

Company Registration Number: 08830753 (England & Wales)

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**



**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

**CONTENTS**

	<b>Page</b>
<b>Reference and administrative details</b>	<b>1 - 2</b>
<b>Trustees' report</b>	<b>3 - 15</b>
<b>Governance statement</b>	<b>16 - 19</b>
<b>Statement on regularity, propriety and compliance</b>	<b>20</b>
<b>Statement of Trustees' responsibilities</b>	<b>21</b>
<b>Independent auditors' report on the financial statements</b>	<b>22 - 25</b>
<b>Independent reporting accountant's report on regularity</b>	<b>26 - 27</b>
<b>Statement of financial activities incorporating income and expenditure account</b>	<b>28</b>
<b>Balance sheet</b>	<b>29 - 30</b>
<b>Statement of cash flows</b>	<b>31</b>
<b>Notes to the financial statements</b>	<b>32 - 58</b>

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Members</b>	G Hennessy G Oakes Ian Glass (appointed 1 September 2021) M Leveson (resigned 12 October 2021) Julie Bowen (appointed 1 September 2021)
<b>Trustees</b>	G Oakes, Chair of Trustees <sup>1</sup> C Warner, Staff Trustee S Nefzaoui, Trustee (resigned 2 November 2021) <sup>1</sup> J Cassem, Headteacher and Trustee <sup>1</sup> R Leachman, Trustee (resigned 27 May 2021) M Leveson, Trustee R Rafter, Staff Trustee J Fourie, Trustee T Oyekan, Trustee  <sup>1</sup> Member of the Finance and Audit Committee
<b>Company registered number</b>	08830753
<b>Company name</b>	The Gateway Primary Academy
<b>Headteacher and registered office</b>	Milestone Road Dartford Kent DA2 6DW
<b>Company secretary</b>	D Lewis
<b>Chair of Governors</b>	G Oakes
<b>Senior management team</b>	Mr Jamiel Cassem, Headteacher Miss C Warner, Deputy Headteacher
<b>Independent auditors</b>	MWS Chartered Accountants Statutory Auditor Kingsridge House 601 London Road Westcliff-on-Sea Essex SS0 9PE
<b>Bankers</b>	Lloyds Bank 4-6 High Street Dartford Kent DA1 1BY

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Solicitors**

Anthony Collins  
134 Edmund Street  
Birmingham  
B3 2ES

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

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

**Structure, governance and management**

**a. Constitution**

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

The charitable company's Memorandum of Association and Articles of Association are the primary governing documents of the academy.

The Trustees of The Gateway Primary Academy are also the directors of the charitable company for the purposes of company law.

The charitable company is known as The Gateway Primary Academy

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

**b. Members' liability**

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

**c. Trustees' indemnities**

The Academy, through its Articles, has indemnified its Governors to the fullest extent permissible by law. 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.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Structure, governance and management (continued)**

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

The Board of Governors makes all arrangements for the appointment of trustees as specified by the Academy Memorandum of Association. The appointment of new governors includes the completion of a skills audit and an 'interview' or meeting with existing governors to discuss expectations before any new appointment is confirmed.

Governors/Trustees are appointed or elected as follows:

- Members may appoint up to 5 governors
- Staff governors (up to one third of the board including the headteacher) are appointed through staff nomination. An election is held if there are more nominations than vacancies
- Parent governors (maximum of 3) are elected by parents of pupils at the Academy. A parent governor must be a parent of a pupil at the Academy at the time he/she is elected. Any election of Parent Governors which is contested, is held by secret ballot. All parents have the opportunity to vote in the event of a ballot.
- Parent Governors can be appointed by the Board of Governors if the number of parents standing for election is less than the number of vacancies.
- The Board of Governors may appoint co-opted governors. Governors may not co-opt an employee of the Academy Trust if the appointment results in more than one third of the board being employees of the Academy.

The term of office for any governor is 4 years. Subject to remaining eligible to be a particular type of governor, any governor may be re-appointed or re-elected.

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

The Chair of Governors is responsible for the induction of new governors including providing information on the trustee's role and the provision of key documents such as minutes of previous meetings, code of conduct, terms of reference for any sub-committees and calendar dates. All governors have access to on-going training and development throughout their term in office.

**f. Organisational structure**

The Governing Body is responsible for the strategic management of the school: deciding and setting key aspects such as the strategic direction, setting annual budgets, senior staff appointment, policy development and changes and ensuring compliance with legal requirements.

The Headteacher is the Accounting Officer and is supported by the senior leadership team. The Governing Body has delegated the day to day running of the academy to the Headteacher and while it has retained responsibility for certain aspects of governance, some responsibility has been delegated to committees of which the Finance and Audit committee is the main one. Additional sub-committees are convened as and when required.

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

The pay of senior leaders (key management personnel) is reviewed annually by the governor's pay committee following the performance review of staff. Three appointed governors are elected to review the performance of the Headteacher in collaboration with an external leadership advisor and using the National Headteacher Standards as a framework for assessment.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Structure, governance and management (continued)**

**h. Related parties and other connected charities and organisations**

The academy is a subscribed member of the Dartford Area Schools Consortium, a charitable incorporated organisation. It supports and actively contributes to the aims and objectives of this organisation through the work of staff who undertake responsibility for some leadership networks.

The academy uses the CRIBs to provide religious and well-being assemblies for the children as well as helping to prepare the Year 6 children for their transition to secondary school.

The annual safeguarding update is delivered by Joy Fourie, who the school has a long association with the school. The whole staff update is delivered during a school inset day which enables a bespoke approach to safeguarding and child protection.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Objectives and activities**

**a. Objects and aims**

As per the Academy's Articles the object of the academy is to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

**b. Objectives, strategies and activities**

The Academy's main strategy is contained in its mission statement and vision:

Through outstanding teaching and a diverse creative curriculum, our pupils develop confidence, independence, and a love of learning.

We aim for our pupils to achieve their full potential physically, socially, and academically whilst preparing them for a successful future in a multicultural society by celebrating diversity and embracing our British values.

We seek to achieve our vision by:

- Setting high expectations and delivering high quality teaching
- Providing a learning environment that is safe secure, happy, and stimulating
- Creating a community ethos which supports self-worth, value, and respect for others
- Nurturing an attitude of self-belief and developing an understanding that positive risk taking, and self-evaluation are essential stepping stones to successful learning
- Working together to meet the needs of all pupils through inclusive practice
- Maximising learning opportunities through partnership with parents and the wider community
- Developing awareness of individuals' rights and responsibilities and the importance of British values.

In the year ending 31st August 2021 the main objectives for the academy were:

- 1.1 To implement our return to school curriculum effectively across the school to promote good outcomes for all pupils academically and personally.
- 1.2 To further develop provision for pupils with SEND to ensure they make as much progress as all pupils nationally
- 1.3 To evaluate and develop the implementation of Charanga and Language Angels
- 1.4 To strengthen the teaching of the multiplication tables in Year 4
- 2.1 To maintain a consistent approach to pupil behaviour and reignite learning behaviours on returning from lock down.
- 3.1 To embed the RSHE curriculum across the school
- 3.2 To strengthen the well-being of staff and pupils on returning from lockdown.
- 4.1 To continue to develop the skills of middle leaders to enable them to rigorously monitor and evaluate pupil achievement and enhance teaching and learning in their subject.
- 4.2 To continue to train and upskills Governors in the monitoring of the school performance.
- 5.1 To continue to develop parental involvement and engagement in children's learning.
- 5.2 To develop EYFS provision in line with new statutory guidance



**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Objectives and activities (continued)**

**c. Public benefit**

The Governors have taken the Charity Commission's specific guidance on public benefit (contained within the guidance document "The Advancement of Education for the Public Benefit") into consideration in preparing their statements on public benefit contained within this Governors' annual report.

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

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the school's objective and aims in planning future activities for the period. The trustees consider that the school's aims are demonstrably to the public benefit.

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**Strategic report**

**Achievements and performance**

**a. Key performance indicators**

The school received a short section 8 inspection in January 2017 and was judged as continuing to provide a good education for its pupils.

Children's achievement is measured by outcomes in Statutory Assessment Tests and the progress pupils have made from their starting point at the end of KS1. Although there were no statutory assessments in 2021 due to the Covid 19 pandemic the outcomes for pupils in 2019 were outstanding.

The academy has sustained the high achievement of the last 3 years and continues to achieve highly in all key performance indicators.

In a class with a high level of SEND the children's attainment was above the 2019 National figures in all areas with the percentage of children achieving the greater depth being almost double the national figures from 2019.

**Attendance**

Due to the impact of Covid the attendance over the last year has fluctuated. However, through careful monitoring of pupil's engagement during lockdown, a high level of engagement was achieved and pupil's outcomes clearly link to the high levels of engagement that were achieved.

**Whole School Attendance**

2018-2019	2019-2020	2020-2021
97%	96.4%	97%

**The outcomes until July 2021**

**Expected Standard**

	Reading	Grammar, Punctuation and Spelling	Maths	Writing
<b>School</b>	90	87	83	87

**Exceeding Standard**

	Reading	Grammar, Punctuation and Spelling	Maths	Writing
<b>School</b>	53	60	53	40

**Attainment and Progress for pupils at Key Stage 2 (Year 6) (2019)**

**Percentage of pupils achieving the expected standard compared to all pupils nationally**

	Reading	Grammar, Punctuation and Spelling	Maths	Writing	R+W+M Combined
<b>School</b>	90	100	100	97	90
<b>National</b>	73	78	79	78	65

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**Strategic report (continued)**

**Achievements and performance (continued)**

Percentage of pupils exceeding the expected standard compared to all pupils nationally

	<b>Reading</b>	<b>Grammar, Punctuation and Spelling</b>	<b>Maths</b>	<b>Writing</b>	<b>R+W+M Combined</b>
<b>School</b>	58	71	61	48	42
<b>National</b>	27	36	27	20	11

**Average Scaled Scores**

	<b>Reading</b>	<b>Grammar, Punctuation and spelling</b>	<b>Maths</b>
<b>School</b>	110	114	109
<b>National</b>	105	106	104

**Progress Scores**

<b>Reading</b>	<b>Writing</b>	<b>Maths</b>
3.5	2.5	3.3

Attainment in KS2 was well above the national average in 2019 in all subjects. At the higher scaled scores/ greater depth standard pupils significantly exceeded the national average in all subjects. All disadvantaged pupils achieved expected standards and made good progress in reading, GPS, and maths. All but 1 disadvantaged pupil achieved the expected standard in writing.

**Attainment at Key Stage 1 (Year 2)**

<b>2021</b>	<b>Reading</b>		<b>Writing</b>		<b>Maths</b>	
	<b>School</b>	<b>National</b>	<b>School</b>	<b>National</b>	<b>School</b>	<b>National</b>
<b>% Achieving Expected Standard</b>	83	N/A	83	N/A	83	N/A
<b>% Achieving Greater Depth Standard</b>	28	N/A	28	N/A	31	N/A

	<b>Reading</b>		<b>Writing</b>		<b>Maths</b>	
	<b>School</b>	<b>National</b>	<b>School</b>	<b>National</b>	<b>School</b>	<b>National</b>
<b>% Achieving Expected Standard</b>	86	75	83	69	90	76
<b>% Achieving Greater Depth Standard</b>	34	25	24	15	28	22

No data for 2021 phonics screening. However, an internal phonics screen showed that 94% of pupils would have passed.

<b>2019</b>	<b>School</b>	<b>National</b>
<b>Year 1 Phonics</b> % of pupils meeting the required standard in the phonics screening	87	82

In 2019, achievement at the expected standard at Key Stage one exceeded the national average in all subjects at the higher greater depth standard, pupils exceeded the national average in reading, writing and maths.

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**Strategic report (continued)**

**Achievements and performance (continued)**

Attainment in writing was a particular strength. Disadvantaged pupils achieved as well as all pupils nationally.

The Gateway Primary Academy	Year 3 Sept 2020- Aug 2021	Year 2 Sept 2019 - Aug 2020	Year 1 Sept 2018 - Aug 2019
Number on Roll	210	210	210
Age Range	4 Yrs - 11 Yrs	4 Yrs - 11 Yrs	4 Yrs - 11 Yrs
Average Class Size	30	30	30
Total Teacher Cost	519,557	470,503	488,378
Total Support Staff Cost (Class Based)	200,067	194,616	181,511
Total Support Staff Cost (Non Class Based)	69,920	74,219	79,920
FTE Teachers	9.2	8.12	9
FTE Support Staff	12.53	13	13
Pupil /Teacher Ratio	22.83	25.98	23.44
Teachers Staff costs against total budget	49.40%	48.24%	49.14%
Support staff costs against total budget	25.67%	29.89%	26.30%
Total Pupil Premium Funding	30,710	23,109	19,250
Total Salaries against GAG budget	93.11%	87.73%	93.61%
Total Salaries against Total Income	75.07%	71.02%	75.44%
Total Reserves Year End	264,458*	197,890*	126,881*

**Summary Notes**

Average Teacher cost over 3 years £56,1937

Average Class based support staff over 3 years £17,460

The percentage of expenditure on salaries remains broadly average compared to similar schools

Funding for disadvantaged pupils has increased over 3 years

School reserves shows an increased rollover figure compared to previous years.

\* Restricted and Unrestricted funds excluding pension

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Strategic report (continued)**

**Achievements and performance (continued)**

**b. Going concern**

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

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Strategic report (continued)**

**Financial review**

**a. Reserves policy**

At 31st August 2021, the Academy had free reserves of £65,353 (2020: £87,167), restricted reserves of £199,105 (2020: £110,723) restricted fixed asset funds of £1,566,396 (2020: £1,624,079) and pension deficit of £559,000 (2020: £488,000)

The Governing Body maintains a prudent level of reserves in line with their policy to spend funding received on the pupils in the Academy at the time, except where a specific project required funding to be built up over several years.

The Board were informed that reserves needed to be built up because the water and heating system needed significant work to enable it to function at a basic level. This was possible due to a number of strategic discussions throughout the year where agency staff were not needed and staff that left were not replaced as well as overtime not needed in the breakfast club or after school club.

Due to the changes in Covid policy the extreme pressures put on the heating and water system resulted in £11,000 needing to be spent on the system after further break downs. As a result of the continued issues with the system CIF bids were submitted and an Urgent Care grant was then awarded to the Academy with match funding and a loan over 10 years. The Academy is now committing £136,600 to improve the heating and hot water system in 2021 – 2022 with further CIF bids been submitted which could result in a further £10,000 being committed to electrical and boiler work which the school desperately needs.

The cost of staff is the largest expenditure that the Academy has. This accounts for 75.07% of the Academy's total income. This cost will greatly increase in the coming years as staff reach the top of their pay band and then apply to go through threshold. With staff moving onto the upper pay scale and or at the top of the pay scale the Academy will find it increasingly difficult to pay staff. A deficit figure of approximately £91,000 is projected for year 5. Over the coming years the Academy will look to recoup some funding from a staffing restructure, renting the Studio area to local professional organisations and exploring external funding streams.

**b. Investment policy**

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

The charitable company's current policy is to invest surplus fund in short-term cash deposits.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**c. Principal risks and uncertainties**

The Board of Governors 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. This information is held in a risk register, reviewed annually by the Finance and Audit Committee and outcomes reported to the Board of Governors.

The Board of Governors is of the view that there is a formal on-going process for identifying, evaluating, and managing the Academy Trust's risks that has been in place for the period 1st September 2020 to 31st August 2021 and up to the date of approval of the annual report and financial statements.

The Board of Governors considers the following to be the major risks to which the academy is exposed:

- The economic effect of a pandemic
- A reduction in funding following government policy
- A drop in pupil numbers
- Failure to comply with health and safety, employment law and disability legislation
- Capacity of buildings in the event of a crisis (e.g. fire, flood)
- Percentage increase in minimum wage and teachers pay
- A cyber-attack on the curriculum and Office server / Hosted server

The Governors have appointed the company Williams Giles as its Internal Scrutineer (IS). The IS's role includes performing a range of checks on the Academy Trust's financial systems and procedures and reporting to the Board of Governors.

**d. Financial impact of Covid 19**

- The Academy received laptops from the DFE which were distributed to children working at home who were receiving free school meals.
- Internet support was provided for families without the internet in the form of mobile phone data cards.
- The Academy made a financial saving on staff who claim overtime for additional hours for breakfast club and lunchtime duty.
- Additional families became free school meals and therefore the school will receive additional funding
- An additional child became eligible for high needs funding
- Additional expenditure was needed for PPE which was reclaimed through the Government's Covid expenses return.
- The number of children attending the school increased during the lockdown period due to the Government's changes to the classification of 'key worker'.
- Additional wear on the building resulted in continuous expenditure on the heating and water system.
- The Academy missed out on CIF bids by 2 points but qualified for an Urgent Care Grant which required the Academy to commit to a £50,000 loan over 10 years and £138,000 of match funding.
- One member of staff were recruited during lock down.
- Electrical and emergency lighting work was completed which was not completed during lock down.
- PFA fundraising events were not held therefore additional funds will not be available for projects in the coming year. These projects will be postponed until the funds become available.
- Additional funds will need to be made available for class cover as staff need to self-isolate and rates of infection increase.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Fundraising**

The main fundraising activities for the academy are planned and delivered by the Gateway Parents and Friends Association. All parents of the school are automatically a member of this association when their child is enrolled at the school. The association is a registered charity (Charity number 1103263) and is required to operate under an agreed constitution with an operating committee elected annually by parents.

The operating committee consists of a chair, vice-chair, treasurer and other elected members. It includes the Headteacher as an ex officio member to oversee and monitor the work of the association to ensure it operates within the academy's best interests, complies with recognised financial controls and charitable law. The committee is responsible for maintaining a register of business interest, managing risks and resources to achieve the charitable purpose set out in the constitution. Accounts are audited annually and published through an Annual General Meeting.

All communication for fund raising activities are authorised through the school procedures to ensure parents are protected from unreasonably intrusive or persistent fund raising approached and undue pressure to contribute. The Association does not hold any personal data.

The academy also supports some national fundraising events each year to develop pupil awareness of the work of national charities. Participation in these fundraising events is voluntary with no undue pressure to donate.

Due to the impact of Covid 19 restrictions many of the usual fund raising events have not been able to be held this year.

**Plans for future periods**

Future developments- School Improvement priorities for the coming year include:

**Key Priority 1: QUALITY OF EDUCATION**

- 1.1 For boy's achievement in English to be in line with the girls at the expected and greater depth standard.
- 1.2 To refine strategies for SEN pupils to ensure they make as much progress as all pupils nationally.
- 1.3 To strengthen deeper learning in the foundation subjects by continuing to make links between themes and topics.
- 1.4 To strengthen children's understanding of maths through their application of problem solving and reasoning skills.

**Key Priority 2: PERSONAL DEVELOPMENT**

- 2.1 To strengthen the well-being of staff, pupils, and parents. (Promoting the Solihull approach and the work of Anna Freud)

**Key Priority 3: LEADERSHIP AND MANAGEMENT**

- 3.1 To ensure new middle leaders are rigorously monitoring and evaluating pupil achievement and the quality of teaching across all subjects
- 3.2 To continue to train and upskill new Governors in the monitoring and evaluation process.

**Key Priority 4: Early Years Foundation Stage**

- 4.1 To ensure all children make good progress from their starting points towards a good level of development at the end of the early years
- 4.2 To ensure new statutory guidance (September 2021) is implemented across all areas of learning, with a focus on enhancing language for learning.

**Funds held as custodian on behalf of others**

Although the charitable company maintains restricted funds to deal with incoming resources that are earmarked for a particular purpose by donors, sponsors, and other funders. The Gateway Primary Academy does not hold, and the Governors do not anticipate that it will in future hold, any funds as custodian for any third party.



**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Governance Review**

No formal external review has taken place this year on the effectiveness and impact of the trustees however governors have undertaken an evaluation and review of its effectiveness to inform the strategic development of the Board of Governors. The Trustees are looking to have an external review of the effectiveness of Trustees completed in term 4 of the 2021-2022 school year.

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

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

**Auditors**

The auditors, MWS, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 9 December 2021 and signed on its behalf by:

*G Oakes - Chair of Trustees*

.....  
**G Oakes**  
(Chair of Trustees)

*Jamiel Cassem*

.....  
**J Cassem**  
(Accounting Officer)

**THE GATEWAY PRIMARY ACADEMY**  
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**GOVERNANCE STATEMENT**

**Scope of responsibility**

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

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

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

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 6 times during the year.

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

Trustee	Meetings attended	Out of a possible
G Oakes, Chair of Trustees	6	6
C Warner, Staff Trustee	6	6
S Nefzaoui, Trustee	6	6
J Cassem, Headteacher and Trustee	6	6
R Leachman, Trustee	4	5
M Leveson, Trustee	4	6
R Rafter, Staff Trustee	6	6
J Fourie, Trustee	4	6
T Oyekan, Trustee	6	6

No formal external review has taken place this year on the effectiveness and impact of the trustees however governors have undertaken an evaluation and review of its effectiveness to inform the strategic development of the Board of Governors. The Trustees are looking to have an external review of the effectiveness of Trustees completed in term 4 of the 2021-2022 school year.

The Finance and Audit Committee is a sub-committee of the main board of Trustees. Its purpose is to manage the finances of the Academy. The Academy's Finance Officer is an associate member of the committee and has attended all 6 meetings during the year.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
J Cassem	6	6
G Oakes	6	6
S Nefzaoui	6	6

**THE GATEWAY PRIMARY ACADEMY**  
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**GOVERNANCE STATEMENT (CONTINUED)**

**Review of value for money**

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

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

**Improving Educational Results**

We have ensured that resources are directed where they are most needed and have been effective in achieving high standards in educational performance in 2020 - 2021.

Due to the pandemic the school is judged on the 2019 academic results and will be continuing the same expectations for 2020 - 2021.

- Educational provision in the Early Years Foundation Stage ensured pupils made good progress with attainment which was 10% below the 2019 national outcomes
- The effective teaching of phonics in Reception and Year 1 resulted in attainment (90%) above the national average (2019) in the Year 1 Phonics screening check
- At KS1 pupil outcomes were above average in all subjects.
- At KS2 pupil outcomes were well above the national average in all subjects .
- At KS2 the proportion of pupils attaining the higher level greater depth standard was significantly above the national average in reading, GPS , writing and maths.
- Pupils made strong progress in KS2 in all subjects.
- Using pupil premium funding to provide additional support for vulnerable pupils has ensured the vast majority of these pupils have achieved well at KS1 and KS2. Disadvantaged pupils achieved as well as pupils nationally at both KS1 and KS2.
- Achieving the Silver Virtual Games Sport Mark
- Sports funding has enabled resources for sport to be improved, pupils to access a wider range of sports and for children in the Academy to experience a range of sports and activities
- Using the catch-up funding to enable children who have fallen behind to reach their target, pre pandemic, by the end of the year. All children made good progress from their starting point.
- 80% of children in Year 4 achieved 80% or more in the optional multiplication test

**Financial Governance and Oversight**

Our governance arrangements include regular monitoring by the Board of Governors through the work of the Finance and Audit Committee.

- An accountant (MWS accountants) is employed to support the Academy
- An Internal Auditor is appointed to complete compliance audits and reports 3 times a year.
- Outcomes of Responsible Officer audits are presented to the full Board of Governors.
- Termly financial monitoring reports are presented to the Finance and Audit committee and subsequently reported to the full board of governors.
- Major expenditure on all resources is monitored and reviewed by the Finance and Audit committee
- Our Finance Policy is reviewed on an annual basis.

**Better purchasing**

- Examples of steps taken to ensure value for money include:
- Exploring alternative purchasing options both on-line and directly through suppliers to find the best value.
- Implementing a tender process for significant purchases (above £10,000) and contracts e.g. grounds maintenance.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Review of value for money (continued)**

- Procedures are in place for accepting "best value" quotes, which are not necessarily the cheapest (e.g. based on suitability for purpose and quality of workmanship)
- Contracts are reviewed annually or on renewal to ensure they remain fit for purpose and continue to provide best value.
- The Finance Officer and School Administrator are proactive in driving down costs through better procurement and negotiation e.g. school trips, ICT resources and property management.
- Where available, governors review benchmarking data comparing The Gateway to similar academies and schools.

**Income generation**

As a 1 Form Entry primary academy, we do not have extensive facilities for hire. However we do, on occasion, hire facilities for use by the local authority SEND services for training purposes and consultation group meetings and by the Dartford Area Schools Consortium for training purposes.

**Controls and Risk**

The Finance and Audit committee and the senior leadership team have reviewed regular budget reports to ensure spending is within budget. Any significant variances to the original budget are discussed and agreed by the Finance and Audit committee. Major variances require approval by the board of governors.

**Actions taken to manage risk include:**

Williams Giles appointed to provide internal scrutiny in areas of focus from the risk register,  
An annual review of the risk register by governor,  
The purchase of an appropriate level of insurance cover.

**Future Objectives:**

We recognize the importance of continuing to develop relationships with other academies and local partnerships in order to benefit from economies of scale in procuring products and services and in developing staff knowledge and expertise.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Gateway Primary Academy for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

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

**The risk and control framework**

The academy'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.

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Trustees

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**The risk and control framework (continued)**

- regular reviews by the Finance and General Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The Board of Trustees has decided to buy-in an internal audit service from Williams Giles Chartered Accountants

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems.

On a semi-annual basis, the reviewer reports to the board of Trustees through the finance and general purposes committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The Academy Trust can confirm the internal auditor has completed their schedule of work as planned.

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

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the finance and general purposes committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 9 December 2021 and signed on their behalf by:

*G Oakes - Chair of Trustees*

.....  
**G Oakes**  
Chair of Trustees

*Jamuel Cassem*

.....  
**J Cassem**  
Accounting Officer

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

As accounting officer of The Gateway Primary Academy I have considered my responsibility to notify the academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2020.

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

*Jamiel Cassem*

.....  
**J Cassem**  
Accounting Officer  
Date: 9 December 2021

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 9 December 2021 and signed on its behalf by:

*G Oakes - Chair of Trustees*

.....  
**G Oakes**  
Chair of Trustees

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
GATEWAY PRIMARY ACADEMY**

**Opinion**

We have audited the financial statements of The Gateway Primary Academy (the 'academy') for the year ended 31 August 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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



**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**Other information**

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

We have nothing to report in this regard.

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

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

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

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

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

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

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

**Responsibilities of trustees**

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

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

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

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

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

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

We obtained an understanding of the legal and regulatory frameworks applicable to the Academy Trust and the industry in which it operates. We determined that the following laws and regulations were most significant:

The Companies Act 2006, Safeguarding (including statutory guidance Keeping Children Safe in Education), employment law and public sector pay and conditions. We enquired of management to obtain an understanding of how the Academy Trust is complying with those legal and regulatory frameworks and whether they had any knowledge of actual or suspected fraud. We corroborated the results of our enquiries through our review of the board minutes for the year. We did not identify any matters relating to material noncompliance with laws and regulation or matters in relation to fraud;

- We obtained an understanding of how the Company is complying with those legal and regulatory frameworks by making inquiries of management and those responsible for legal and compliance procedures
- In assessing the potential risks of material misstatement, we obtained an understanding of the Company's operations, including its objectives and strategies to understand the expected financial statement disclosures and business risks that may result in risks of material misstatement;
- In assessing the appropriateness of the collective competence and capabilities of the engagement team, the engagement partner considered the engagement team's:
  - Understanding of, and practical experience with, audit engagements of a similar nature and complexity through appropriate training and participation
  - the specialist skills required and
  - knowledge of the industry in which the client operates.
- We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
  - assessing the design effectiveness of controls management has in place to prevent and detect fraud;
  - challenging assumptions and judgements made by management in its significant accounting estimates; identifying and testing journal entries, in particular manual journal entries made at year end for financial statement preparation;
  - and assessing the extent of compliance with the relevant laws and regulations as part of our procedures on the related financial statement item.

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

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

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

Auditors' report.

**Use of our report**

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

*Fiona Read*

**Fiona Read FCA (Senior statutory auditor)**

for and on behalf of

**MWS**

Chartered Accountants

Statutory Auditor

Kingsridge House

601 London Road

Westcliff-on-Sea

Essex

SS0 9PE

Date: 17 December 2021

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE  
GATEWAY PRIMARY ACADEMY AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated May 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Gateway Primary Academy during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of The Gateway Primary Academy's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Gateway Primary Academy's funding agreement with the Secretary of State for Education dated 31 January 2014 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Assessing the risk of material irregularity in the Academy Trust
- Commissioning a self-assessment review of the Trustees' governance arrangements and consideration of any material non-compliance with the Academies Financial Handbook
- Investigating any areas of significant risk identified
- Consideration of the work performed under our audit engagement and any impact this may have on our regularity conclusion or regularity risk assessment
- A review of the internal controls and internal audit procedures for areas of significant risk and performing further substantive testing where necessary.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE  
GATEWAY PRIMARY ACADEMY 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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

MWS

Reporting Accountant  
**MWS**  
Chartered Accountants

Kingsridge House  
601 London Road  
Westcliff-on-Sea  
Essex  
SS0 9PE

Date: 17 December 2021

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>						
Donations and capital grants	4	9,599	-	8,699	18,298	21,884
Charitable activities		-	1,010,971	-	1,010,971	955,578
Other trading activities		22,460	-	-	22,460	24,101
Investments	7	31	-	-	31	100
<b>Total income</b>		<b>32,090</b>	<b>1,010,971</b>	<b>8,699</b>	<b>1,051,760</b>	<b>1,001,663</b>
<b>Expenditure on:</b>						
Charitable activities	9	53,904	967,251	56,720	1,077,875	1,010,366
<b>Total expenditure</b>		<b>53,904</b>	<b>967,251</b>	<b>56,720</b>	<b>1,077,875</b>	<b>1,010,366</b>
<b>Net (expenditure)/income</b>		<b>(21,814)</b>	<b>43,720</b>	<b>(48,021)</b>	<b>(26,115)</b>	<b>(8,703)</b>
Transfers between funds	20	-	9,662	(9,662)	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(21,814)</b>	<b>53,382</b>	<b>(57,683)</b>	<b>(26,115)</b>	<b>(8,703)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	26	-	(36,000)	-	(36,000)	(36,000)
<b>Net movement in funds</b>		<b>(21,814)</b>	<b>17,382</b>	<b>(57,683)</b>	<b>(62,115)</b>	<b>(44,703)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		87,167	(377,277)	1,624,079	1,333,969	1,378,672
Net movement in funds		(21,814)	17,382	(57,683)	(62,115)	(44,703)
<b>Total funds carried forward</b>		<b>65,353</b>	<b>(359,895)</b>	<b>1,566,396</b>	<b>1,271,854</b>	<b>1,333,969</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 32 to 58 form part of these financial statements.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 08830753**

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

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	15	1,555,605	1,608,205
		<u>1,555,605</u>	<u>1,608,205</u>
<b>Current assets</b>			
Stocks	16	2,607	1,997
Debtors	17	19,830	13,365
Cash at bank and in hand		305,875	246,976
		<u>328,312</u>	<u>262,338</u>
Creditors: amounts falling due within one year	18	(53,063)	(48,574)
<b>Net current assets</b>		<u>275,249</u>	<u>213,764</u>
<b>Total assets less current liabilities</b>		<u>1,830,854</u>	<u>1,821,969</u>
<b>Net assets excluding pension liability</b>		<u>1,830,854</u>	<u>1,821,969</u>
Defined benefit pension scheme liability	26	(559,000)	(488,000)
<b>Total net assets</b>		<u><u>1,271,854</u></u>	<u><u>1,333,969</u></u>
<b>Funds of the academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	20	1,566,396	1,624,079
Restricted income funds	20	199,105	110,723
		<u>1,765,501</u>	<u>1,734,802</u>
Restricted funds excluding pension asset	20	1,765,501	1,734,802
Pension reserve	20	(559,000)	(488,000)
<b>Total restricted funds</b>	20	<u>1,206,501</u>	<u>1,246,802</u>
Unrestricted income funds			
General funds	20	65,353	87,167
<b>Total unrestricted income funds</b>	20	<u>65,353</u>	<u>87,167</u>
<b>Total funds</b>		<u><u>1,271,854</u></u>	<u><u>1,333,969</u></u>

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 08830753**

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

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 28 to 58 were approved by the Trustees, and authorised for issue on 09 December 2021 and are signed on their behalf, by:

*G Oakes - Chair of Trustees*

*Jamiel Cassem*

.....  
**G Oakes**  
(Chair of Trustees)

.....  
**J Cassem**  
(Accounting Officer)

The notes on pages 32 to 58 form part of these financial statements.



**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

	Note	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	22	54,288	65,570
<b>Cash flows from investing activities</b>	23	4,611	(713)
<b>Change in cash and cash equivalents in the year</b>		58,899	64,857
Cash and cash equivalents at the beginning of the year		246,976	182,119
<b>Cash and cash equivalents at the end of the year</b>	24, 25	<u>305,875</u>	<u>246,976</u>

The notes on pages 32 to 58 form part of these financial statements

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**1. General information**

The Academy Trust is a company limited by guarantee, it was incorporated in England and Wales. The registered office is The Gateway Primary Academy, Milestone Road, Dartford, Kent, DA2 6DW

**2. 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.

**2.1 Basis of preparation of financial statements**

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Gateway Primary Academy meets the definition of a public benefit entity under FRS 102.

**2.2 Going concern**

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

**2.3 Income**

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

• **Grants**

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

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

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

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**2. Accounting policies (continued)**

**2.3 Income (continued)**

- **Donations**

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

- **Other income**

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

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

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

**2.4 Expenditure**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**2.5 Taxation**

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

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

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**2. Accounting policies (continued)**

**2.6 Tangible fixed assets**

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

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

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

Depreciation is provided on the following bases:

Long-term leasehold property	- 50 years straight line
Computer equipment	- 3 years straight line
Furniture and fixtures	- 25% reducing balance

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

**2.7 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**2.8 Debtors**

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

**2.9 Cash at bank and in hand**

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

**2.10 Liabilities**

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

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**2. Accounting policies (continued)**

**2.11 Financial instruments**

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy and their measurement 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 17. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

**2.12 Operating leases**

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

**2.13 Pensions**

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

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

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

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

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**2. Accounting policies (continued)**

**2.14 Fund accounting**

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

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

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

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

**3. 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 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

The only critical area of judgement other than the LGPS pension scheme liability is that of depreciation; rates of which are chosen where considered reasonable for the types of asset in question.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

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

	Unrestricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Donations</b>				
DfE Laptop Donations	-	2,337	2,337	-
<b>Subtotal detailed disclosure</b>	-	2,337	2,337	-
Donations	9,599	-	9,599	15,499
Devolved Formula Capital grant	-	6,362	6,362	6,385
<b>Subtotal</b>	9,599	6,362	15,961	21,884
<b>Total 2021</b>	9,599	8,699	18,298	21,884
<i>Total 2020</i>	6,999	14,885	21,884	

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**5. Funding for the academy's educational operations**

	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	847,998	847,998	810,811
Other DfE/ESFA grants			
Pupil premium	30,711	30,711	23,109
Universal infant free school meals	31,144	31,144	33,445
Teachers pension grant	28,690	28,690	28,826
Sports premium	17,800	17,800	17,830
Others	15,531	15,531	16,179
	-	971,874	930,200
<b>Other Government grants</b>			
Special educational needs	21,297	21,297	22,114
	21,297	21,297	22,114
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up Premium	16,720	16,720	-
Other DfE/ESFA COVID-19 funding	1,080	1,080	3,264
	17,800	17,800	3,264
	1,010,971	1,010,971	955,578
<i>Total 2020</i>	955,578	955,578	

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the academy's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

The academy received £16,720 of funding for catch-up premium and the costs incurred in the respect of this funding totaled £14,009, there is £2,711 of the grant to be spent next year



**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**6. Income from other trading activities**

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Lettings	264	264	243
Catering income	11,076	11,076	10,815
Services provided	5,198	5,198	9,848
School sales	5,922	5,922	3,195
	<u>22,460</u>	<u>22,460</u>	<u>24,101</u>
<i>Total 2020</i>	<u>24,101</u>	<u>24,101</u>	

**7. Investment income**

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank Interest received	31	31	100
	<u>100</u>	<u>100</u>	
<i>Total 2020</i>	<u>100</u>	<u>100</u>	

**8. Expenditure**

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £	Total 2020 £
Educational Operations:					
Direct costs	681,219	-	60,210	741,429	688,320
Allocated support costs	108,325	130,181	97,941	336,447	322,046
	<u>789,544</u>	<u>130,181</u>	<u>158,151</u>	<u>1,077,876</u>	<u>1,010,366</u>
<i>Total 2020</i>	<u>739,338</u>	<u>117,390</u>	<u>153,638</u>	<u>1,010,366</u>	

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

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

**Summary by fund type**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Educational Operations	53,904	1,023,971	<b>1,077,875</b>	1,010,366
<i>Total 2020</i>	<u>42,569</u>	<u>967,797</u>	<u><b>1,010,366</b></u>	

**10. Analysis of expenditure by activities**

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Educational Operations	741,429	336,447	<b>1,077,876</b>	1,010,366
<i>Total 2020</i>	<u>688,320</u>	<u>322,046</u>	<u><b>1,010,366</b></u>	

**Analysis of direct costs**

	Educational Operations 2021 £	Total funds 2021 £	Total funds 2020 £
Staff costs	681,219	<b>681,219</b>	624,721
Educational Supplies	32,782	<b>32,782</b>	40,076
Staff development	2,354	<b>2,354</b>	3,398
Educational consultancy	4,653	<b>4,653</b>	5,364
Other direct costs	12,269	<b>12,269</b>	8,885
Technology costs	4,178	<b>4,178</b>	2,202
Indirect staff costs	3,974	<b>3,974</b>	3,674
	<u>741,429</u>	<u><b>741,429</b></u>	<u>688,320</u>
<i>Total 2020</i>	<u>688,320</u>	<u><b>688,320</b></u>	

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

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

**Analysis of direct costs (continued)**

**Analysis of support costs**

	<b>Educational Operations 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Pension finance costs	7,000	7,000	7,000
Staff costs	108,325	108,325	114,617
Depreciation	56,720	56,720	59,598
Maintenance of premises	29,316	29,316	16,550
Cleaning	14,879	14,879	14,123
Rent and rates	7,643	7,643	8,675
Energy costs	17,148	17,148	13,500
Insurance	4,475	4,475	4,486
Security and transport	-	-	458
Catering	41,635	41,635	33,684
Legal and professional fees	33,669	33,669	31,589
Other support costs	15,637	15,637	17,766
	<u>336,447</u>	<u>336,447</u>	<u>322,046</u>
<i>Total 2020</i>	<u>322,046</u>	<u>322,046</u>	

During the year ended 31 August 2021, the academy incurred the following Governance costs: £10,000 (2020: £8,500) included within the table above in respect of Educational Operations.

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

Net (expenditure)/income for the year includes:

	<b>2021 £</b>	<i>2020 £</i>
Operating lease rentals	1,607	1,447
Depreciation of tangible fixed assets	56,720	59,598
Fees paid to auditors for:		
- audit	<u>8,500</u>	<u>8,500</u>

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**12. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	602,851	556,768
Social security costs	41,423	39,057
Pension costs	142,019	134,098
	<u>786,293</u>	<u>729,923</u>
Agency staff costs	3,251	9,415
	<u>789,544</u>	<u>739,338</u>

**b. Staff numbers**

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

	2021 No.	2020 No.
Management	2	2
Teachers	9	12
Support and administration	18	23
	<u>29</u>	<u>37</u>

**c. Higher paid staff**

No employee received remuneration amounting to more than £60,000 in either year.

**d. Key management personnel**

The key management personnel of the academy 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 was £144,726 (2020 £137,412).

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**13. Trustees' remuneration and expenses**

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

		2021 £	2020 £
J Cassem, Headteacher and Trustee	Remuneration	55,000 - 60,000	55,000 - 60,000
	Pension contributions paid	10,000 - 15,000	10,000 - 15,000
C Warner, Staff Trustee	Remuneration	45,000 - 50,000	45,000 - 50,000
	Pension contributions paid	10,000 - 15,000	10,000 - 15,000
R Rafter, Staff Trustee	Remuneration	35,000 - 40,000	35,000 - 40,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000

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

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

The academy 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.

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**15. Tangible fixed assets**

	Long-term leasehold property £	Furniture and fixtures £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2020	1,719,762	434,545	78,389	2,232,696
Additions	-	-	4,120	4,120
At 31 August 2021	<u>1,719,762</u>	<u>434,545</u>	<u>82,509</u>	<u>2,236,816</u>
<b>Depreciation</b>				
At 1 September 2020	201,526	360,603	62,362	624,491
Charge for the year	30,975	18,488	7,257	56,720
At 31 August 2021	<u>232,501</u>	<u>379,091</u>	<u>69,619</u>	<u>681,211</u>
<b>Net book value</b>				
At 31 August 2021	<u>1,487,261</u>	<u>55,454</u>	<u>12,890</u>	<u>1,555,605</u>
At 31 August 2020	<u>1,518,236</u>	<u>73,942</u>	<u>16,027</u>	<u>1,608,205</u>

**16. Stocks**

	2021 £	2020 £
Uniforms	<u>2,607</u>	<u>1,997</u>

**17. Debtors**

	2021 £	2020 £
<b>Due within one year</b>		
VAT repayable	3,719	3,949
Prepayments and accrued income	16,111	9,416
	<u>19,830</u>	<u>13,365</u>

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

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

	2021 £	2020 £
Trade creditors	4,133	1,222
Other taxation and social security	10,248	9,937
Other creditors	12,663	11,139
Accruals and deferred income	26,019	26,276
	<u>53,063</u>	<u>48,574</u>
	2021 £	2020 £
Deferred income at 1 September 2020	17,776	18,227
Resources deferred during the year	17,118	17,776
Amounts released from previous periods	(17,776)	(18,227)
	<u>17,118</u>	<u>17,776</u>

Included within deferred income are grants of £17,118 (2020: £17,776) for universal infant free school meals for which entitlement has yet to be achieved.

**19. Transfers between funds**

Funds have been transferred in respect of the following:

£21,000 has been transferred from the restricted fund for General Annual Grant (GAG) to the pensions reserve representing employers pension contributions.

£9,662 has been transferred from restricted fixed asset funds to restricted fund for General Annual Grant representing capital repairs.

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**20. Statement of funds**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>Unrestricted funds</b>						
Unrestricted funds	87,167	32,090	(53,904)	-	-	65,353
<b>Restricted general funds</b>						
General Annual Grant (GAG)	105,791	847,998	(762,830)	(11,338)	-	179,621
Pupil Premium	4,932	30,711	(30,263)	-	-	5,380
Other DfE / ESFA grants	-	76,445	(76,445)	-	-	-
Local Authority grant	-	21,297	(21,297)	-	-	-
Sports Grant	-	17,800	(6,407)	-	-	11,393
Covid catch up grant	-	16,720	(14,009)	-	-	2,711
Pension reserve	(488,000)	-	(56,000)	21,000	(36,000)	(559,000)
	(377,277)	1,010,971	(967,251)	9,662	(36,000)	(359,895)
<b>Restricted fixed asset funds</b>						
Inherited	1,550,373	-	(44,638)	-	-	1,505,735
Assets purchased from GAG since conversion	41,805	-	(4,825)	-	-	36,980
DfE/ESFA capital grant	21,613	6,362	(2,790)	(9,662)	-	15,523
Donations for capital expenditure	10,288	2,337	(4,467)	-	-	8,158
	1,624,079	8,699	(56,720)	(9,662)	-	1,566,396
<b>Total Restricted funds</b>	1,246,802	1,019,670	(1,023,971)	-	(36,000)	1,206,501
<b>Total funds</b>	1,333,969	1,051,760	(1,077,875)	-	(36,000)	1,271,854



**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

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

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

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the academy via the ESFA by the DfE. The GAG fund has been set up because the GAG must be used for the normal running costs of the academy.

The Other DfE/ESFA grants fund has been created to recognise the restricted grant funding received from the DfE/ESFA which fall outside the scope of core funding.

The Pupil premium fund has been created to recognise restricted Pupil Premium funding received from the DfE/ESFA.

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

The Inherited Fixed Assets Fund has been set up to recognise the tangible assets gifted to the academy upon conversion by the local authority which represent the school site inherited from the local authority including the leasehold land and buildings and all material items of plant and machinery therein. Depreciation charged on those inherited assets is allocated to this fund.

The DfE/ESFA capital grant fund and the donations for capital expenditure fund have been created to recognise the capital grants received from DfE/ESFA and from donations for the purpose of the acquisition of tangible fixed assets. Expenditure made from these funds is transferred to the capital expenditure from grants fund. Depreciation relating to these assets has been allocated to this fund.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

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

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

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
<b>Unrestricted funds</b>						
Unrestricted funds	98,536	31,200	(42,569)	-	-	87,167
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	25,264	810,811	(705,284)	(25,000)	-	105,791
Pupil Premium	3,080	23,109	(21,257)	-	-	4,932
Other DfE / ESFA grants	-	99,544	(99,544)	-	-	-
Local Authority grant	-	22,114	(22,114)	-	-	-
Pension reserve	(417,000)	-	(60,000)	25,000	(36,000)	(488,000)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	(388,656)	955,578	(908,199)	-	(36,000)	(377,277)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted fixed asset funds</b>						
Inherited	1,599,736	-	(49,363)	-	-	1,550,373
Assets purchased from GAG since conversion	49,070	-	(7,265)	-	-	41,805
DfE/ESFA capital grant	16,062	6,385	(834)	-	-	21,613
Donations for capital expenditure	3,924	8,500	(2,136)	-	-	10,288
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,668,792	14,885	(59,598)	-	-	1,624,079
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total Restricted funds</b>	1,280,136	970,463	(967,797)	-	(36,000)	1,246,802
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total funds</b>	1,378,672	1,001,663	(1,010,366)	-	(36,000)	1,333,969
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

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

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

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	1,555,605	1,555,605
Current assets	65,353	252,167	10,791	328,311
Creditors due within one year	-	(53,062)	-	(53,062)
Provisions for liabilities and charges	-	(559,000)	-	(559,000)
<b>Total</b>	<u>65,353</u>	<u>(359,895)</u>	<u>1,566,396</u>	<u>1,271,854</u>

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	1,608,205	1,608,205
Current assets	87,167	159,297	15,874	262,338
Creditors due within one year	-	(48,574)	-	(48,574)
Provisions for liabilities and charges	-	(488,000)	-	(488,000)
<b>Total</b>	<u>87,167</u>	<u>(377,277)</u>	<u>1,624,079</u>	<u>1,333,969</u>

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

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

	2021 £	2020 £
Net expenditure for the year (as per Statement of financial activities)	(26,115)	(8,703)
<b>Adjustments for:</b>		
Depreciation	56,719	59,598
Capital grants from DfE and other capital income	(8,699)	(14,885)
Interest receivable	(31)	(100)
Defined benefit pension scheme cost less contributions payable	28,000	28,000
Defined benefit pension scheme finance cost	7,000	7,000
(Increase)/decrease in stocks	(610)	-
Increase in debtors	(6,695)	(6,337)
Increase in creditors	4,719	997
<b>Net cash provided by operating activities</b>	<b>54,288</b>	<b>65,570</b>

**23. Cash flows from investing activities**

	2021 £	2020 £
Dividends, interest and rents from investments	31	100
Purchase of tangible fixed assets	(1,783)	(11,698)
Capital grants from DfE Group	6,363	6,385
Capital funding received from sponsors and others	-	4,500
<b>Net cash provided by/(used in) investing activities</b>	<b>4,611</b>	<b>(713)</b>

**24. Analysis of cash and cash equivalents**

	2021 £	2020 £
Cash in hand and at bank	305,875	246,976
<b>Total cash and cash equivalents</b>	<b>305,875</b>	<b>246,976</b>

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

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

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	246,976	58,899	305,875
	<u>246,976</u>	<u>58,899</u>	<u>305,875</u>

**26. Pension commitments**

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

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

Contributions amounting to £12,662 were payable to the schemes at 31 August 2021 (2020 - £11,138) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**26. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £93,236 (2020 - £82,017).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £27,000 (2020 - £32,000), of which employer's contributions totalled £21,000 (2020 - £25,000) and employees' contributions totalled £ 6,000 (2020 - £7,000). The agreed contribution rates for future years are 22.5 per cent for employers and 5.5 - 12.5 per cent for employees.

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

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

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**26. Pension commitments (continued)**

**Principal actuarial assumptions**

	<b>2021</b>	<b>2020</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>3.90</b>	<b>3.30</b>
Rate of increase for pensions in payment/inflation	<b>2.90</b>	<b>2.30</b>
Discount rate for scheme liabilities	<b>1.65</b>	<b>1.60</b>
Inflation assumption (CPI)	<b>2.90</b>	<b>2.30</b>
Commutation of pensions to lump sums	<b>50</b>	<b>50.00</b>
Increase in RPI	<b>3.20</b>	<b>3.10</b>

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

	<b>2021</b>	<b>2020</b>
	<b>Years</b>	<b>Years</b>
<i>Retiring today</i>		
Males	<b>21.6</b>	<b>21.8</b>
Females	<b>23.6</b>	<b>23.8</b>
<i>Retiring in 20 years</i>		
Males	<b>22.9</b>	<b>23.2</b>
Females	<b>25.2</b>	<b>25.8</b>

**Sensitivity analysis**

	<b>2021</b>	<b>2020</b>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	<b>1,155</b>	<b>990</b>
Discount rate -0.1%	<b>1,210</b>	<b>1,037</b>
Mortality assumption - 1 year increase	<b>1,229</b>	<b>1,050</b>
Mortality assumption - 1 year decrease	<b>1,137</b>	<b>977</b>

**Share of scheme assets**

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**26. Pension commitments (continued)**

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

	2021 £	2020 £
Equities	409,000	339,000
Gilts	3,000	4,000
Other bonds	86,000	68,000
Property	64,000	58,000
Cash and other liquid assets	18,000	16,000
Other funds	43,000	40,000
<b>Total market value of assets</b>	<b>623,000</b>	<b>525,000</b>

The actual return on scheme assets was £76,000 (2020 - £34,000).

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

	2021 £	2020 £
Current service cost	(49,000)	(53,000)
Interest income	9,000	9,000
Interest cost	(16,000)	(16,000)
<b>Total amount recognised in the Statement of financial activities</b>	<b>(56,000)</b>	<b>(60,000)</b>

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

	2021 £	2020 £
<b>At 1 September</b>	<b>1,013,000</b>	<b>881,000</b>
Current service cost	49,000	53,000
Interest cost	16,000	16,000
Employee contributions	6,000	7,000
Actuarial losses	103,000	83,000
Benefits paid	(5,000)	(27,000)
<b>At 31 August</b>	<b>1,182,000</b>	<b>1,013,000</b>



**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**26. Pension commitments (continued)**

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

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	<b>525,000</b>	<b>464,000</b>
Interest income	<b>9,000</b>	<b>9,000</b>
Actuarial gains	<b>67,000</b>	<b>47,000</b>
Employer contributions	<b>21,000</b>	<b>25,000</b>
Employee contributions	<b>6,000</b>	<b>7,000</b>
Benefits paid	<b>(5,000)</b>	<b>(27,000)</b>
<b>At 31 August</b>	<b>623,000</b>	<b>525,000</b>

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**26. Pension commitments (continued)**

**Impact of the McCloud/Sargeant judgement on the Local Government Pension Scheme**

An allowance was made in 2019 for the Court of Appeal judgement in relation to the McCloud & Sargeant cases which relate to age discrimination within the Judicial & Fire Pension schemes respectively. On 27 June 2019 the Supreme Court denied the Government's request for an appeal, and on 15 July 2019 the Government released a statement to confirm that it expects to have to amend all public service schemes, including the LGPS.

The estimated impact on the total liabilities at 31 August 2019 was allowed for as a past service cost and has resulted in a slight increase in the defined benefit obligation as at 31 August 2021.

This adjustment is an estimate of the potential impact on the Trust's defined benefit obligation as provided by the scheme's actuary. The Actuary's assessment is based on analysis carried out by the Government Actuary's Department (GAD) and the Trust's liability profile.

The GAD assessment is based on a "worst-case" scenario whereby this case impacts on all active members in the scheme as at 31 March 2019. It is the view of the Trustees and their actuary that this is not a realistic estimate. The actuary has therefore adjusted their estimate to only include members who were active at 31 March 2012.

On 13 May 2021, the Government issued a ministerial statement on the proposed remedy to be applied to LGPS benefits in response to the McCloud and Sargeant cases. It is not anticipated that there are any material differences between the approach underlying the estimated allowance in 2019 and the proposed remedy.

**Guaranteed Minimum Pension (GMP) Equalisation**

As a result of the High Court's recent Lloyds ruling on the equalisation of GMPs between genders, a number of pension schemes have made adjustments to accounting disclosures to reflect the effect this ruling has on the value of pension liabilities. HM Treasury have confirmed that the judgement "does not impact on the current method used to achieve equalisation and indexation in public service pension schemes".

It is anticipated that the Fund will pay limited increases for members that have reached State Pension Age (SPA) by 6 April 2016, with the Government providing the remainder of the inflationary increase.

For members that reach SPA after this date, it was assumed that the Fund will be required to pay the entire inflationary increase. It is not therefore necessary to make any adjustments to the value placed on the liabilities as a result of the above outcome.

**Goodwin case**

Following a case involving the Teachers' Pension scheme, known as the Goodwin case, differences between survivor benefits payable to members with same-sex or opposite-sex survivors have been identified within a number of public sector pension schemes. As a result, the Government have confirmed that a remedy is required in all affected public sector pension schemes, which includes the LGPS.

It is anticipated that the impact on the value of LGPS liabilities as a whole, and for the majority of employers participating in the LGPS, will not be material. However, the impact on individual employers will vary depending on their specific membership profile.

Sufficient information is not currently available to assess the actual impact on the Academy Trust but as the worst case scenario for the scheme as whole is expected to be in the region of 0.025% no provision has been included within these financial statements.

**THE GATEWAY PRIMARY ACADEMY**  
(A company limited by guarantee)

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

**27. Operating lease commitments**

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

	2021 £	2020 £
Not later than 1 year	1,243	1,607
Later than 1 year and not later than 5 years	550	1,792
	<u>1,793</u>	<u>3,399</u>

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2021 £	2020 £
Operating lease rentals	1,607	1,447
Changes in lease payments arising from COVID-19 related rent concessions	<u>-</u>	<u>-</u>

**28. 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.

**THE GATEWAY PRIMARY ACADEMY**  
**(A company limited by guarantee)**

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

**29. Related party transactions**

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

During the year the academy entered into a transactions with Working with Joy management consultancy, which is managed by J Fourie who is a trustee, to provide safeguarding training. The transaction totalled £230

During the year the academy procured services from The CRIBS Office, The CEO of CRIBS is M Leveson who is a Trustee, The transactions totalled £250

No amounts are due to any related party at the year end.

All requiremenst of the Academies Financial Handbook were followed with regard to these transactions.