

Company Registration Number: 07831507 (England & Wales)

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023



BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

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BISHOP'S HATFIELD GIRLS' SCHOOL
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	C Banwell C Bradbeer I Lennox T Nickson A North
Trustees	Parents: T Chandler (appointed 5 October 2023) C Chastney (appointed 28 June 2023) R Hoy (resigned 26 June 2023) S Mitchell ¹ K Moss (appointed 5 October 2023) S Reed, Vice Chair (resigned 31 March 2023) ¹ P Richardson A Scutt (resigned 20 September 2023). Other: S Bissell (appointed 28 June 2023) ¹ A Boswood S Brimley (appointed 5 October 2023) A Bune (resigned 31 August 2023) D Daniel (appointed 28 June 2023, resigned 31 August 2023) ¹ A Garrat (resigned 29 September 2022) J Higgins (resigned 31 August 2023) S Jones ¹ I Lennox ¹ Z Mauthoor A North, Chair ¹ S Ramana ¹ R Ramsdale, Vice Chair ¹ J Ruffhead (resigned 31 August 2023) S Underwood (resigned 17 May 2023) ¹ E Whalley ¹ A Wood, Headteacher and Accounting Officer ¹ ¹ Member of Finance and Resources Committee
Company registered number	07831507
Company name	Bishop's Hatfield Girls' School
Principal and registered office	Woods Avenue Hatfield Hertfordshire AL10 8NL
Company secretary	D L Daniel

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Senior leadership team

Mr A Wood, Headteacher and Accounting Officer
Mrs N Asante-Ansong, Associate Assistant Headteacher
Mrs D Daniel, School Business Leader
Mrs D Hughes, Deputy Headteacher
Mrs M Jackson, Assistant Headteacher
Mrs V Langston, Assistant Headteacher
Mrs M Mansfield, Deputy Headteacher
Dr S Venz, Assistant Headteacher

Independent auditor

Hillier Hopkins LLP
Chartered Accountants
Radius House
51 Clarendon Road
Watford
Hertfordshire
WD17 1HP

Bankers

Lloyds Bank plc
PO Box 1000
Andover
BX1 1LT

Solicitors

Stone King
16 St John's Lane
London
EC1M 4BS

BISHOP'S HATFIELD GIRLS' SCHOOL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their annual report together with the financial statements and auditor's report of Bishop's Hatfield Girls' School (the Academy) for the period 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' report, and a directors' report under company law. The trust operates an academy for pupils aged 11-18 serving a catchment area which includes Hatfield, Welwyn Garden City, Welwyn, Potters Bar, North Mymms, Knebworth and Codicote. It has a pupil capacity of 155 in each of Years 7 to 11; the Sixth Form can accommodate 203. The roll on the October 2023 census date was 945.

Structure, governance and management

a. Constitution

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

The charitable company's Memorandum of Association is the primary governing document of the Academy.

The Trustees of Bishop's Hatfield Girls' School are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Bishop's Hatfield Girls' School.

In June 2021 the Members of Bishop's Hatfield Girls' School passed a special resolution to change the membership of the academy in order to introduce separation between the Board of Trustees and Members of the Trust. At the same time, new Articles of Association were adopted.

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 has subscribed to the Department for Education's Risk Protection Arrangement to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. This provides cover up to £5 million.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Trustees

The management of the Academy is the responsibility of the Governors who are elected and co-opted under the terms of the Articles of Association. All Governors are Trustees and are appointed for a four year term save for the Headteacher who is entitled to be a Trustee for as long as he or she is the Headteacher. The Members may appoint up to 12 Trustees by ordinary resolution, the Headteacher and a minimum of 2 parent Trustees, save only that the total number of Trustees who are employed by the Academy shall not exceed one third of the total number of Trustees. The Headteacher shall be treated for all purposes as being an ex-officio Governor. The Secretary of State for Education is entitled to appoint one governor.

Parent Governor(s) shall be elected by parents of registered pupils at the Academy. A Parent Governor must be a parent of a pupil at the Academy at the time when s/he is elected. The Governing Body shall make all necessary arrangements for, and determine all other matters relating to, an election of Parent Governors, including any question of whether a person is a parent of a registered pupil at the Academy. Any election of Parent Governors which is contested shall be held by secret ballot. Where a vacancy for a Parent Governor is required to be filled by election, the Governing Body shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered pupil at the Academy is informed of the vacancy and that it is required to be filled by election, informed that s/he is entitled to stand as a candidate, and vote at the election, and given an opportunity to do so. The number of Parent Governors required shall be made up by Parent Governors appointed by the Governing Body if the number of parents standing for election is less than the number of vacancies.

The Staff Governors shall be elected by staff members at the Academy. A Staff Governor must be a staff member at the time when s/he is elected. If a Staff Governor ceases to be a staff member then s/he shall be deemed to have resigned and shall cease to be a Governor. The Governors shall make all necessary arrangements for, and determine all other matters relating to, an election of the Staff Governors, including any question of whether a person is a staff member. Any election of Staff Governors which is contested shall be held by secret ballot. From 1st September 2023 the academy will not appoint staff governors apart from the Headteacher in line with the revised Department for Education guidance.

The Governors may appoint Co-opted Governors/Trustees. A 'Co-opted Governor' means a person who is appointed to be a Governor by being Co-opted by Governors who have not themselves been so appointed. The Governors may not co-opt an employee of the Academy as a Co-opted Governor if the number of Governors who are employed by the Academy (including the Headteacher) would thereby exceed one third of the total number of Governors.

During the year under review (01.09.22 – 31.08.23), the Trustees held 4 meetings. In addition, sub-committees met as follows: Curriculum and Standards – 3 times, Finance and Resources – 3 times. The Curriculum & Standards Committee is responsible for teaching and learning strategy and policy development, for setting out the annual curriculum statement and for monitoring standards of pupil achievement. The Finance & Resources Committee is responsible for all financial matters relating to the Trust. It also carries out tasks delegated down by the Trustees on strategic and capital expenditure projects. Additionally, it is responsible for: matters relating to staffing, including recruitment and retention and personnel related policies; reviewing annually the performance of the Senior Leadership Team and deciding on all pay awards; site issues, including Health and Safety.

The Senior Leadership Team is responsible for the day-to-day management of the Academy, for implementing strategic decisions decided by the Trustees and sub-committees, for ensuring that an annual School Improvement Plan is set out, actioned, monitored and evaluated successfully.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management (continued)

e. Policies adopted for the induction and training of Trustees

The Academy uses the Hertfordshire County Council's Governor Training Programme which includes induction for new Governors/Trustees.

f. Organisational structure

The Governors (Trustees) provide strategic leadership and act as a critical friend to the Senior Leadership Team (SLT). The Trustees meet at least once a term to discuss and transact their business. The Governors are responsible for setting general policy, adopting an annual improvement plan and budget, monitoring the Academy's use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

The management structure in place for the academic year 2022-23 consisted of a Headteacher, two Deputy Headteachers, three Assistant Headteachers and a Business Leader. These seven posts constituted the Academy's core Senior Leadership Team. A temporary Associate Assistant Headteacher post was additionally created from 1.09.2022. The middle tier of management consisted of eight Teaching and Learning Leaders with curriculum responsibility (Heads of Faculty) and one with pastoral responsibility (Head of Sixth). There are additionally 5 non-teaching Heads of Year. The aim of the management structure was to devolve responsibility, increase accountability and encourage involvement in decision making at all levels. The Headteacher of the Academy is the Chief Accounting Officer and the Business Leader is the Chief Financial Officer.

g. Connected Organisations including Related Party Relationships

In order to provide a full range of Sixth Form courses, the Academy is part of the Welwyn Hatfield Consortium which comprises Bishop's Hatfield Girls' School, Monk's Walk School, Onslow St Audrey's School, Ridgeway Academy and Stanborough School. The five schools work collaboratively to provide a broad and balanced curriculum model for post-16 education which maximises choice for students and enables progression to higher education and employment.

h. Pay policy for key management personnel

The Pay policy is set by the Finance and Resources Committee and ratified by the Governing Body. The policy is reviewed annually, the most recent review being in June 2023. Members of the Senior Leadership Team have their pay reviewed annually and may be entitled to an increment on the pay scale but this is dependent on successful completion of objectives set and the state of the school finances.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management (continued)

i. Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time	£
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Total cost of facility time	-
Total pay bill	-
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities

a. Objects and aims

The Academy was set up on 1 January 2012 to advance, for the public benefit, local single-sex education in Hertfordshire by establishing, maintaining, operating and developing Bishop's Hatfield Girls' School to offer a broad and balanced curriculum. The Trustees' vision for Bishop's Hatfield Girls' School is of a school that provides a secure and sustainable community within which all pupils are given an equal opportunity to achieve to their full potential through the provision of excellent teaching, learning opportunities and pastoral care.

Our vision centres on

**"Achieving our potential and enjoying the journey"
through...**

- Strong leadership
 - promoting high standards of behaviour
 - ensuring efficient and effective use of resources
 - engaging the whole school community and beyond
- Excellent teaching
 - In a supportive learning environment
 - Enabling pupils to achieve their potential
 - That values knowledge, skills and character
- Personal development
 - By upholding the school's values and celebrating diversity
 - In extensive extra-curricular activities
 - Which encourages responsible risk-taking and prepares for the challenges ahead
- Academic success
 - With outstanding exam results
 - By rigorous tracking of progress
 - In a supportive learning environment

Our core values are –

Respect — Honesty — Ambition — Teamwork — Trust — Kindness

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities (continued)

b. Objectives, strategies and activities

Our objectives, strategies and activities are exemplified in the School Improvement Plan. The priorities for the academic year ending 31 August 2023 were:

Key aim - to maintain our **outstanding** Ofsted judgment and build on current successes. In order to do this we need to improve as follows:

A Quality of Education

Strategic aims – Excellent Teaching, Academic Success: For the school community to develop a clear understanding of the whole school curriculum intent. To ensure that teachers adapt teaching in response to available information to ensure that **all** pupils access the curriculum and make progress.

B Behaviour and Attitudes

Strategic aims – Strong Leadership, Personal Development: To ensure that the school values (Trust, Teamwork, Respect, Kindness, Ambition & Honesty) are celebrated and upheld across the whole school community.

C Personal development

Strategic aim – Personal Development: To promote a clear understanding of how the school's vision and values develop character.

D Leadership & Management

Strategic aim – Strong Leadership: Empowering leadership at all levels to lead on school improvement whilst holding themselves and others to account.

E Sixth-form Provision

Strategic aims – Strong Leadership, Excellent Teaching, Personal Development, Academic Success: Sixth Form provision enables quality academic and personal development, which prepares students for their futures.

c. Public benefit

The Academy's Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties. Funds received by the school have been used exclusively to provide educational entitlement to all girls on the school roll and to guest students from Consortium schools in the Sixth Form.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report

Achievements and performance

a.

The school was inspected by Ofsted in December 2022 and was judged as continuing to be an Outstanding school in all areas.

Overall effectiveness	Outstanding
Effectiveness of leadership and management	Outstanding
Quality of teaching, learning and assessment	Outstanding
Personal development, behaviour and welfare	Outstanding
Outcomes for pupils	Outstanding
16 to 19 study programmes	Outstanding

The monitoring processes ranged from internal monitoring and evaluation of standards and attainment by all staff with leadership responsibilities in the school to targeted professional training and development sessions, both in-house and through external providers. A wide range of staff meetings were held to discuss pertinent and emerging issues and lesson observations took place as part of performance appraisal and as part of wider school monitoring to review whether teaching and learning objectives were being met.

Each faculty produced a Faculty Improvement Plan (FIP) which related to the key objectives as itemised in the School Improvement Plan (SIP). Progress against targets in the FIPs was reviewed twice a year and subsequent actions added. Trustees received these progress reviews for evaluation.

School and faculty self-evaluation took place at the end of the academic year when progress against whole school targets was assessed and further targets were decided. Overall progress against targets is good.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report (continued)

Achievements and performance (continued)

b. Key performance indicators

Exam Results

2023 saw a return to traditional exam based assessments, with only limited adjustments made to allow for the considerable disruption experienced by these cohorts of pupils. The adjustments included formula sheets for some subjects. The grade boundaries were adjusted by the exam board to represent a return to the standards achieved nationally in 2019.

The method of determining GCSE and A Level grades by Centre Assessed Grading (2020) and Teacher Assessed Grades (2021) and the more significant adjustments made to exams in 2022 mean that comparisons between 2020, 2021, 2022 and 2023 will have limited value. The DfE have specifically asked schools to use caution when comparing results as this can lead to unreliable conclusions.

Exam performance at GCSE, A Level and BTEC in 2023 has been excellent overall and shows strong progress made by most pupils.

Attainment at KS4	2018	2019	2020	2021	2022	2023
Progress 8 - all pupils	0.42	0.45	n/a	n/a	0.8	0.8
Progress 8 - PP pupils	-0.39	0.16	n/a	n/a	0.29	0.09
Attainment 8 score - all pupils	51.8	57.8	56.4	58.9	59.0	56.23
Attainment 8 score - PP pupils	40.8	48.0	47.2	43.0	4.8	44.5
% achieving grade 5+ in English and Maths	46.15%	60.48%	64.2%	70.3%	62.1%	56.25%
% achieving grade 4+ in English and Maths	73%	81%	81.8%	89.9%	78.60%	74%
% EBACC Grade 5+	33%	42%			44.4%	36%
% EBACC Grade 4+	53%	63%			52.8%	45%

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report (continued)

Achievements and performance (continued)

Attainment at KS5 (in % terms)	2018**	2019**	2020	2021	2022	2023
A*	2.70	4.35	7.30	17.04	12.0	11.21
A	14.59	22.28	24.16	31.39	30.5	20.51
B	32.97	26.09	31.46	32.28	30.0	27.88
C	27.57	29.35	28.09	14.34	17.5	24.03
D	15.68	14.13	7.87	4.04	9.0	12.50
E	5.41	3.26	0	0.9	1.0	2.88
% A*-B	50.27	52.72	64	80.71	72.5%	59.61
% A*-E	98.92	99.46	100	100	100%	99

*** These years do NOT include BTEC results which were included in previous years*

c. Going concern

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

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report (continued)

Financial review

a. Reserves policy

In a period of substantial financial uncertainty, BHGS has produced budgets that ensure continued high standards of teaching and learning.

The Academy has unrestricted reserves of £1,519,250 at 31 August 2023 represented by cash balances. In November 2023 the Board of Trustees confirmed its existing reserves policy setting aside £400,000 to cover one month's payroll costs with the remaining funds:

- to cover forecast operating budget deficits over the next 2 years due to funding shortfalls,
- for specific capital investment relating to lifecycle of equipment (estimated at £150,000) and
- for potential building projects relating to the impact of expansion, particularly on sixth form space.

During 2023 the Academy has set up a strategic financial working group of governors and school leaders to undertake a more detailed review of how the Academy can best use its unrestricted reserves to meet its priorities.

The Academy reviews the reserve levels of the Academy annually.

b. Investment policy

Any significant unrestricted reserves are placed on deposit for a period that the Academy deems will maintain sufficient operating liquidity.

c. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Academy is exposed, in particular, those related to the operations and finances of the Academy and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

The failure of HM Government to fully fund pay review body recommendations in a period of high inflation and rising interest rates creates a major risk to the Academy. The Trustees have decided to mitigate these risks by meeting the costs of recommended pay awards from its unrestricted reserves.

There are significant challenges with recruitment and retention of staff, both teaching and non-teaching. There is an on-going risk of unfilled vacancies. Trustees have agreed to mitigate these risks by authorising the Headteacher to award recruitment and retention allowances where appropriate, whilst bearing in mind the financial constraints on the school.

The risk register (updated termly) features as a standing agenda item on all Governing Body meetings.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

d. Fundraising

The Academy raises funds in order to purchase equipment and resources which are outside the Academy's budget. During this financial year, the Academy community worked hard to raise funds for learning resources. These activities are led by the School Communications Manager and the Parents' Association.

During 2023 the Academy was successful in winning an Open Schools Facilities grant of £42k for sports investment which will also benefit the wider community.

Fundraising activities will continue to be undertaken to ensure the Academy is able to provide resources to improve the student experience.

e. Plans for future periods

The Academy is currently establishing a plan and associated costs for the development and replacement of educational IT resources over the next 3 years. Additionally, the Governors will be considering options to form or join a Multi-Academy Trust in line with the Department for Education's guidance.

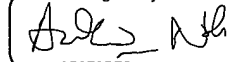
Disclosure of information to auditor

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 13-12-2023 | 10:59 PST and signed on its behalf by:

DocuSigned by:



1D72F0BF5142494.....

A North

Chair of Trustees

BISHOP'S HATFIELD GIRLS' SCHOOL
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GOVERNANCE STATEMENT

Scope of responsibility

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

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 Headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Bishop's Hatfield Girls' School and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the statement of trustees' responsibilities. The Board of Trustees has formally met 4 times during the year.

To improve governance and oversight, the Trustees delegate responsibility to two working committees: the Curriculum and Standards Committee and the Finance and Resources Committee. In addition to this, monthly financial reports are prepared by the Academy's business leader and sent to all Trustees for scrutiny. During the year under review, the sub-committees met as follows: Curriculum and Standards – 3 times, Finance and Resources – 3 times. The Curriculum and Standards Committee is responsible for teaching and learning strategy and policy development, for setting out the annual curriculum statement and for monitoring standards of pupil achievement. The Finance and Resources Committee is responsible for all financial matters relating to the Academy including delegated responsibility for strategic and capital expenditure projects. Additionally, it is responsible for: matters relating to staffing, including recruitment and retention and personnel related policies; reviewing annually the performance of the senior leadership team and deciding on all pay awards; site issues, including Health and Safety.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

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

Trustee	Meetings attended	Out of a possible
S Bissell	1	1
A Boswood	3	4
A Bune	4	4
C Chastney	1	1
D Daniel	1	1
J Higgins	4	4
R Hoy	2	3
S Jones	4	4
I Lennox	3	4
Z Mauthoor	3	4
S Mitchell	3	4
A North, Chair	4	4
S Ramana	4	4
R Ramsdale, Vice Chair	2	4
S Reed, Vice Chair	3	3
P Richardson	3	4
J Ruffhead	4	4
A Scutt	4	4
S Underwood	2	3
E Whalley	2	3
A Wood	4	4

The Governors considered whether the Board of Trustees was representative of the school community and as a result actively sought additional trustees to extend the diversity of the group. With the addition of a Co-Opted Governor with HR experience, the Academy's Trustees have a very full range of skills and experience.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Finance and Resources Committee is a sub-committee of the main Board of Trustees. Its purpose is:

General –

1. To provide guidance and assistance to the Headteacher and Governing Body on financial and staffing matters, premises and grounds issues, security and health and safety.
2. To draft, monitor and revise the following policies and recommend for adoption by the Governors:
 - Accessibility (with Curriculum and Standards Committee)
 - Capability
 - Charging and Remission
 - Code of Conduct
 - Disciplinary
 - Grievance
 - Health and Safety
 - LGPS Discretion
 - Pay including criteria relating to the use of discretionary elements for pay provisions
 - Performance Appraisal
 - Publication Scheme
 - Schedule of Financial Delegation
 - Whistleblowing

Relating to Audit and Risk matters -

1. To direct the school's programme of internal scrutiny and report to the board on the adequacy of the trust's financial and other controls and management of risks.
2. To retain the services, paid or otherwise, of an appropriate individual or firm to undertake a programme of internal audit work.
3. To consider the report of the external auditors following completion of their annual audits (financial statements and regularity) and agree and monitor any actions required by management.
4. To advise the Trustees of any risks arising out of the work of the Finance and Resources Committee.

Relating to Finance matters -

1. To prepare and review financial policy statements.
2. To review *longer-term financial plans having regard to roll projection and signals from central government and its funding agencies.*
3. In consultation with the Headteacher to consider the school's income and to submit the first formal budget in the financial year for the Governing Body to approve.
4. To monitor income and expenditure against budget and to ensure that all income due is collected and expenditure remains within the prescribed limits.
5. To monitor expenditure of all voluntary funds held by the school.
6. To assist the committee dealing with personnel in determining salary levels for individual posts.
7. To act in accordance with the school's Schedule of Delegation.
8. To advise the Governing Body on such matters as
 - the budget needed to run the school in accordance with statutory requirements and the School Improvement Plan
 - ensuring that the Governing Body's financial policy and actions are in accordance with legislation, other statutory requirements and the school's financial regulations
 - prioritising on major items of expenditure

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

- the purchasing of goods and services in the context of Best Value requirements
- generating additional income.

Relating to Human Resources matters –

1. To establish a Pay Panel to meet annually or as required to determine salary levels for individual posts in accordance with the Pay and Performance Appraisal Policies.
2. To establish the annual and longer-term salary budgets and other costs relating to personnel, e.g. training.
3. To review the staffing structure as necessary in relation to the School Improvement Plan.
4. To recommend to the Governing Body staff selection procedures and to review these procedures as necessary.
5. To undertake any formal consultations on personnel matters.
6. Should the need arise, to draft, in consultation with staff, criteria for redundancy, for approval by the Governing Body.
7. To liaise closely with the LA's Human Resources team as required.

Relating to Premises matters -

1. To ensure that the school complies with Health and Safety regulations.
2. To assign a Health and Safety Link Governor to inspect the premises and grounds annually and prepare a report on any issues identified and a proposed order of priorities for maintenance and development, for the approval of the Governing Body.
3. To report findings of inspections and audits to the Headteacher and liaise with him/her to ensure that action is taken as appropriate.
4. To approve the costs and arrangements for repairs, maintenance and redecoration within the budget allocation and to oversee the preparation and implementation of contracts in line with the Schedule of Financial Delegation.
5. To seek advice from external agencies as appropriate.
6. To ensure the discharge of Governors' responsibilities regarding litter under the Environmental Protection Act 1990.
7. To consider and make recommendations on risk management and insurance arrangements with regard to vandalism and other premises-related matters.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
S Bissell	1	1
D Daniel	1	1
S Jones	1	3
I Lennox	2	3
S Mitchell	2	3
A North	2	3
S Ramana	2	3
R Ramsdale	2	3
S Reed	2	2
S Underwood	2	2
E Whalley	3	3
A Wood	3	3

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GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

Value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. The Trustees have ensured that the Academy's use of its resources has provided good value for money during the academic year.

Improving educational results

At KS4, the school is maintaining good results with 74% of pupils obtaining a standard pass (4-9) and 56.25% achieving a strong pass (5-9) in English and Maths in 2023. The Average Attainment 8 score of 56.23, is accounted for by the return to pre pandemic grading and places the Academy in the top 5% of schools nationally. Our Progress 8 score was 0.8 - well above national expectations and the highest the school has ever achieved.

At KS5, results remain strong showing good preparation for linear examinations. The overall pass rate in Year 13 at GCE A Level was 99% with 59.61% of all grades at A*- B. The L3VA cannot be calculated due to the cancellation of GCSE exams for this cohort in 2021. Collaboration across the Welwyn Hatfield Consortium allows pupils to access a wide variety of courses to suit all abilities and career options. All students deciding on a place in Higher Education were successful, many securing their first choice of university, including top ranking Russell Group universities.

To enable continuous improvement, the school has put in place a rigorous process of tracking student progress and achievement so that any underachievement can be identified early and the appropriate interventions put in place. The Senior Leadership Team operates an extensive programme of lesson observations including school reviews each year and a variety of "learning walks" with a focus on key areas such as vulnerable pupils and literacy. The School Improvement Plan has set out very clear targets for student achievement with a focus on working towards achieving outstanding outcomes.

During the academic year 2022-23 Bishop's Hatfield Girls' School received Pupil Premium funds of £133,751 which were spent on teaching and educational support for students in vulnerable groups, as well as programmes relating to behaviour, pastoral support, and additional classes to improve student progress, revision programmes, activities and the use of external professionals to support individuals and small groups.

The impact of these activities is demonstrated by the fact that all PP leavers last year were able to secure a college place to pursue their chosen course of study and those staying on were able to start Level 3 courses. Where PP pupils did not make expected academic progress, this was due to complex issues including mental health but nonetheless, they were still supported onto their next level of study.

In January 2023 following an inspection in December 2022, Ofsted confirmed the school continued to be "Outstanding" in every category, confirming the excellent teaching provided and strong progress made.

Financial Governance and Oversight

The Governing Body approves the annual budget forecast each July and the financial statements and Auditor's management report each December. The Finance and Resources Committee meets termly to scrutinise budget monitoring reports and the cash position to ensure rigorous management of the Academy's finances. Large items of expenditure are agreed by the Committee.

The Academy has an appointed Internal Auditor who provides an internal audit of processes and policies, reporting on these to the Governing Body. This includes ensuring that the Academy's Schedule of Financial Delegation is appropriate and adhered to.

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

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 Bishop's Hatfield Girls' School Academy Trust Limited for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

Ensuring efficient and effective use of resources

The Academy ensures a continual focus on best value for money and understands how our assets can be used effectively to maximise all of our pupils' progress.

The Business Leader takes care to ensure all purchases and contracts deliver value for money, using tendering to obtain at least three quotes and challenging any item which does not deliver a clear benefit. Large items of expenditure are agreed by the Finance and Resources Committee as set out in the Schedule of Financial Delegation. Internally, the school seeks process efficiencies to reduce cost. Examples of these include: purchasing chromebooks instead of laptops or desktops and reduced costs with our paper supplier due to efficiencies in our ordering.

The Academy works with other local schools to undertake cost comparisons, particularly of contracted services, which ensures value for money.

Maximising income generation

The Academy continually strives to increase income from our assets: our new facilities are let to local community clubs and associations on a regular basis and the school undertakes a range of fundraising activities.

Surplus monies are invested in interest bearing accounts which are actively managed.

Reviewing controls and managing risk

The Academy has put in place a Risk Register which outlines all potential risks in the following categories: governance, operational, financial and external/environmental. The potential likelihood and impact of each risk is reassessed annually and the Governing Body reviews the steps that the school has put in place to mitigate the risks.

The Academy's Business Leader reviews the Academy's financial position on a monthly basis and provides reports to the Governing Body. Any significant variances and, in particular, changes to staffing costs are highlighted and addressed. All changes to staff contracts are carefully planned by the Senior Leadership Team and any agreed increments endorsed by the Governing Body.

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 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the Finance and Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has decided to buy-in an internal audit service from Mrs Jackie Grosch.

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

- Full adherence to the Schedule of Financial Delegation and the controls, checks and authorities therein
- Satisfactory accounting and budgetary control including reconciliation
- Accuracy in payroll, invoice and payment processing

On an annual basis, the reviewer reports to the Board of Trustees through the Finance and Resources Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The internal auditors for 2022-23 submitted their report to the Finance and Resources Committee and there were no material control issues arising as a result of the audit.

Managing conflicts of interest

The Academy takes every care to ensure there are no conflicts of interest, that is when an individual's ability to apply judgement or act in a role is, or could be, impaired or influenced by a secondary interest. Staff and trustees are expected to act with integrity and declare and record conflicts of interest. To enable this the Academy requests all individuals complete a statement of business and voluntary interests at the start of their relationship with the school and every subsequent year. Trustees are additionally asked to declare any conflict of interest at the start of each meeting and are reminded that should a conflict arise, this must be made clear immediately.

Review of effectiveness

As accounting officer, the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

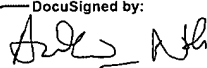
- the work of the internal auditor;
- the work of the external auditor;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

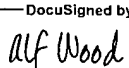
The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Resources Committee and a plan to ensure continuous improvement of the system is in place.

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

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

DocuSigned by:

.....1D72F0BF5142494.....
Andrew North
Chair of Trustees
Date: 13-12-2023 | 10:59 PST

DocuSigned by:

.....FB11A65A614EAF.....
Alf Wood
Headteacher & Accounting Officer
14-12-2023 | 09:53 GMT

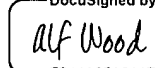
BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Bishop's Hatfield Girls' School 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 2022.

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 2022.

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.

DocuSigned by:

.....FB11A65A614E4FC.....

A Wood
Headteacher & Accounting Officer
Date: 14-12-2023 | 09:53 GMT

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2023

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 . 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:

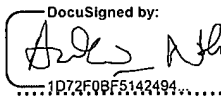
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

DocuSigned by:

.....1D72F08F5142494.....

A North
Chair of Trustees

Date: 13-12-2023 | 10:59 PST

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
BISHOP'S HATFIELD GIRLS' SCHOOL**

Opinion

We have audited the financial statements of Bishop's Hatfield Girls' School (the 'Academy') for the year ended 31 August 2023 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 2022 to 2023 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 2023 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 2022 to 2023 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 Auditor's 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.

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
BISHOP'S HATFIELD GIRLS' SCHOOL (CONTINUED)**

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's 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.

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
BISHOP'S HATFIELD GIRLS' SCHOOL (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities, the Trustees (who are also the directors of the Academy 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.

Auditor's 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 auditor's 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:

- the control environment and performance of the Academy, including the remuneration incentives and pressures of key management;
- the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management. We consider the results about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed among the audit engagement team, regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override, including testing journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
BISHOP'S HATFIELD GIRLS' SCHOOL (CONTINUED)**

We also obtained an understanding of the legal and regulatory frameworks that the academy operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, the Charities SORP 2019, the Academies Accounts Direction 2022 to 2023 and relevant tax legislation.

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

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

DocuSigned by:

Hillier Hopkins LLP

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Alexander Fuller BA (Hons) BFP ACA (Senior Statutory Auditor)

for and on behalf of

Hillier Hopkins LLP

Chartered Accountants

Statutory Auditor

Radius House

51 Clarendon Road

Watford

Hertfordshire

WD17 1HP

Date: 15-12-2023 | 11:20 GMT

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BISHOP'S
HATFIELD GIRLS' SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 1 November 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Bishop's Hatfield Girls' School during the year 1 September 2022 to 31 August 2023 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 Bishop's Hatfield Girls' School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Bishop's Hatfield Girls' School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Bishop's Hatfield Girls' School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Bishop's Hatfield Girls' School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Bishop's Hatfield Girls' School's funding agreement with the Secretary of State for Education dated 19 October 2011 and the Academy Trust Handbook, extant from 1 September 2022, 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 2022 to 2023. 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 2022 to 31 August 2023 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 our conclusion includes:

- An assessment of the risk of material misstatement and irregularity across the Academy Trust's activities;
- Testing and review of areas identified through risk assessment including enquiry, observation, inspection and review of supporting evidence;
- Review of system controls, policies and procedures in place to ensure compliance with the regularity regime;
- Consideration of evidence obtained through the work performed as part of our financial statements audit in order to support the regularity conclusion.

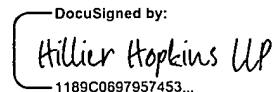
BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BISHOP'S
HATFIELD GIRLS' SCHOOL 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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

DocuSigned by:


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Hillier Hopkins LLP
Chartered Accountants
Statutory Auditor
Radius House
51 Clarendon Road
Watford
Hertfordshire
WD17 1HP

Date: 15-12-2023 | 11:20 GMT

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	As restated Total funds 2022 £
Income from:						
Donations and capital grants	3	13,938	-	173,180	187,118	38,578
Other trading activities	5	79,236	-	-	79,236	76,739
Investments	6	17,620	-	-	17,620	1,259
Charitable activities	4	105,541	5,987,183	-	6,092,724	5,612,685
Total income		216,335	5,987,183	173,180	6,376,698	5,729,261
Expenditure on:						
Raising funds		5,093	-	-	5,093	2,896
Charitable activities (as restated)	8	107,256	6,044,385	504,073	6,655,714	6,413,026
Total expenditure		112,349	6,044,385	504,073	6,660,807	6,415,922
Net income/(expenditure) before net gains on investments		103,986	(57,202)	(330,893)	(284,109)	(686,661)
Net income/(expenditure)		103,986	(57,202)	(330,893)	(284,109)	(686,661)
Transfers between funds	17	-	87,626	(87,626)	-	-
Net movement in funds before other recognised gains		103,986	30,424	(418,519)	(284,109)	(686,661)
Other recognised gains:						
Actuarial gains on defined benefit pension schemes	23	-	315,000	-	315,000	1,894,000
Net movement in funds		103,986	345,424	(418,519)	30,891	1,207,339

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	As restated Total funds 2022 £
	Note					
Reconciliation of funds:						
Total funds brought forward (as restated)		1,415,264	(570,528)	20,023,566	20,868,302	19,660,963
Net movement in funds		103,986	345,424	(418,519)	30,891	1,207,339
Total funds carried forward	17	1,519,250	(225,104)	19,605,047	20,899,193	20,868,302

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

The notes on pages 35 to 62 form part of these financial statements.

BISHOP'S HATFIELD GIRLS' SCHOOL
(A company limited by guarantee)

BALANCE SHEET
AS AT 31 AUGUST 2023

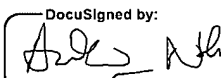
	Note	2023 £	As restated 2022 £
Fixed assets			
Tangible assets	14	19,605,047	20,012,023
		<u>19,605,047</u>	<u>20,012,023</u>
Current assets			
Debtors	15	172,785	93,749
Cash at bank and in hand		1,967,487	1,763,329
		<u>2,140,272</u>	<u>1,857,078</u>
Creditors: amounts falling due within one year	16	(388,126)	(309,799)
Net current assets		<u>1,752,146</u>	<u>1,547,279</u>
Total assets less current liabilities		<u>21,357,193</u>	<u>21,559,302</u>
Net assets excluding pension liability		<u>21,357,193</u>	<u>21,559,302</u>
Defined benefit pension scheme liability	23	(458,000)	(691,000)
Total net assets		<u><u>20,899,193</u></u>	<u><u>20,868,302</u></u>

BISHOP'S HATFIELD GIRLS' SCHOOL
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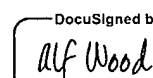
BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2023

	Note	2023 £	As restated 2022 £
Funds of the Academy			
Restricted funds:			
Fixed asset funds	17	19,605,047	20,023,566
Restricted income funds	17	232,896	120,472
Restricted funds excluding pension asset	17	19,837,943	20,144,038
Pension reserve	17	(458,000)	(691,000)
Total restricted funds	17	19,379,943	19,453,038
Unrestricted income funds	17	1,519,250	1,415,264
Total funds		20,899,193	20,868,302

The financial statements on pages 30 to 62 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

DocuSigned by:

 1072F0BF5142494.....
A North

Date: 13-12-2023 | 10:59 PST

DocuSigned by:

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A Wood

14-12-2023 | 09:53 GMT

The notes on pages 35 to 62 form part of these financial statements.

BISHOP'S HATFIELD GIRLS' SCHOOL
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash provided by operating activities	19	110,455	151,754
Cash flows from investing activities	20	93,703	(47,661)
		<u>204,158</u>	<u>104,093</u>
Change in cash and cash equivalents in the year		204,158	104,093
Cash and cash equivalents at the beginning of the year		1,763,329	1,659,236
Cash and cash equivalents at the end of the year	21, 22	<u><u>1,967,487</u></u>	<u><u>1,763,329</u></u>

The notes on pages 35 to 62 from part of these financial statements

BISHOP'S HATFIELD GIRLS' SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy, 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 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

1.3 Income

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

• **Grants**

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

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

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

• **Sponsorship income**

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of financial activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

BISHOP'S HATFIELD GIRLS' SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.3 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.

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 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.

BISHOP'S HATFIELD GIRLS' SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

1. Accounting policies (continued)

1.7 Tangible fixed assets

Assets costing £2,000 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, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives.

Depreciation is provided on the following basis:

Leasehold land	- 125 years straight line
Leasehold property	- 2% straight line
Furniture and fixtures	- 10% straight line
Computer equipment	- 25% straight line

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

1.8 PFI arrangement

The buildings used by Bishop's Hatfield Girls' School were built under a Private Finance Initiative (PFI) contract. The Academy Trust entered into an arrangement which stipulates that the Academy Trust will pay a monthly contribution towards maintenance. The PFI arrangement is due to end on 9 November 2041.

PFI payments

The payments made in respect of the PFI arrangement charge are therefore expensed in the Statement of financial activities in the period to which they relate. The Trustees take the view that the substance of the arrangement is such that the principal rights and obligations under the contract remain with the Education and Skills Funding Agency, thus the future payments are disclosed as commitments and not recognised as a liability.

Land and buildings

As the Academy Trust takes on the risks and rewards associated with the land and buildings, including the long term maintenance of the property once the PFI contract has ended, the land and buildings are capitalised within fixed assets of the Academy Trust's balance sheet at valuation on completion. The Leasehold Property is depreciated as disclosed in note 1.7.

BISHOP'S HATFIELD GIRLS' SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.9 Debtors

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

1.10 Cash at bank and in hand

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

1.11 Liabilities

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

1.12 Financial instruments

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

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

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.13 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.

1.14 Fund accounting

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

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

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

1.15 Agency Arrangements

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of financial activities as the Trust does not have control over the charitable application of the funds. None of the allocation has been used towards the Trust's own administration costs. The funds received and paid and any balances held are disclosed in note 27.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. 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:

Valuation of tangible fixed assets

Trustees have considered the value of tangible fixed assets. Changes in the circumstances or expectations of future performance of an individual asset may be an indicator that the asset is impaired, which would require the book value to be written down to its recoverable amount. Impairments are reversed if conditions for impairment are no longer present. Due to their nature, evaluating whether an asset is impaired requires a significant degree of judgement and may to a large extent depend on the assumptions made in its evaluation. The Trustees have concluded that the valuation of the tangible fixed assets as at the year end are appropriate.

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes and have concluded that asset lives and residual values are appropriate.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

3. Income from donations and capital grants

	Unrestricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Donations	13,938	-	13,938
Capital Grants	-	173,180	173,180
	<u>13,938</u>	<u>173,180</u>	<u>187,118</u>

	<i>Unrestricted funds 2022 £</i>	<i>Restricted fixed asset funds 2022 £</i>	<i>Total funds 2022 £</i>
Donations	18,699	-	18,699
Capital Grants	-	19,879	19,879
	<u>18,699</u>	<u>19,879</u>	<u>38,578</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

4. Funding for the Academy's charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Educational activities			
DfE/ESFA grants			
General Annual Grant (GAG)	-	5,473,235	5,473,235
Other DfE/ESFA grants			
Rates relief	-	22,467	22,467
Pupil Premium	-	133,751	133,751
Other ESFA/DfE grants	-	93,961	93,961
	-	5,723,414	5,723,414
Other Government grants			
SEN income	-	51,165	51,165
	-	51,165	51,165
Other income from the Academy's educational activities	105,541	178,104	283,645
COVID-19 additional funding (DfE/ESFA)			
Catch-up Premium	-	34,500	34,500
	-	34,500	34,500
	105,541	5,987,183	6,092,724

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

4. Funding for the Academy's charitable activities (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Educational activities			
DfE/ESFA grants			
General Annual Grant (GAG)	-	5,005,765	5,005,765
Other DfE/ESFA grants			
Rates relief	-	82,944	82,944
Pupil Premium	-	163,202	163,202
Other ESFA/DfE grants	-	62,823	62,823
	-	5,314,734	5,314,734
Other Government grants			
SEN Income	-	42,482	42,482
School Direct	-	15,750	15,750
	-	58,232	58,232
Other income from the Academy's educational activities	79,949	120,150	200,099
COVID-19 additional funding (DfE/ESFA)			
Catch-up Premium	-	24,027	24,027
Mass Testing	-	15,593	15,593
	-	39,620	39,620
	79,949	5,532,736	5,612,685

BISHOP'S HATFIELD GIRLS' SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

5. Income from other trading activities

	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising	6,615	6,615
Casual lettings	72,621	72,621
	<u>79,236</u>	<u>79,236</u>
	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Fundraising	7,314	7,314
Casual lettings	69,425	69,425
	<u>76,739</u>	<u>76,739</u>

6. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £
Interest receivable	<u>17,620</u>	<u>17,620</u>
	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Interest receivable	<u>1,259</u>	<u>1,259</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

7. Expenditure

	Staff Costs 2023 £	Premises 2023 £	Other 2023 £	Total 2023 £
Expenditure on raising voluntary income:				
Direct costs	-	-	5,093	5,093
Educational activities:				
Direct costs	4,118,896	-	585,691	4,704,587
Support costs	721,800	380,646	848,681	1,951,127
	<u>4,840,696</u>	<u>380,646</u>	<u>1,439,465</u>	<u>6,660,807</u>

	Staff Costs 2022 £	Premises 2022 £	As restated Other 2022 £	As restated Total 2022 £
Expenditure on raising voluntary income:				
Direct costs	-	-	2,896	2,896
Educational activities:				
Direct costs	3,789,119	-	546,953	4,336,072
Support costs	883,324	354,595	839,035	2,076,954
	<u>4,672,443</u>	<u>354,595</u>	<u>1,388,884</u>	<u>6,415,922</u>

BISHOP'S HATFIELD GIRLS' SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Educational activities	107,256	6,548,458	6,655,714

	<i>Unrestricted funds 2022 £</i>	<i>As restated Restricted funds 2022 £</i>	<i>As restated Total 2022 £</i>
Educational activities	93,080	6,319,946	6,413,026

9. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Educational activities	4,704,587	1,951,127	6,655,714

	<i>Activities undertaken directly 2022 £</i>	<i>As restated Support costs 2022 £</i>	<i>As restated Total funds 2022 £</i>
Educational activities	4,336,072	2,076,954	6,413,026

BISHOP'S HATFIELD GIRLS' SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

9. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2023 £	<i>Total funds 2022 £</i>
Staff costs	4,118,896	3,788,775
Teaching and educational support staff costs	161,787	176,521
Educational supplies	139,851	132,599
Examination fees	101,897	67,894
Staff development	17,018	29,296
Educational consultancy	5,146	-
Trip expenditure	86,341	54,346
Other direct costs	19,697	40,522
Catering expenses	53,954	46,119
	<u>4,704,587</u>	<u>4,336,072</u>

Analysis of support costs

	Total funds 2023 £	<i>Total funds 2022 £</i>
Pension finance costs	31,000	40,000
Staff costs	721,800	883,324
Depreciation	504,073	513,214
Legal costs	2,529	6,174
Premises costs	378,370	350,389
Technology costs	153,944	140,340
(Profit)/loss on disposal of assets	-	15,431
Governance costs	13,750	17,788
Other support costs	145,661	110,294
	<u>1,951,127</u>	<u>2,076,954</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2023 £	2022 £
Depreciation of tangible fixed assets	504,073	513,215
Fees paid to auditor for:		
- audit	9,850	8,950
- other services	4,050	3,700
	<u>13,900</u>	<u>12,650</u>

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	3,611,376	3,227,698
Social security costs	355,199	326,275
Pension costs	830,798	1,030,666
	<u>4,797,373</u>	<u>4,584,639</u>
Agency staff costs	43,323	87,804
	<u>4,840,696</u>	<u>4,672,443</u>

b. Staff numbers

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

	2023 No.	2022 No.
Teaching	58	63
Administration/support	55	51
Management	8	7
	<u>121</u>	<u>121</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

11. Staff (continued)

c. Higher paid staff

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

	2023 No.	2022 No.
In the band £60,001 - £70,000	2	1
In the band £70,001 - £80,000	3	3
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	1	-

d. Key management personnel

The key management personnel of the Academy comprise the senior management team as listed on page 2 as well as staff trustees. 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 £904,244 (11 staff) (2022 - £806,395 (11 staff)).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

12. Trustees' remuneration and expenses

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

		2023 £	2022 £
Mr A Wood	Remuneration	90,000 - 95,000	85,000 - 90,000
	Pension contributions paid	20,000 - 25,000	20,000 - 25,000
Mr S Underwood	Remuneration	20,000 - 25,000	20,000 - 25,000
	Pension contributions paid	5,000 - 10,000	0 - 5,000
Mrs J Higgins	Remuneration	40,000 - 45,000	30,000 - 35,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
Dr A Bune	Remuneration	45,000 - 50,000	40,000 - 45,000
	Pension contributions paid	10,000 - 15,000	10,000 - 15,000
Mrs J Ruffhead	Remuneration	55,000 - 60,000	N/A
	Pension contributions paid	10,000 - 15,000	N/A
Mr W Lowrie (resigned 31 August 2022)	Remuneration	N/A	40,000 - 45,000
	Pension contributions paid	N/A	10,000 - 15,000
D Daniel (appointed 28 June 2023)	Remuneration	70,000 - 75,000	N/A
	Pension contributions paid	15,000 - 20,000	N/A

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 - £NIL).

13. Trustees' and Officers' insurance

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

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

14. Tangible fixed assets

	Long-term leasehold land and property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2022 (as previously stated)	22,060,046	330,387	249,486	27,365	22,667,284
Prior Year Adjustment	-	(20,407)	(21,558)	-	(41,965)
At 1 September 2022 (as restated)	22,060,046	309,980	227,928	27,365	22,625,319
Additions	-	9,098	87,999	-	97,097
At 31 August 2023	22,060,046	319,078	315,927	27,365	22,722,416
Depreciation					
At 1 September 2022 (as previously stated)	2,254,218	213,453	144,794	27,365	2,639,830
Prior Year Adjustment	47	(9,185)	(17,396)	-	(26,534)
At 1 September 2022 (as restated)	2,254,265	204,268	127,398	27,365	2,613,296
Charge for the year	414,303	26,751	63,019	-	504,073
At 31 August 2023	2,668,568	231,019	190,417	27,365	3,117,369
Net book value					
At 31 August 2023	19,391,478	88,059	125,510	-	19,605,047
At 31 August 2022 (as restated)	19,805,781	105,712	100,530	-	20,012,023

The school site was valued on a Depreciated Replacement Cost basis by Brasier Freeth LLP in October 2017 at £21,985,000 of which £19,676,000 was attributable to the buildings. Additional building work was completed at a cost of £75,046 since then increasing the total cost/valuation to £22,060,046.

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15. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	9,367	260
Prepayments and accrued income	151,983	80,145
Tax recoverable	11,435	13,344
	<u>172,785</u>	<u>93,749</u>

16. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	16,211	29,135
Other taxation and social security	83,819	83,035
Other creditors	91,962	88,623
Accruals and deferred income	196,134	109,006
	<u>388,126</u>	<u>309,799</u>

	2023 £	2022 £
Deferred Income		
Deferred income at 1 September 2022	39,796	28,741
Resources deferred during the year	64,405	39,796
Amounts released from previous periods	(39,796)	(28,741)
	<u>64,405</u>	<u>39,796</u>

At the balance sheet date the Academy Trust was holding funds received in advance for income relating to the autumn term 2023.

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

	Balance at 1 Sep 2022 (restated) £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds						
General Funds	1,415,264	216,335	(112,349)	-	-	1,519,250
	Balance at 1 Sep 2022 (restated) £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Restricted general funds						
General Annual Grant (GAG)	120,472	5,473,235	(5,470,696)	87,626	-	210,637
Pupil Premium	-	133,751	(133,751)	-	-	-
SEN funding	-	51,165	(51,165)	-	-	-
Exam income	-	2,751	(2,751)	-	-	-
Sixth Form Consortium	-	98,667	(98,667)	-	-	-
Other income	-	185,523	(185,523)	-	-	-
Sports partnership	-	42,091	(19,832)	-	-	22,259
Pension reserve	(691,000)	-	(82,000)	-	315,000	(458,000)
	(570,528)	5,987,183	(6,044,385)	87,626	315,000	(225,104)
	Balance at 1 Sep 2022 (restated) £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Restricted fixed asset funds						
Fixed Assets	20,012,024	-	(504,073)	97,096	-	19,605,047
DfE income	11,542	173,180	-	(184,722)	-	-
	20,023,566	173,180	(504,073)	(87,626)	-	19,605,047

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17. Statement of funds (continued)

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Total Restricted funds	19,453,038	6,160,363	(6,548,458)	-	315,000	19,379,943
	Balance at 1 Sep 2022 (restated) £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Total funds	20,868,302	6,376,698	(6,660,807)	-	315,000	20,899,193

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 that has been provided by the Education and Skills Funding Agency on behalf of the Department for Education.
- The GAG Fund has been set up because the GAG must be used for the normal running costs of the Academy.
- Pupil Premium is a grant allocated to academies with pupils that are known to be eligible for free school meals. The purpose is to raise attainment for pupils from low income families.
- The pension reserve represents the net deficit on the LGPS defined benefit pension scheme. The deficit arose because of the pension scheme deficit inherited upon conversion and future performance of the scheme and the level of contributions is intended to take the fund back into surplus.
- The restricted fixed asset fund includes the long leasehold land and buildings and all material items of fixed assets. Depreciation charged on the assets is allocated to the fund. Transfers in to the fixed asset fund relate to capital expenditure funded by GAG income as well as unrestricted income.

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 2023.

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

	Balance at 1 Sep 2021 £	Income £	As restated Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 Aug 2022 £
Unrestricted funds						
General Funds	1,383,422	176,646	(95,976)	(48,828)	-	1,415,264

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17. Statement of funds (continued)

	<i>Balance at 1 Sep 2021 £</i>	<i>Income £</i>	<i>As restated Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 Aug 2022 £</i>
Restricted funds						
General Annual Grant (GAG)	41,037	5,005,765	(4,926,330)	-	-	120,472
Pupil Premium	-	163,202	(163,202)	-	-	-
SEN funding	-	42,482	(42,482)	-	-	-
Other income	-	321,287	(321,287)	-	-	-
Pension reserve	(2,247,000)	-	(338,000)	-	1,894,000	(691,000)
	<u>(2,205,963)</u>	<u>5,532,736</u>	<u>(5,791,301)</u>	<u>-</u>	<u>1,894,000</u>	<u>(570,528)</u>
	<i>Balance at 1 Sep 2021 £</i>	<i>Income £</i>	<i>As restated Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 Aug 2022 £</i>
Restricted fixed asset						
Fixed Assets	20,471,870	-	(528,645)	68,799	-	20,012,024
DfE income	11,634	19,879	-	(19,971)	-	11,542
	<u>20,483,504</u>	<u>19,879</u>	<u>(528,645)</u>	<u>48,828</u>	<u>-</u>	<u>20,023,566</u>
Total Restricted funds	<u>18,277,541</u>	<u>5,552,615</u>	<u>(6,319,946)</u>	<u>48,828</u>	<u>1,894,000</u>	<u>19,453,038</u>
	<i>Balance at 1 Sep 2021 £</i>	<i>Income £</i>	<i>As restated Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 Aug 2022 £</i>
Total funds	<u>19,660,963</u>	<u>5,729,261</u>	<u>(6,415,922)</u>	<u>-</u>	<u>1,894,000</u>	<u>20,868,302</u>

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18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	19,605,047	19,605,047
Current assets	1,519,250	621,022	-	2,140,272
Creditors due within one year	-	(388,126)	-	(388,126)
Provisions for liabilities and charges	-	(458,000)	-	(458,000)
Total	1,519,250	(225,104)	19,605,047	20,899,193

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

	2023 £	As restated 2022 £
Net expenditure for the year (as per statement of financial activities)	(284,109)	(686,661)
Adjustments for:		
Depreciation	504,073	513,215
Capital grants from DfE and other capital income	(173,180)	(19,879)
Interest receivable	(17,620)	(1,259)
Defined benefit pension scheme cost less contributions payable	51,000	298,000
Defined benefit pension scheme finance cost	31,000	40,000
Increase in debtors	(79,036)	(10,739)
Increase in creditors	78,327	3,646
Loss on the sale of fixed assets	-	15,431
Net cash provided by operating activities	110,455	151,754

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20. Cash flows from investing activities

	2023 £	2022 £
Dividends, interest and rents from investments	17,620	1,259
Purchase of tangible assets	(97,097)	(68,799)
Capital grants from DfE Group	173,180	19,879
Net cash provided by/(used in) investing activities	93,703	(47,661)

21. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand and at bank	1,967,487	1,763,329

22. Analysis of changes in net debt

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	1,763,329	204,158	1,967,487
	1,763,329	204,158	1,967,487

23. 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 Hertfordshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £89,493 were payable to the schemes at 31 August 2023 (2022 - £88,623) and are included within creditors.

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23. Pension commitments (continued)

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.

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 2020. The valuation report was published by the Department for Education on 26 October 2023. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% 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 £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 1.7% above the rate of CPI.

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

The employer's pension costs paid to TPS in the year amounted to £570,957 (2022 - £624,789).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.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.

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23. Pension commitments (continued)

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 2023 was £253,000 (2022 - £234,000), of which employer's contributions totalled £198,000 (2022 - £183,000) and employees' contributions totalled £ 55,000 (2022 - £51,000). The agreed contribution rates for future years are 25.3 per cent for employers and 5.5 - 12.5 per cent for employees.

As described in note 1.13 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 subsequent years. 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.

Principal actuarial assumptions

	2023	2022
	%	%
Rate of increase in salaries	3.5	3.60
Rate of increase for pensions in payment/inflation	3	3.20
Discount rate for scheme liabilities	5.2	4.25

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

	2023	2022
	Years	Years
<i>Retiring today</i>		
Males	21.6	21.9
Females	25.1	24.4
<i>Retiring in 20 years</i>		
Males	21.2	22.9
Females	25.6	26.0

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23. Pension commitments (continued)

Share of scheme assets

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

	2023 £	2022 £
Equities	1,369,350	1,214,500
Corporate bonds	644,400	558,670
Property	375,900	364,350
Cash and other liquid assets	295,350	291,480
Total market value of assets	2,685,000	2,429,000

The actual return on scheme assets was £58,000 (2022 - £133,000).

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

	2023 £	2022 £
Current service cost	(249,000)	(481,000)
Interest income	107,000	41,000
Interest cost	(138,000)	(81,000)
Total amount recognised in the Statement of financial activities	(280,000)	(521,000)

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

	2023 £	2022 £
At 1 September	3,120,000	4,660,000
Current service cost	249,000	481,000
Interest cost	138,000	81,000
Employee contributions	55,000	51,000
Actuarial gains	(358,000)	(2,094,000)
Benefits paid	(61,000)	(59,000)
At 31 August	3,143,000	3,120,000

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23. Pension commitments (continued)

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

	2023 £	2022 £
At 1 September	2,429,000	2,413,000
Interest income	107,000	41,000
Actuarial losses	(43,000)	(200,000)
Employer contributions	198,000	183,000
Employee contributions	55,000	51,000
Benefits paid	(61,000)	(59,000)
At 31 August	2,685,000	2,429,000

24. Operating lease commitments

At 31 August 2023 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
PFI arrangement		
Not later than 1 year	106,418	103,822
Later than 1 year and not later than 5 years	452,949	441,901
Later than 5 years	1,854,421	1,971,887
	2,413,788	2,517,610

As noted in accounting policy note 1.8, the new school build was constructed under a Private Finance Initiative (PFI) agreement.

The PFI arrangement commitments as disclosed above relate to the amounts payable to the Education and Skills Funding Agency as the school's contribution to the PFI contract payments.

The commitment under the agreement is based on estimated RPI figures for the monthly contributions. The payment will increase by RPI for the remainder of the PFI contract which expires on 9 November 2041.

The Trustees take the view that the substance of the arrangement is such that the principal rights and obligations under the contract remain with the Education and Skills Funding Agency, thus the future payments are disclosed as commitments and not recognised as a liability.

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25. Members' liability

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

26. Related party transactions

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

27. Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ended 31 August 2023 the trust received £4,707 (2022: £5,247) and disbursed £2,238 (2022: £5,247) from the fund. An amount of £2,469 (2022: £nil) is included in other creditors relating to undistributed funds.

28. Prior year adjustments

As detailed in note 14, a prior year adjustment has been recognised to correct the capitalisation of small value items below the academy's new capitalisation threshold previously held and depreciated over their expected lives within the restricted fixed assets fund amounting to £15,431. These amounts have been fully expensed in the period to 31 August 2022.