearly the priorities of the school.

The quality of teaching has continued to improve. After the success of the school direct program in which three members of staff passed with outstanding results, we are pursuing a different route for training adults who wish to become teachers. The assessment only route, provided by the TES, is supported by a school direct style program of work which is completed by the student prior to the assessment only component of the course. This allows us to ensure that the student teacher has sufficient experience and knowledge to fully access the core component and has developed resilience enabling them to excel in the future with the ability to flexibly manage the demands of the role.

Governance has been further strengthened through both recruitment of new governors and continued professional development for existing governors. We have, after reviewing our governance training, revised it to make it more effective. Governors receive regular in-school training that links their roles, key principles and procedures directly to the current position in school-so that they can immediately apply their learning to impact on the context of the school. In addition, we provide opportunities to meet as a governance team for bespoke training.

During the 2018/19 academic year the combined measure of school achievement (reading, writing and maths) at the end of key stage two was in line with national figures. Looking at attainment in individual subjects shows a set of results that are broadly in line with national figures and reflective of a cohort that was lower on entry than the previous year. Writing again was a strength of the school, and whilst lower than last year remains higher than national figures and significantly higher than the results of schools similar to ours. Reading was our least successful area of study and around 5% lower than national . It was however greater than that achieved by other schools similar to ours. Maths has continued to rise and although still slightly below national it was higher than contextually similar schools to ours had achieved. It was a nearly identical picture when looking at the attainment of the pupils in EGPS.

When looking at progress measures the school has received disappointing results. However, after a recent investigation by the STA both feeder schools have had key stage one assessed results annulled or adjusted downwards. This places a different emphasis on the validity of our results as it highlights that starting points used to measure progress have not been consistent or accurate. This has impacted the current Year 4 children in terms of progress data and the profile of pupils prior attainment with the annulment effectively denying them of a Key Stage 2 progress measure. In addition, this could have the potential to influence our popularity within the local community.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

In addition, the school continues to provide two Family Liaison Officers to support families in need and provides a thriving Breakfast and After School Club which offers a wide range of activities including football, netball, textile, art, athletics, multigym, coding club, cookery, drama, dance, computer club, board games, cricket and radio station.

**Key Financial Performance Indicators**

The trustees consider that the following are key performance indicators for the trust;

- 1) **Pupil numbers:** Pupil numbers have continued to be variable and despite attracting new children as in year admissions to Years 3-6, far fewer children have joined the school as they would traditionally have done so through transition to become part of the new Year 3. This is primarily being attributed to the roll of one of our main feeder schools falling to 37 pupils whilst previously offering a PAN of 90. This again is an indirect impact of the 120 additional places offered by the creation of the 2 new schools serving pupils from Ramsgate above and beyond the need for school places in the area.
- 2) **General Financial Stability:** The school has a fully balanced budget with a sufficient reserve to cover unexpected costs. The school anticipates that it will be able to sustain its current staffing structure for the next year, but has sufficient flexibility to adapt its resource to meet changing need should it have to. The school has forecast that staffing costs will remain close to 80% of the total income received from Government funding despite employing additional teaching staff in order to reduce class sizes.
- 3) As part of ongoing good practice the Governing Body continues to review the key risks to which the academy trust is exposed, together with the operating, financial and compliance controls have been implemented to mitigate these risks. The Governing Body is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy trusts most significant risks have been in place for the period year ending 31<sup>st</sup> of August 2019. This process is regularly reviewed by the governing body.

**Financial review**

Most of the academy trust's recurrent income is obtained from the ESFA in the form of grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2019 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities ("SoFA"). Core grant income has been supplemented by capital funding and various other self-generated income streams.

Total income for the year was £1.17m, a slight reduction from the £1.21m in the previous year. Around £30k of this reduction is explained by a one-off £30k donation in 2017-18 from The Canterbury Diocesan Board of Education to cover the cost of specific educational resources. There has been a small reduction in grant funding for educational operations, as shown in note 4, with a reduction in core General Annual Grant (GAG) funding due to slightly lower pupil numbers (247 compared to 255).

The incoming resources for the year have not been sufficient to cover total resources expended of £1.20m (2018: £1.28m) resulting in net expenditure for the year of £27k (2018: £68m), as shown on the SoFA. The overall net movement in funds, after actuarial movements on the Local Government defined benefit pension scheme ("LGPS"), was a reduction of £148k (2018: net increase of £59k). It is important to note that this overall movement in funds does not reflect the meaningful operational result and includes movements that do not relate to day-to-day running of the academy.

Excluding movements on tangible fixed assets, the LGPS defined benefit pension liability and revenue to capital transfers the trust's operational surplus on revenue funds for the year was £49k (2018: a deficit of £4k), as reconciled from the SoFA below:

		2019 (£000s)	2018 (£000s)
<b>Overall net movement in funds for the year per SoFA</b>		<b>(148)</b>	<b>59</b>
<u>Add:</u>			
Decrease / (increase) attributable to fixed asset fund	See A	12	2
LGPS actuarial (gain)/loss	See B	121	(127)
LGPS service and interest costs	See B	64	62
<b>Total movement in year on revenue funds</b>		<b>49</b>	<b>(4)</b>
Revenue to capital transfers		-	-
<b>Operational surplus /(deficit) on revenue funds</b>		<b>49</b>	<b>(4)</b>

(A) The movement on restricted fixed asset funds comprises capital grant income received during the year less depreciation charged on capitalised assets purchased from such funds. Since these do not relate to day-to-day operational matters the movement on fixed asset funds is excluded from the operational result.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

(B) The Balance Sheet carries the trust's share of the deficit on the Local Government Pension Scheme. A detailed report has been prepared by an actuary detailing the movement in the deficit during the year. The movement is in two parts: (1) the actuarial gain relates to movement linked to the assumptions made by the actuary, (2) other movements comprising (i) net interest costs (ii) current service costs - the value of benefits accrued by members over the accounting period less contributions paid and (iii) past service costs for additional benefits granted during the year. Again since the LGPS movement do not relate to operational matters these have been excluded from the operational result.

At 31 August 2019, the net book value of fixed assets was £26k and movements in tangible fixed assets are shown in note 14 to the financial statements. During the year the assets were used almost exclusively for providing education and the associated support services to the pupils of the trust's academies, the only exceptions to this being limited letting of the premises to local community groups.

**Financial position**

Unlike non-church academies, the school land and buildings are not recognised as assets in the financial statements and so the trust has overall net liabilities of £140k (2018: net assets of £8k). The balance sheet is weakened considerably by the pension scheme deficit. At 31 August 2019 the pension fund deficit amounted to £537k (2018: £352k; this is not a concern because it does not mean that an immediate liability crystallises; it is an accounting deficit with no direct effect on the employer contribution rate paid by the school, which is determined using longer-term funding assumptions. Employer contributions are reviewed every three years in consultation with the scheme's administrators, and employer contributions are currently fixed until 1 April 2020. The significant increase in the LGPS liability during 2018-19 relates to a number of issues which are described in note 2 to the financial statements explaining critical accounting estimates and judgements.

Alongside the pension deficit the trust held restricted fixed asset funds of £40k, restricted revenue funds of £119k and unrestricted revenue funds of £238k.

**Going Concern**

Given the comments in the financial position section above, after making appropriate enquiries, the board of trustees has a reasonable expectation that the 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.

**Reserves Policy**

The trustees review the reserve levels of the academy trust throughout the year. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves. The academy trust has also maintained a prudent reserve to cover the minimum of a month's staff salaries in the event of a funding emergency.

**Financial and Risk Management Objectives and Policies**

The trust does not use complex financial instruments. It manages its activities using cash and various items such as trade debtors and trade creditors that arise directly from its operations.

The existence of these financial instruments exposes the trust to a number of financial risks which are described in more detail below. The main risks arising from the trust's financial instruments are liquidity risk and cash flow interest rate risk.

- *Liquidity risk* - The trust manages its cash resources, including sufficient working capital, so that all its operating needs are met without the need for short-term borrowing.
- *Interest rate risk* - the trust earns interest on cash deposits. With interest rates currently low, the trustees will consider action to increase the income from these deposits, provided it does not jeopardise the liquidity or security of the trust's assets.
- *Credit risk* arises from the possibility that amounts owed to the trust will not be repaid. The trust does not undertake credit activities so it is only exposed to credit risk as it arises from normal business. Credit risk is managed through the use of approved banks and the prompt collection of amounts due.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

**Principal Risks and Uncertainties**

The main risks that the trust is exposed to are summarised below. For each of these risks the probability, impact and seriousness have been considered together with appropriate action and management plans:

- *Operational and reputational* - this covers risks to the running of the academy (including the capacity of staff and buildings to meet the needs of pupils) and its performance in delivering the curriculum.
- *Financial* - covering risks to the trust's financial position, including revenue streams, cost control and cash management.

**PLANS FOR FUTURE PERIODS**

**Leadership and Management**

- Further develop the peer coaching programme to share mastery practice in maths leading to an increased percentage of outstanding examples of quality of education.
- Time table management of assessment data to ensure effectiveness of its use in accelerating progress whilst effectively managing staff workload ensuring the principles of data wisdom are adopted across the school.

**Behaviour and Attitudes**

- Continue to develop our behaviour and learning journey from the ethos of growth mindset, initially delivered 4 years ago through to the introduction of metacognition.
- Introduce peer mentoring programme for children across all year groups to reduce the potential for bullying to occur and empower children to the support each other.
- Continue to develop these PiXL resources to support our key marginal children thereby closing gaps for vulnerable groups with their peers nationally

**Personal Development**

- To develop the holistic wellbeing of pupils through further extension of the wellbeing resources already used by developing provision for healthy active starts to the school day and mindfulness activities to support effectively managing emotions and relationships.
- Further develop the curriculum to extend practical and creative opportunities for pupils to embed learning with a real life context.

**Quality of education**

- Establish a new curriculum designed to engage and challenge all children to provide a rich depth of knowledge and broad experience.
- Embed English skills throughout the teaching of other subject areas of the curriculum providing an integrated and holistic approach to learning.
- Further enhance pupil knowledge of language to diminish the 30 million word gap which exists between children during their early lives by utilising programmes of support such as Ninja Vocab, alongside additional materials such as those provided by Wordsmith which challenge, re-inforce and extend opportunities to promote an increased awareness of language and provide opportunities for the use of challenging vocabulary. In addition teachers enjoy reading often challenging texts to the class, exploring and explaining language choices made by the author. This stimulates and structures discussion and further reduces the language deficit. Refine existing assessment procedures to fully embed the curriculum within a single assessment system which effectively supports pupil progress whilst expediting manageable teacher workload.
- Maximise children's potential through establishing the use of mind maps as a cognitive tool to support the children's retention of knowledge and metacognitive development.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Trustees' Report**  
**For the Year Ended 31 August 2019**

---

**DISCLOSURE OF INFORMATION TO AUDITORS**

In so far as the trustees are aware:

- there is no relevant audit information of which the company's auditor is unaware; and
- the trustees have taken all the steps 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.

**AUDITORS**

The auditors, UHY Hacker Young, have indicated their willingness to remain in office, and the audit process will be reviewed in detail and re-appointment of the auditors will be considered following the forthcoming Annual General Meeting.

This report was approved by order of the board of trustees and signed on the board's behalf by:



Ms L C Johnson  
Chair of Trustees



Mr N A Tucker  
Accounting Officer

Date:

4/12/2019.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Governance Statement for the Year Ended 31 August 2019**

---

**Scope of Responsibility**

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

The board of trustees has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Christ Church Church of England Junior School, Ramsgate and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of trustees' responsibilities. The board of trustees has formally met 5 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
Richard Bath	4	5
Trevor Clarke	4	5
Dawn Craven	5	5
Sarah Cribbens	4	5
Peter Higson	4	5
Lesley Johnson	5	5
Philippa Lim	5	5
Jason France	5	5

The full board have met less than the ESFA's recommended number of six times per annum. The trustees are confident that they are able to maintain effective oversight of funds with fewer meetings, and the number of meetings held is more than the minimum requirement of three. In addition to the full board meeting the separate Welfare and Resources Committee meets

The Welfare and Resources Committee is a sub-committee of the main board of trustees. Its purpose is to review and uphold financial procedures so that spending is allocated appropriately in line with the budget plan and meets the educational needs of the children currently at the school. One of the Committee's responsibilities is routine budget setting and monitoring and to ensure compliance with procedures laid down in the school's finance policy. The policy is reviewed annually. The Welfare and Resources Committee's remit also includes the functions of an audit committee

Attendance at Welfare and Resources Committee meetings in the year was as follows:

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
Peter Higson	4	5
Dawn Craven	5	5
Lesley Johnson	5	5
Neil Tucker	5	5
Philippa Lim	5	5
Jason France	4	5
Trevor Clarke	1	1

**Governance reviews:**

The board of trustees completes a Skills Audit annually. The results were reported to the board meeting in October 2018 and were used to inform training plans for 2018/19 and succession planning. All trustees have completed in house training on Safeguarding and Prevent. The Chair attended training on Managing Parental Complaints. One member has also completed training on 'The Equality Act 2010 Governor Responsibilities' and one governor attended Academy Finance. The chair attended a meeting at the diocese to introduce the new Articles of Association for Church sponsored academies. The chair and vice - chair attended training on Addressing Racism in School. The Safeguarding Governor attended training on the The GB Role in Safeguarding, Understanding the GB responsibility in SEN and

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Governance Statement for the Year Ended 31 August 2019**

---

Monitoring Pupil Premium and one governor attended training in Health and Safety and Governance in Church Schools. Finally, the Clerk and two governors attended the District Briefings in October and January.

**Review of value for money**

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

The Accounting Officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. As accounting officer of Christ Church Church of England Junior School I am responsible and accountable for ensuring that the academy trust delivers good value in the use of public resources. I am aware of the guide to academy value for money statements published by the EFA and understand value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. I set out below how I have ensured that the academy trust's use of its resources has provided good value for money during the academic year:

- The Trustees' Approach

The board of trustees is collectively responsible for the overall direction and strategic management of the academy. This involves determining the guiding principles within which the academy operates and then making decisions about, for example:

- How to improve and maintain excellent educational results.
- How to set spending priorities, and how best to consider and approve the budget.
- How best to evaluate the effectiveness of spending decisions.
- How to ensure sound systems of internal controls are in place. The Finance and Resources Committee's remit also includes the functions of an audit committee.

- Improving and maintaining excellent educational provision

- Further resource and develop our curriculum to fully engage learners and further accelerate rates of learning.
- We regularly review the staffing structure to ensure staff are efficiently deployed and are appropriately qualified and experienced, specialists and enthusiasts. During the past year the school has employed teachers who have previously completed the School Direct Trainee Programme as a route into teaching. This has allowed us to 'grow our own' teachers for the future and has allowed the school to avoid many of the recruitment issues being experienced nationwide.
- We also provide targeted support to students as appropriate, such as intervention groups, before and after school clubs and Sport academy places for those children who have been identified as gifted within a given sport.

- Financial performance

- Financial governance and oversight is strong with a Bursar and Assistant Finance Officer heading up the Finance Team.
- Budget monitoring accounts are prepared and issued termly, to enable regular monitoring to ensure value for money.
- Spending proposals are prepared and presented to the Headteacher to demonstrate best value and where appropriate, authorisation is sought from the board of trustees.
- Regular budget updates are provided, including forecasts up to 3 years ahead. This enables both short and long term budget decisions to be made appropriately.
- The school always enters procurement negotiations vigorously to ensure it achieves the best value for money. Where the school cannot achieve what it believes to be sufficient value for money it self manages the project to deliver outcomes without any unnecessary cost.
- All contracts are reviewed on an annual basis to ensure they are still fit for purpose and offer best value for school and its children. For example, the catering contract is renegotiated yearly to ensure both value for money and quality of food provision. Additionally, supply insurance costs continue to fall year on year through effective negotiation at the point of renewal.
- To further strengthen monitoring and support transparency, the school has developed links with bursars from other local schools in order to compare costs and by working closely with another local Diocesan Academy, save money on internal audit fees.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Governance Statement for the Year Ended 31 August 2019**

---

**The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy 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 Christ Church Church of England Junior School, Ramsgate from 1 September 2017 to the present day and up to the date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

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

**The Risk and Control Framework**

The academy 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 Welfare & 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; and
- identification and management of risks.

The board of trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the trustees have appointed Ms Karen Dyson, the Business Manager of St Lawrence in Thanet CE Junior Academy, to perform a peer review together with Peter Higson, Trustee who is a qualified accountant.

The reviewer's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. The reviewer reports to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. During the course of 2018/19. A peer to peer visit was made by Karen Dyson and Peter Higson continues to closely monitor financial procedures at the school.

The work performed included a review of financial controls, bank reconciliations, payroll and the records over trustee meetings. No significant issues were identified.

**Review of Effectiveness**

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

- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control and a plan to ensure continuous improvement of the system is in place.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

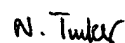
**Governance Statement for the Year Ended 31 August 2019**

---

Approved by order of the members of the board of trustees on 4 December 2019 and signed on their behalf, by:



L C Johnson, Chair of Trustees



Mr N A Tucker, Accounting Officer

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Statement on Regularity, Propriety and Compliance**

---

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

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

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

Mr. N. Tucker  
Accounting Officer

N. Tucker

Date:

4/12/19

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Statement of trustees' responsibilities**  
**For the year ended 31 August 2019**

---

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- 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:



**Ms. L. Johnson**  
Chair of Trustees

Date:

4/12/2019

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Independent Auditors' Report on the financial statements to the Members of Christ Church Church of England Junior School, Ramsgate**

---

**Opinion**

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

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the academy 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**

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

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

**Other information**

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

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

We have nothing to report in this regard.

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

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

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

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Independent Auditors' Report on the financial statements to the Members of Christ Church Church of England Junior School, Ramsgate (continued)**

---

**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.

**Responsibilities of trustees**

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

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

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

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

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

**Use of our report**

This report is made solely to the academy 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.



**Allan Hickie BSc FCA (Senior statutory auditor)**

for and on behalf of

**UHY Kent LLP**

Chartered Accountants

Statutory Auditors

Thames House

Roman Square

Sittingbourne

Kent

ME10 4BJ

Date: 11 December 2019

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Independent Reporting Accountant's Assurance Report on Regularity to Christ Church Church of England Junior School, Ramsgate and the Education & Skills Funding Agency**

---

In accordance with the terms of our engagement letter dated 4 June 2015 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Christ Church Church of England Junior School, Ramsgate during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Christ Church Church of England Junior School, Ramsgate and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Christ Church Church of England Junior School, Ramsgate 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 Christ Church Church of England Junior School, Ramsgate and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Christ Church Church of England Junior School, Ramsgate's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Christ Church Church of England Junior School, Ramsgate's funding agreement with the Secretary of State for Education dated 26 November 2013 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

We conducted our work in accordance with Technical Release TECH 08/12 AAF issued by the Institute of Chartered Accountants in England and Wales. In accordance with that Technical Release we have carried out the procedures we consider necessary to be able to report on whether anything has come to our attention which suggests that in all material respects expenditure disbursed and income received have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them. Other than those procedures undertaken for the purpose of our audit of the financial statements of Christ Church Church of England Junior School for the year ended 31 August 2019 which provide evidence on regularity, our work was limited to only those additional procedures necessary to provide limited assurance.

The work undertaken to draw our conclusion included:

- an assessment of the risk of material irregularity and impropriety across all of the academy's trust's activities;
- further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Independent Reporting Accountant's Assurance Report on Regularity to Christ Church Church of England Junior School, Ramsgate and the Education & Skills Funding Agency (continued)**

---

**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



**UHY Kent LLP**  
Thames House  
Roman Square  
Sittingbourne  
Kent  
ME10 4BJ

Date: 11 December 2019

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Statement of financial activities (incorporating income and expenditure account)**  
**For the year ended 31 August 2019**

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>Income from:</b>						
Donations and capital grants	3	1,204	-	17,855	19,059	38,739
Charitable activities	4	47,259	1,083,226	-	1,130,485	1,153,704
Other trading activities	5	24,898	-	-	24,898	15,650
<b>Total income</b>		<b>73,361</b>	<b>1,083,226</b>	<b>17,855</b>	<b>1,174,442</b>	<b>1,208,093</b>
<b>Expenditure on:</b>						
Charitable activities:	8					
Grants		-	-	-	-	34,394
Academy trust educational operations		52,369	1,070,514	26,950	1,149,833	1,241,730
Other charitable activities		(7,790)	56,837	2,450	51,497	-
<b>Total expenditure</b>		<b>44,579</b>	<b>1,127,351</b>	<b>29,400</b>	<b>1,201,330</b>	<b>1,276,124</b>
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>28,782</b>	<b>(44,125)</b>	<b>(11,545)</b>	<b>(26,888)</b>	<b>(68,031)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	22	-	(121,000)	-	(121,000)	127,000
<b>Net movement in funds</b>		<b>28,782</b>	<b>(165,125)</b>	<b>(11,545)</b>	<b>(147,888)</b>	<b>58,969</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		209,090	(253,123)	51,635	7,602	(51,367)
Net movement in funds		28,782	(165,125)	(11,545)	(147,888)	58,969
<b>Total funds carried forward</b>	17	<b>237,872</b>	<b>(418,248)</b>	<b>40,090</b>	<b>(140,286)</b>	<b>7,602</b>

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

The notes on pages 24 to 43 form part of these financial statements.

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**  
**Registered number: 08574692**

**Balance sheet**  
**As at 31 August 2019**

	Note	2019 £	2018 £
<b>Fixed assets</b>			
Tangible assets	14	26,200	51,635
<b>Current assets</b>			
Debtors	15	45,340	59,426
Cash at bank and in hand		373,781	299,817
		<u>419,121</u>	<u>359,243</u>
Creditors: amounts falling due within one year	16	(48,607)	(51,276)
<b>Net current assets</b>		<u>370,514</u>	<u>307,967</u>
<b>Total assets less current liabilities</b>		<u>396,714</u>	<u>359,602</u>
Defined benefit pension scheme liability	22	(537,000)	(352,000)
<b>Total net assets</b>		<u><u>(140,286)</u></u>	<u><u>7,602</u></u>
<b>Funds of the academy trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	40,090	51,635
Restricted income funds	17	118,752	98,877
		<u>158,842</u>	<u>150,512</u>
Restricted funds excluding pension asset	17	158,842	150,512
Pension reserve	17	(537,000)	(352,000)
<b>Total restricted funds</b>	17	<u>(378,158)</u>	<u>(201,488)</u>
<b>Unrestricted income funds</b>	17	<u>237,872</u>	<u>209,090</u>
<b>Total funds</b>		<u><u>(140,286)</u></u>	<u><u>7,602</u></u>

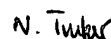
The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 21 to 43 were approved by the trustees, and authorised for issue on and are signed on their behalf, by:

Ms L. Johnson  
Chair of Trustees



Mr. N. Tucker  
Trustee and Accounting Officer



Date: 4/12/2019

The notes on pages 24 to 43 form part of these financial statements.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Statement of cash flows**  
**For the year ended 31 August 2019**

---

	<b>Note</b>	<b>2019 £</b>	<b>2018 £</b>
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	19	60,074	(32,900)
<b>Cash flows from investing activities</b>	20	13,890	(28,379)
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>		73,964	(61,279)
Cash and cash equivalents at the beginning of the year		299,817	361,096
		<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	21	<u>373,781</u>	<u>299,817</u>

The notes on pages 24 to 43 form part of these financial statements

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Notes to the financial statements**  
**For the year ended 31 August 2019**

---

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

**1.2 Going concern**

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy 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.

The Balance sheet shows a net assets of just £18k when including the Local Government Pension Scheme liability. The trustees note that, as stated in note 22, 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.

The trust has revenue reserves of £357k (2018 : £308k) across restricted and unrestricted income funds, which is more than sufficient to meet operational needs and liabilities as they fall due, and the trustees have therefore concluded that the inclusion of the pension scheme liability does not affect their assessment of going concern.

**1.3 Income**

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

• **Grants**

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

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

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

• **Donations**

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

• **Other income**

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

---

**Christ Church-Church-of-England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Notes to the financial statements**  
**For the year ended 31 August 2019**

---

**1. Accounting policies (continued)**

**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.

- **Charitable activities**

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

- **Grants payable**

These are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All resources expended are inclusive of irrecoverable VAT.

**1.5 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.

**1.6 Tangible fixed assets**

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

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

The academy operates from land and buildings of which the freehold is owned by the Diocese of Canterbury. The academy occupies the property under the terms of a Church Supplemental Agreement with the freehold owners. In considering the accounting treatment of these properties the trustees have considered the provisions of the Academies Accounts Direction (AAD). Guidance in the AAD has now clarified that where a Supplemental Agreement is in place then the trust does not have full rights or control, such that any asset should not be recognised on the Balance Sheet.

Per the AAD the rolling right to occupy the building could be recognised in the financial statements via a notional donation (since it pays no actual rent) with a corresponding notional rent expense for its use of the premises. The value of the donation would be the amount that the academy trust would otherwise have had to pay to secure the premises. However, since the trustees feel that this cannot be reliably measured, and in accordance with the AAD, no donation or rental expense have been recognised.

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:

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Notes to the financial statements**  
**For the year ended 31 August 2019**

---

**1. Accounting policies (continued)**

**1.6 Tangible fixed assets (continued)**

Depreciation is provided on the following basis:

Furniture and equipment	-	25%
Computer equipment	-	33%

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

**1.7 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 note 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.8 Operating leases**

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

**1.9 Fund accounting**

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

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

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

**1.10 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.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Notes to the financial statements**  
**For the year ended 31 August 2019**

---

**1. Accounting policies (continued)**

**1.10 Pensions (continued)**

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 operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**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 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

For 2018-19 there has been some specific issues which have impacted on the actuarial assumptions and closing pension scheme liability of all LGPS employers:

**(1) The "McCloud/Sargeant judgement".** This relates to legal rulings regarding age discrimination arising from public sector pension scheme transitional arrangements. Actuarial evidence suggested that the impact of making an allowance for this judgement would be material, and so the academy trust asked the actuary to make an allowance in the figures.

In order to quantify the constructive obligation the actuary has made calculations using an approximate approach. One critical assumption under this method is that salaries will increase at least CPI plus 1.5%. Further, the approximate approach does not take into account the specific age profile of the employer's pension scheme members.

The impact of McCloud/Sargeant has been to increase the constructive obligation at 31 August 2019 by £15k. This is reflected as a past service cost, within staff costs, and detailed in note 22.

There will also be an increase in the cost of benefits from 1 September 2019.

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**2. Critical accounting estimates and areas of judgment (continued)**

**(2) Guaranteed Minimum Pension (GMP).** GMP is a portion of pension that was accrued by individuals who were contracted out of the State Second Pension between 6 April 1978 and 6 April 1997. In October 2018 the High Court ruled in the Lloyds Bank case that equalisation for the effect of unequal GMPs between genders is required. As a result of an on-going debate on how this impacts on public service pension schemes, there has been national debate about the point at which a past service cost is triggered. Briefing notes provided by the actuary have indicated that a 'trigger event' is yet to occur for the LGPS and so no allowance has been made for GMP in the LGPS liability included within these financial statements. It is, in any case, considered likely that any impact would be immaterial.

**(3) Discount rates.** There has been a change in financial assumptions over the period, including the discount rate. The discount rate has been reduced significantly which has resulted in a less positive balance sheet position than if the discount rate at the start of the period had been used. The impact comes through as part of the actuarial movement shown on Statement of Financial Activities.

**(4) Mortality assumptions.** Details of the changes in mortality assumptions are shown in note 22. The actuary calculations use a model prepared by the Continuous Mortality Investigation (CMI) which is updated on an annual basis, incorporating the latest mortality data in the national population. This year the mortality assumptions use an updated CMI model which now anticipates a significant reduction in projected life expectancies. The lower life expectancy assumptions result in a more positive balance sheet position than if the mortality rates at the start of the period had been used, and the impact comes through as part of the actuarial movement shown on Statement of Financial Activities.

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

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Donations	1,204	-	-	1,204	31,893
Capital grants	-	-	17,855	17,855	6,846
	<u>1,204</u>	<u>-</u>	<u>17,855</u>	<u>19,059</u>	<u>38,739</u>
<i>Analysis of 2018 total by fund</i>	<u>2,906</u>	<u>28,987</u>	<u>6,846</u>	<u>38,739</u>	

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**4. Funding for the academy trust's academy's educational operations**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	929,385	929,385	965,633
Other DfE/ESFA grants	-	134,959	134,959	138,694
	-	1,064,344	1,064,344	1,104,327
<b>Other government grants</b>				
Local authority grants	-	18,882	18,882	11,792
	-	18,882	18,882	11,792
<b>Other educational income</b>				
School trips	19,884	-	19,884	10,850
Catering	9,512	-	9,512	9,545
Clubs	17,863	-	17,863	17,190
	47,259	-	47,259	37,585
<b>Total 2019</b>	47,259	1,083,226	1,130,485	1,153,704
<i>Analysis of 2018 total by fund</i>	37,585	1,116,119	1,153,704	

**5. Income from other trading activities**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Hire of facilities	3,176	-	3,176	1,521
Other	21,722	-	21,722	14,129
	24,898	-	24,898	15,650
<i>Analysis of 2018 total by fund</i>	11,560	4,090	15,650	

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**6. Expenditure**

	<b>Staff Costs</b> <b>2019</b> <b>£</b>	<b>Other</b> <b>2019</b> <b>£</b>	<b>Total</b> <b>2019</b> <b>£</b>	<i>Total</i> <i>2018</i> <i>£</i>
Academy's educational operations:				
Direct costs	756,295	115,889	872,184	903,842
Allocated support costs	200,583	128,563	329,146	337,888
<b>Total 2019</b>	<b>956,878</b>	<b>244,452</b>	<b>1,201,330</b>	<b>1,241,730</b>
<i>Analysis of 2018 total</i>	<i>968,205</i>	<i>273,525</i>	<i>1,241,730</i>	

**7. Analysis of grants**

	<b>Grants to</b> <b>Institutions</b> <b>2019</b> <b>£</b>	<b>Total</b> <b>funds</b> <b>2019</b> <b>£</b>	<i>Total</i> <i>funds</i> <i>2018</i> <i>£</i>
Improvements to diocesan property occupied by the academy trust	-	-	34,394
	-	-	34,394
<b>Total 2018</b>	<b>34,394</b>	<b>34,394</b>	

These costs represents works completed on the school buildings. As noted in accounting policy 1.6 the school buildings are not reflected on the balance sheet, and so in accordance with the Academies Accounts Direction associated improvements are treated as a revenue expense for the year as a grant to the Diocese which owns the buildings.

**8. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted</b> <b>funds</b> <b>2019</b> <b>£</b>	<b>Restricted</b> <b>funds</b> <b>2019</b> <b>£</b>	<b>Total</b> <b>funds</b> <b>2019</b> <b>£</b>	<i>Total</i> <i>funds</i> <i>2018</i> <i>£</i>
Academy's educational operations	44,579	1,156,751	1,201,330	1,276,124
<i>Analysis of 2018 total</i>	<i>38,576</i>	<i>1,237,548</i>	<i>1,276,124</i>	

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**9. Analysis of expenditure by activities**

	<b>Direct costs</b>	<b>Grant funding</b>	<b>Support costs</b>	<b>Total</b>	<b>Total</b>
	<b>2019</b>	<b>of activities</b>	<b>2019</b>	<b>funds</b>	<b>funds</b>
	<b>£</b>	<b>2019</b>	<b>2019</b>	<b>2019</b>	<b>2018</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Academy's educational operations	872,184	-	329,146	1,201,330	1,276,124
<i>Analysis of 2018 total</i>	<i>903,842</i>	<i>34,394</i>	<i>337,888</i>	<i>1,276,124</i>	

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

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

**Analysis of support costs**

	<b>Total funds 2019 £</b>	<i>Total funds 2018 £</i>
Staff costs	200,583	206,311
Premises costs	44,931	55,996
Technology costs	18,054	23,827
Other support costs	49,767	46,810
Governance costs	15,811	4,944
	<u>329,146</u>	<u>337,888</u>

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

Net income/(expenditure) for the year includes:

	<b>2019 £</b>	<i>2018 £</i>
Depreciation of tangible fixed assets	29,400	37,035
Fees paid to auditors for:		
- audit	7,200	6,955
- other services	4,743	3,939
	<u>32,343</u>	<u>47,929</u>

**11. Staff costs**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2019 £</b>	<i>2018 £</i>
Wages and salaries	708,819	716,519
Social security costs	56,839	60,770
Pension costs	186,590	189,676
	<u>952,248</u>	<u>966,965</u>
Agency staff costs	4,630	1,240
	<u>956,878</u>	<u>968,205</u>

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**11. Staff costs (continued)**

**b. Staff numbers**

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

	<b>2019</b>	<i>2018</i>
	<b>No.</b>	<i>No.</i>
Teachers	12	15
Administration and support	24	24
Management	2	2
	<u>38</u>	<u>41</u>

The average headcount expressed as full-time equivalents was:

	<b>2019</b>	<i>2018</i>
	<b>No.</b>	<i>No.</i>
Teachers	10	12
Administration and support	15	14
Management	2	2
	<u>27</u>	<u>28</u>

**c. Higher paid staff**

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

	<b>2019</b>	<i>2018</i>
	<b>No.</b>	<i>No.</i>
In the band £70,001 - £80,000	<u>1</u>	<u>1</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 £181,191 (2018 - £177,726).

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**12. 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:

		2019 £	2018 £
N Tucker, Principal	Remuneration	70,000 - 75,000	75,000 - 80,000
	Pension contributions paid	10,000 - 15,000	10,000 - 15,000
D Craven	Remuneration	45,000 - 50,000	50,000 - 55,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
S Cribbens	Remuneration	20,000 - 25,000	20,000 - 25,000
	Pension contributions paid	0 - 5,000	0 - 5,000

During the year ended 31 August 2019, expenses totalling £369 were reimbursed or paid directly to 3 trustees (2018 - £1,045 to 2 trustees). The expenses were in respect of mileage claims, broadband costs and supplies brought for the school.

**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.

**14. Tangible fixed assets**

	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>				
At 1 September 2018	67,281	127,409	5,000	199,690
Additions	2,045	-	1,920	3,965
At 31 August 2019	69,326	127,409	6,920	203,655
<b>Depreciation</b>				
At 1 September 2018	52,859	90,196	5,000	148,055
Charge for the year	8,400	21,000	-	29,400
At 31 August 2019	61,259	111,196	5,000	177,455
<b>Net book value</b>				
At 31 August 2019	8,067	16,213	1,920	26,200
At 31 August 2018	14,422	37,213	-	51,635

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**15. Debtors**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Other debtors	28,960	37,686
Prepayments and accrued income	16,380	21,740
	<u>45,340</u>	<u>59,426</u>

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

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Trade creditors	-	24
Other taxation and social security	2,566	15,651
Other creditors	28,086	15,617
Accruals and deferred income	17,955	19,984
	<u>48,607</u>	<u>51,276</u>

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Deferred income at 1 September 2018	9,304	7,270
Resources deferred during the year	8,097	9,304
Amounts released from previous periods	(9,304)	(7,270)
	<u>8,097</u>	<u>9,304</u>

At the balance sheet date the academy trust was holding funds received in advance for trips booked for the academic year 2019/20.

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**17. Statement of funds**

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Unrestricted funds</b>						
General fund	209,090	73,361	(44,579)	-	-	237,872
<b>Restricted general funds</b>						
General Annual Grant (GAG)	94,182	929,385	(904,815)	-	-	118,752
Other DfE/ESFA	3,005	125,987	(128,992)	-	-	-
Other government grants	1,690	27,854	(29,544)	-	-	-
Pension reserve	(352,000)	-	(64,000)	-	(121,000)	(537,000)
	(253,123)	1,083,226	(1,127,351)	-	(121,000)	(418,248)
<b>Restricted fixed asset funds</b>						
Fixed assets	51,635	-	(29,400)	3,965	-	26,200
DfE/ESFA capital grants	-	17,855	-	(3,965)	-	13,890
	51,635	17,855	(29,400)	-	-	40,090
<b>Total Restricted funds</b>	(201,488)	1,101,081	(1,156,751)	-	(121,000)	(378,158)
<b>Total funds</b>	7,602	1,174,442	(1,201,330)	-	(121,000)	(140,286)

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

General Annual Grant (GAG) must be used for the normal running costs of the academy trust.

The other DfE/ESFA grants fund is used to track non-GAG grants received from the ESFA, the DfE or executive agencies of the DfE and includes Pupil Premium.

The other government grants fund is used to track grants provided by government departments including Individually Assigned Resources funding.

The pension reserve deficit is a restricted fund to account for the liability arising under The Local Government Pension Scheme.

The restricted fixed asset funds are carried forward to meet the specific costs of fixed asset projects and to cover the depreciation charges that will be required on these projects going forward and the current fixed assets held.

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 2019.

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

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

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

	<i>Balance at 1 September 2017 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2018 £</i>
<b>Unrestricted funds</b>						
General fund	195,615	52,051	(38,576)	-	-	209,090
<b>Restricted general funds</b>						
General Annual Grant (GAG)	106,628	965,633	(949,700)	(28,379)	-	94,182
Other DfE/ESFA	6,888	144,366	(148,249)	-	-	3,005
Other government grants	3,057	6,120	(7,487)	-	-	1,690
Restricted Fund 4	-	33,077	(33,077)	-	-	-
Pension reserve	(417,000)	-	(62,000)	-	127,000	(352,000)
	(300,427)	1,149,196	(1,200,513)	(28,379)	127,000	(253,123)
<b>Restricted fixed asset funds</b>						
Fixed assets	53,445	-	(37,035)	35,225	-	51,635
DfE/ESFA capital grants	-	6,846	-	(6,846)	-	-
	53,445	6,846	(37,035)	28,379	-	51,635
<b>Total Restricted funds</b>	(246,982)	1,156,042	(1,237,548)	-	127,000	(201,488)
<b>Total funds</b>	(51,367)	1,208,093	(1,276,124)	-	127,000	7,602

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

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

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

	<b>Unrestricted funds 2019 £</b>	<b>Restricted funds 2019 £</b>	<b>Restricted fixed asset funds 2019 £</b>	<b>Total funds 2019 £</b>
Tangible fixed assets	-	-	26,200	26,200
Current assets	237,872	167,359	13,890	419,121
Creditors due within one year	-	(48,607)	-	(48,607)
Provisions for liabilities and charges	-	(537,000)	-	(537,000)
<b>Total</b>	<b>237,872</b>	<b>(418,248)</b>	<b>40,090</b>	<b>(140,286)</b>

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

	<b>Unrestricted funds 2018 £</b>	<b>Restricted funds 2018 £</b>	<b>Restricted fixed asset funds 2018 £</b>	<b>Total funds 2018 £</b>
Tangible fixed assets	-	-	51,635	51,635
Current assets	209,090	150,153	-	359,243
Creditors due within one year	-	(51,276)	-	(51,276)
Provisions for liabilities and charges	-	(352,000)	-	(352,000)
<b>Total</b>	<b>209,090</b>	<b>(253,123)</b>	<b>51,635</b>	<b>7,602</b>

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

	<b>2019 £</b>	<b>2018 £</b>
Net expenditure for the year (as per Statement of financial activities)	(26,888)	(68,031)
<b>Adjustments for:</b>		
Depreciation	29,400	37,035
Capital grants from DfE and other capital income	(17,855)	(6,846)
Defined benefit pension scheme cost less contributions payable	56,000	52,000
Defined benefit pension scheme finance cost	8,000	10,000
Decrease/(increase) in debtors	14,086	(13,628)
Decrease in creditors	(2,669)	(43,430)
<b>Net cash provided by/(used in) operating activities</b>	<b>60,074</b>	<b>(32,900)</b>

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**20. Cash flows from investing activities**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Purchase of tangible fixed assets	(3,965)	(35,225)
Capital grants from DfE Group	17,855	6,846
<b>Net cash provided by/(used in) investing activities</b>	<b>13,890</b>	<b>(28,379)</b>

**21. Analysis of cash and cash equivalents**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Cash in hand	373,781	299,817
<b>Total cash and cash equivalents</b>	<b>373,781</b>	<b>299,817</b>

**22. Pension commitments**

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

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

Contributions amounting to £15,012 were payable to the schemes at 31 August 2019 (2018 - £15,617) and are included within creditors.

**Teachers' Pension Scheme**

**Introduction**

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

**The Teachers' Pension Budgeting and Valuation Account**

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Notes to the financial statements**  
**For the year ended 31 August 2019**

---

**22. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.08%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

The employer's pension costs paid to TPS in the year amounted to £73,000 (2018 - £78,000).

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

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

**Scheme Changes**

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £62,000 (2018 - £62,000), of which employer's contributions totalled £48,000 (2018 - £48,000) and employees' contributions totalled £ 14,000 (2018 - £14,000). The agreed contribution rates for future years are 20 per cent for employers and 5.5 to 12.5 per cent for employees.

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

**Principal actuarial assumptions**

	2019	2018
	%	%
Rate of increase in salaries	3.7	3.80
Rate of increase for pensions in payment/inflation	2.2	2.30
Discount rate for scheme liabilities	1.85	2.65

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

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**22. Pension commitments (continued)**

	<b>2019 Years</b>	<b>2018 Years</b>
<b>Retiring today</b>		
Males	22.1	23.1
Females	24	25.2
<b>Retiring in 20 years</b>		
Males	23.7	25.3
Females	25.8	27.5

**Sensitivity analysis**

	<b>2019 £000</b>	<b>2018 £000</b>
Discount rate +0.1%	(29)	(23)
Discount rate -0.1%	30	23
Mortality assumption - 1 year increase	46	34
Mortality assumption - 1 year decrease	(44)	(33)
CPI rate +0.1%	26	21
CPI rate -0.1%	(25)	(20)

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

	<b>At 31 August 2019 £</b>	<b>At 31 August 2018 £</b>
Equities	519,000	458,000
Gilts	5,000	5,000
Corporate bonds	69,000	60,000
Property	89,000	83,000
Cash and other liquid assets	20,000	21,000
Investment funds	59,000	46,000
<b>Total market value of assets</b>	<b>761,000</b>	<b>673,000</b>

The actual return on scheme assets was £31,000 (2018 - £28,000).

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2019**

**22. Pension commitments (continued)**

The amounts recognised in the Statement of financial activities are as follows:

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Current service cost	(89,000)	(100,000)
Past service cost	(15,000)	-
Interest income	19,000	16,000
Interest cost	(27,000)	(26,000)
<b>Total amount recognised in the Statement of financial activities</b>	<b>(112,000)</b>	<b>(110,000)</b>

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

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	<b>1,025,000</b>	<b>1,015,000</b>
Current service cost	89,000	100,000
Interest cost	27,000	26,000
Employee contributions	14,000	14,000
Actuarial losses/(gains)	133,000	(115,000)
Benefits paid	(5,000)	(15,000)
Past service costs	15,000	-
<b>At 31 August</b>	<b>1,298,000</b>	<b>1,025,000</b>

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

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	<b>673,000</b>	<b>598,000</b>
Interest income	19,000	16,000
Actuarial gains	12,000	12,000
Employer contributions	48,000	48,000
Employee contributions	14,000	14,000
Benefits paid	(5,000)	(15,000)
<b>At 31 August</b>	<b>761,000</b>	<b>673,000</b>

---

**Christ Church Church of England Junior School, Ramsgate**  
**(A company limited by guarantee)**

---

**Notes to the financial statements**  
**For the year ended 31 August 2019**

---

**23. Operating lease commitments**

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

	2019 £	2018 £
Not later than 1 year	2,154	2,154
Later than 1 year and not later than 5 years	1,077	3,231
	<u>3,231</u>	<u>5,385</u>

**24. Members' liability**

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

**25. 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 trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with the trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the financial period.

**26. Controlling party**

The academy trust is run by the senior management team on a day to day basis. Strategic decisions are made by the trustees. There is no ultimate controlling party.