

Company Registration No. 08270802 (England and Wales)

**SHOOTERS HILL SIXTH FORM COLLEGE
(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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SHOOTERS HILL SIXTH FORM COLLEGE

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SHOOTERS HILL SIXTH FORM COLLEGE

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mother A van den Hof
Karen Hunter
Helen Laker
Denise Hyland (appointed 24 May 2022)
Tomris Ibrahim

Trustees

Jacqueline Gray (Chair)
Jan Atkinson (Accounting officer) (Resigned 31 December 2021)
Valliyappan Balaguru
Susan Hammond
Neil Jones (Vice Chair)
Mary Karooma-Brooker (Resigned 8 December 2021)
Fred Gichuhi
John Scarlett
Danville Berbeck (Appointed 8 September 2021)
Paul Proctor (Appointed 8 September 2021)
Andrew Stanley (Appointed 8 September 2021)
Clive Mardner (Appointed 7 September 2022)
Doctor James Demetre (Appointed 7 September 2022)

Senior leadership team

Jan Atkinson (resigned 31 December 2021) - Principal
Geoffrey Osborne (from 1 January 2022) - Principal
Theresa Bray (from March 22) - Deputy Principal
Sophie Farmer - Assistant Principal
Andrea Knight (resigned Sept 21) - Assistant Principal
Natalie Osborne - Assistant Principal
Alexander Rolfe - Assistant Principal
Jacqueline Takpimivbiomo - Assistant Principal
Kevin Standish (temporary app. Nov 21) - Assistant Principal
Mary Obemeasor - Chief Finance Officer

Company registration number

08270802 (England and Wales)

Registered office

Shooters Hill Sixth Form College
Red Lion Lane
London
SE18 4LD
United Kingdom

Independent auditor

Azets Audit Services
Greytown House
221-227 High Street
Orpington
Kent
BR6 0NZ
United Kingdom

SHOOTERS HILL SIXTH FORM COLLEGE

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Lloyds Bank
78 New Road
Gravesend
Kent
DA11 0AR
United Kingdom

Solicitors

Eversheds LLP
1 Wood Street
London
EC2V 7WS
United Kingdom

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

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

The Trust operates an Academy for students aged 16-19 and up to 25year olds for High Needs students and those with Educational and Health Care Plan (EHCP), servicing a catchment area in Woolwich, Royal Greenwich Borough, South East London.

It has a student capacity of 1,500 and had a roll of 1,577 for funding purposes in the 2021-22 academic year.

Structure, governance and management

Constitution

Shooters Hill Sixth Form College (trust) is a company limited by guarantee with no share capital (Company Registration No. 08270802) and is an exempt charity. The Academy's Memorandum and Articles of Association are the primary governing documents.

The trustees of Shooters Hill Sixth Form College are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

Shooters Hill Sixth Form College was incorporated on 26 October 2012 and obtained academy status from 1 November 2012.

Members' liability

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

Trustees' indemnities

Shooters Hill Sixth Form College (trust) in accordance with normal practice is a member of the Department for Education (DfE) Risk Protection Arrangement (RPA) to protect trustees, members and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business.

The RPA Administrator's limit of liability shall be £10,000,000 each and every Loss and shall be the maximum aggregate liability of the RPA Administrator from all Losses from the trust as a member during any one Membership Year.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Method of recruitment and appointment or election of Trustees

At the first Full Governing Board (FGB) meeting of the year, the Board confirmed the appointment of those serving and its sub committees for 2021-22 academic year.

Trustees are appointed on a 4-year term of office to ensure a staggered re-election or replacement process as trustees retire, they may wish to resign before the term ends if they want to do or are free to run for another 4-year term.

Trustees are appointed in line with the Department for Education (DFE) Academy Governance guidance and this includes appointment, application and peer recommendation.

When appointing a new trustee, the board considers a range of skill and experience within existing membership in order to ensure that the board has the necessary skills to contribute fully to the Academy's development and strategic direction.

As set out in college's articles of association the number of Trustees shall be not less than 3. The Trust has the following Trustees:

- 4 Trustees appointed by Members under Article 50
- 2 staff Trustees, comprising teachers & support staff, subject to Article 50A;
- 1 parent Trustees appointed under Articles 53-56B;
- 2 Co-opted Trustees appointed under Article 58.

Policies and procedures adopted for the induction and training of Trustees

An induction is provided for new Trustees which includes undergoing a skills audit and are offered additional training to address any highlighted training needs. The Governor Training Plan for the academic year is included in the Quality Improvement Plan (QIP). The first meeting of the Full Governing Board is attended by all Trustees and includes an introductory meeting with the Principal, Chair and Governance Professional. A tour of the Academy's estate forms part of this.

The Governor Hub Portal and the College Staff Hub provide Trustees with links to essential policies and procedures, agendas and minutes, handbooks, guidance notes, strategic documents and other links.

Papers relating to financial planning and performance are provided to the Audit and Risk and Finance & HR Committees and are summarised at both meetings before papers go to the Full Governing Board. Advice and guidance for Trustees is updated annually in the Schemes of Delegation and includes details of the sub-committee framework and functions as well as information on how the Academy operates, the roles and responsibilities of the Governing Board, its standing orders and the role of the trustees and the structure of the trust's Senior Leadership Team (SLT).

At the end of each academic year the schedule of committee meetings for the following academic year is compiled by the Governance Professional (formerly called Clerk to the Governing Board), circulated and agreed at the final Full Governing Board of the year in preparation for the start of the next academic year.

There is an annual general meeting for Members at which financial year-end matters are presented aimed at keeping members updated on relevant developments that impact on their roles and responsibilities. Internal and external training is undertaken as required, as identified in the skills audit and Quality Improvement Plan (QIP).

Training is delivered using both internal and external resources as appropriate, the latter providing insights to both national trends and comparable institutions. External training is undertaken as required both remotely and face to face. The use of webinars increased as a result of Covid-19 and whilst most meetings are now held in person, webinars remain in place for others.

The Trust is an active member of The Key, the Sixth Form Colleges Association (SFCA) network, and the National Governance Association (NGA) giving Trustee's access to up-to-date information, training and conferences.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Organisational structure

The Academy is governed by a Full Governing Board (Board of Trustees) constituted under a memorandum of association and articles of association. The Board is responsible for ensuring that high standards of corporate governance are maintained, exercising its powers and functions in fulfilling a strategic leadership role in the running of the Trust. The Full Governing Board meets at least once a term.

The following Committees are in place:

- Finance & HR (ensure College finances are closely monitored).
- Quality (which now includes Personal Development, Behaviour & Welfare).
- Audit & Risk (includes risk management of the college).
- Multi-Academy Trust (MAT) Steering Group.
- Pay sub-committee.

There are link Trustees for College strategic areas of Employability, Equality, Diversity and Inclusion; High Needs and SEND; Safeguarding; GDPR and to the Student Leadership Council.

The Board determine membership, terms of reference and delegated responsibilities and procedures for its committees. It receives minutes and reports from each committee for consideration and/or ratification and monitor their activities through reports from the relevant Chairs to the Full Governing Board.

Decisions reserved for the consideration of the Full Governing Board include proposals for changes to the constitution of the Academy, committee structure, appointment or removal of the Chair, Vice Chair, appointment of the Principal and/or Accounting Officer and Governance Professional, approval of College Quality Improvement Plan (QIP), Self-Assessment Review (SAR) and, on the recommendation of the Finance & HR Committee, the budget and year-end Annual Report and Financial Statements.

The Board devolves responsibility for the day-to-day management of the Academy to the Principal through the Scheme of Delegation. Day to day management of the Trust is delegated to the Principal who has appointed a Senior Leadership Team (SLT) which meets on a frequent basis at an executive level implementing the policies laid down by the Trustees and reporting back to them, providing evidence, reports and data analysis at Board meetings, enabling Trustees to monitor effectively and discharge their oversight functions.

The Principal directs the Senior Leadership Team (SLT) which consists of the Vice Principal (up to December 2021) Deputy Principal (from March 2022) and 6 Assistant Principals (include Director of Finance).

The Principal is responsible for staff appointment and representatives from the Board are included as part of the interview panel for senior appointments. Authorisation of spend within agreed budgets as summarised in the Scheme of Delegation approved by the Board annually. Some spending control is devolved to Budget Holders in line with the Scheme of Delegation.

Arrangements for setting pay and remuneration of key management personnel

The Board has determined through its Pay and Personnel Committee that the pay scale for leadership posts will be in line with School Teachers' Pay and Conditions Document (STPCD) minimum and maximum levels by taking account of the volume and complexity of the College's operations with regards to High Needs and other specialist activities, and that the Pay and Personnel Committee will use reference points when making pay determinations.

The pay range for the Principal will be seven points and five points for other leadership posts. Pay and Personnel Committee was chaired by the Vice Chair of Finance & HR Committee and comprised of two other Trustees and the Chair of Trustees. A review is carried out on an annual basis and the Pay and Personnel Committee agrees the Senior Leadership Team salaries for recommendation to the Board. The Principal undertakes an annual review of all other salaries, in accordance with the Pay Policy.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Related parties and other connected charities and organisations

The Trust is a member of the Sixth Form Colleges Association (SFCA) network and works in close partnership with the Royal Greenwich Borough and other community groups to help support College improvements and benchmarking, as well as share good practice and expertise in all aspects of teaching and learning as well as educational, administration, leadership and management.

The Trust's collaborations in the Community include Greenwich School Sports Partnership (GSSP); working with local schools, employers and community groups. All funds associated with the partnership are for the benefit of primary sport. The Trust partners with Christ the King College Centre of Excellence for Maths and generates additional funding to help improve Maths outcomes and works with Level 7 (EDSV) Academy Limited on enrichment programme to run the Football Academy at the College.

The Principal is a member of the Headteachers Greenwich Community Schools Partnership. There are no third-party related activities which control or significantly influence the decisions and operations of the College. There are no sponsors or formal parent teacher associations associated with the academy.

Equality, Diversity and Inclusion

The Trustees recognise that equality, diversity and inclusion should be an integral part of good practice within the workplace. The Academy works hard to establish equality of access in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued and respected. The Academy complies with the Equalities Act 2010 and makes every endeavour to welcome and/or teach any young person or adult with a disability and/or special education needs.

Disabled persons

The policy of the Academy is to support the recruitment and retention of students and employees with disabilities. Disabled employees are accorded equal opportunities for training, career development and promotion

Objectives and activities

Objects and aims

The Trust's objectives ("the Objectives") and principal activity are to advance education for the public benefit in the UK by establishing, maintaining, managing and developing a broad and balanced curriculum plan.

In making the decision to become an Academy from 1 November 2012, the Board articulated a strong belief that an inclusive education providing a broad curriculum mix was its paramount commitment for all students regardless of ability, race, religion, gender, ethnicity, colour, sexuality or class.

The Board's overall aim is to ensure that the Trust delivers its charitable objectives, as set out in its Articles of Association, in the context of its Guiding Principles and to ensure that:

- Teaching, learning & assessment is consistently effective in all curriculum areas.
- All learners and groups of learners are achieving well and that increasing numbers are making better than expected progress so that they can progress to higher level qualifications, employment, apprenticeships and independent living.
- Attendance of all learners on all courses is consistently high.
- The range of English and Maths programmes offered meet student needs and that numeracy and literacy is being addressed across programmes by embedding them into the curriculum to ensure that the career aims of learners are met.
- Good destination outcomes for all students.
- Good student experience to transform their lives.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Public benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties.

They have referred to this guidance when reviewing the academy's aims and objectives and in planning its future activities. For the benefit of the inhabitants of Greenwich and the surrounding areas of South East London, the academy promotes the provision of facilities for recreation and leisure time occupation to the local neighbourhood in the interests of community cohesion, social welfare and with the object of improving wellbeing of those involved with the students and their guardians.

The creation of a Sports Academy for the benefit of the local community has led to an increase in the number of sporting activities, including primary sports partnership on the College site.

Strategic report

Achievements and performance

The Principal Jan Atkinson continued to work closely with Trustees, staff and other key stakeholders on the 5-year vision which ended in August 2022 to fulfil the strategic vision of the College from September 2021 until her retirement in December 2021.

As the newly appointed Principal in January 2022, Geoff Osborne reviewed and realigned the College's organisational structure to meet the demands of an increase in student numbers, the impact of COVID-19 pandemic on students, changing educational landscape and the aspiration of the College to become a Multi Academy Trust in its own right, to become an outstanding provider and to truly transform the lives of the students who enrol at the College.

Geoff Osborne initiated an external review of attendance and punctuality and the challenges faced by the College regarding personnel, processes and procedures. As a result, the recommendations of the review have been taken into consideration in the realignment of job roles.

As output from the completion of the 5-year vision, a new set of Key Strategic Intents to improve the performance of the College was launched in January 2022 to:

- Create a truly inclusive environment that is fully accessible, enhances social mobility and addresses the individual needs of all learners.
- Provide high quality student experience that enables personal growth, development and the confidence to achieve their ambitions.
- Enable our staff to develop into truly inspirational practitioners.
- Further develop our capacity to sustain growth and expand the college offering to meet the needs of our local context.
- Enhance our digital capabilities and access to learning beyond the timetable.

Core Values

In support of these strategic intents, the following core values were adopted:

- Working collaboratively to ensure a positive and rewarding experience for all our community
- Valuing fairness for all and promoting personal growth.
- Leading by example with compassion, empathy and understanding.
- Conducting ourselves with honesty, integrity and respect.

The College mission is continue to be the first-choice college in the Borough, transforming students' lives by inspiring them to take full advantage of the high quality educational and enrichment opportunities on offer; enabling individuals to reach and exceed their potential and respond to the community we serve. Our learning environment will have equipped our learners with the skills necessary to thrive in a globalised world.

Trustees remain committed to the values of inclusivity as set out in the guiding principles established when it converted to Academy status in November 2012 and works collaboratively with the Senior Leadership Team to continue to develop and monitor plans.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Following the 'Good' Ofsted report in 2019, the Academy became increasingly popular as an inclusive Sixth Form College. Even with strong local competition, enrolments have been on an upward trend with a cohort of 1577 in 2021-22 up from 1,498 learners for 2020-21. This situation reflects our reputation for providing a broad and inclusive curriculum offer delivered within a safe, secure and mature learning environment.

The College provided a link school support for secondary schools 14-16year olds and an alternative provision of offering vocational courses with core subjects. During 2021-22, the College welcomed students from 3 local colleges and schools.

The College caters well for a broad spectrum of students on full time study programmes.

Type of course	Number	%
Vocational	1354	85.9%
A Levels	110	6.9%
SEN	113	7.2%

Since opening in 2012 the College has successfully addressed local needs through its diverse curriculum offer which embraces those students looking for a second chance or a fresh start in education. We have contributed significantly to the reduction in numbers of young people "Not in Education, Employment or Training" (NEET) and increased the numbers of students progressing into Apprenticeship, employment and higher education. The numbers of students joining us from alternative providers, such as the Newhaven School Pupil Referral Unit (PRU) is increasing.

As the College as a post-16 institution there is significant learner mobility each academic year; over half of the students who enrol each September are new to the College. However, the composition of the student cohort remains comparatively stable on a year by year basis.

The gender breakdown of students in 2021-22 was:

Gender	Number	%
Female	683	43.3%
Male	894	56.7%
	1577	100%

Based in South East London, the College is faced with the challenges typical in an area with high levels of social and economic deprivation. We support a significant proportion of 'high needs' students (C18.8%) with Education and Health Care Plans (EHCPs).

Majority of our students come from lower income backgrounds as evidenced by high levels qualifying for Free School Meals (FSM). In addition, large numbers of our students are eligible for Vulnerable and Discretionary Bursary Grant. The number of students eligible for Free School Meals (FSM) at College in 2021-22 was 26% (unchanged from 2020-21) and compares to 22.5% (national average) of students eligible for free school meals (20.8% in 2020-21); this mirrors the local situation.

Other characteristics	Number	%
Education Health and Care Plan (EHCP)	297	18.8%
Free School Meals (FSM)	425	26.9%

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The ethnicity of our students is broadly representative of the borough as detailed in the table below:

Ethnicity	Number	%
African	188	11.9%
Any other Asian background	50	3.2%
Any other Black / African / Caribbean background	118	7.5%
Any other ethnic group	49	3.1%
Any Other Mixed / multiple ethnic background	57	3.6%
Any Other White background	83	5.3%
Arab	7	0.4%
Bangladeshi	12	0.8%
Caribbean	62	3.9%
Chinese	8	0.5%
English / Welsh / Scottish / Northern Irish / British	602	38.2%
Indian	22	1.4%
Irish	8	0.5%
Not provided	238	15.1%
Pakistani	16	1.0%
White and Asian	10	0.6%
White and Black African	20	1.3%
White and Black Caribbean	27	1.7%
Total	1577	100.0%

The 2021-22 College cohort Borough breakdown:

Borough	Number	%
Bexley	289	18.3%
Bromley	54	3.4%
Dartford	27	1.7%
Greenwich	878	55.7%
Lewisham	258	16.4%
Southwark	18	1.1%
Other	53	3.3%
Total	1577	100.0%

Approximately 56% of students are Greenwich residents with the remaining 44% coming from neighbouring boroughs, predominantly Bexley and Lewisham.

Our Ofsted inspection in October 2019, rated the College Good in all categories. This is a significant improvement, as the College has been rated Requires Improvement (RI) for a number of years. The College is now in the top 20% of colleges in the country for achievement and progress sustained over the last 5 years.

Racist incidents and other forms of bullying remain very rare and fixed term exclusions are on a downward trend within the College. Students, parents and staff all see the College as providing a safe, secure and inclusive learning environment where students' personal, social and employability needs are developed through the taught curriculum, as well as through active enrichment programmes.

Despite the Covid-19 pandemic lockdown and closure, the College was relentless in providing laptops and other resources to students including those in hardship that did not qualify for Bursary support to engage them in learning and continues to make progress with improving attendance and as a result of this, our student outcomes and results have been sustained.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The Education and Skill Funding Agency (ESFA) enabled the College through a 16-19 Tuition grant of £263,120 in 2021-22 to provide additional catch-up tuition to students who have had their educational outcome disrupted by the Covid-19 pandemic in 2021-22. The grant which is ring fenced for strategies specifically targeted to mitigate the disruption to learning arising from the coronavirus (COVID-19) is used to provide small groups (maximum of up to 5) for 1:1 lessons in English, Math, academic and vocational learning for 16-19-year old or up to 24-year old if the students have an Educational, Health and Care Plan. A grant of £210,790 was received in 2020-21 and a total grant of £226,658 will be received in 2022-23.

Impact of Covid-19

The Academy continued to provide teaching, learning, wellbeing and mental health support for students following Government's announcement for all Schools and Colleges to return to in College learning.

The Covid-19 contingency plan was still monitored closely by the Senior Leadership Team and Audit and Risk committee was updated weekly to ensure all risks were appropriately mitigated as some pockets of staff and students were still catching the virus and other communicable diseases. The Senior Leadership Team (SLT) and Trustees continue to work tirelessly to comply with Government directions and to keep the College open to all staff and students.

In 2021-22 the College received 162 Chromebooks (216 laptops in 2020-21) from the Education and Skills Funding Agency (ESFA) to support students learning. The College prioritised support for students who have not achieved a grade 4 in English and/or maths and students with special educational needs and disabilities (SEND), particularly where they have experienced additional disruption to learning as a result of their specific needs and disabilities.

Student Achievement

Department Achievement	2018/19	2019/20	2020/21	2021/22
Art & Design	88.72%	96.40%	91.80%	86.10%
Building Services	85.71%			
Sciences	76.64%	84.10%	84.10%	60.60%
Care and Early Years	90.84%	90.20%	87.30%	78.70%
Business	80.70%			
Computing & Media	87.26%	89.60%	82.70%	70.40%
Construction Trades	87.50%	95.10%	76.20%	74.00%
English	58.33%	84.60%	67.10%	65.90%
Hospitality & Catering	90.32%	83.60%	91.20%	91.80%
Humanities	75.81%	86.70%	75.40%	78.00%
Inclusive Learning	98.94%	97.80%	89.90%	90.40%
Maths	68.00%	78.90%	79.20%	62.30%
Hair, Beauty & Theatrical Media Make-Up	84.72%			
Sport & Public Services	92.22%	82.50%	85.00%	84.30%
Grand Total	84.10%	85.60%	81.30%	73.30%

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Performance Management

The College has its own internal performance management system. An academic performance management cycle linked to lesson observations, quality of teaching and learning, attendance and achievement results has addressed the support and developmental needs of underperforming teachers.

Self-evaluation is supported by the Quality Improvement Plan (QIP) and the Self-Assessment Review (SAR) and weekly Raising Achievement and Progression (RAP) sessions, timetabled for all students designed to raise achievement and secure positive destinations for all students.

The College has robust HR, Finance, Safeguarding and Health and Safety systems and procedures that also reflects "Prevent" responsibilities. The College utilises Iris Connect for its educational performance, Iris PS Financials to enhance financial management system and day-to-day financial operation and control of the College.

The Full Governing Board have a range of relevant skills to provide strategic support and hold the Senior Leadership Team (SLT) to account. The views of parents/carers, students and other key stakeholders are regularly sought and help shape strategic developments within the College. Resources and buildings have been managed well despite reductions in funding.

In 2021-22, the College received notification of funding for capital projects listed below:

Description of Capital grant	£
CIF-Fire Doors	139,675
Post-16 Building	1,799,354
T-Levels	591,311
London Green Academies Fund	92,000
Total	2,622,340

The College has set aside a total of £644k revenue contributions and match funding to above projects in its 2022-23 budget.

Key performance indicators

Robust monitoring of finances by the Accounting Officer, Finance and HR committee, Assistant Principal-Finance and other Trustees has resulted in a healthy surplus at the end 2021-22 academic year.

As funding is based on student numbers, this is considered a key performance indicator by the Trustees and is monitored closely. The student cohort for funding purposes in 2021-22 was 1577 up from 1498 in 2020-21.

Another key financial performance indicator is staffing costs as a percentage of total income. In 2021 the Full Governing Board set an indicator that staff costs should be no more than 70% of total funding. The College achieved 67% staffing costs compared to total revenue during the year.

Going concern

After making appropriate enquiries, the Full Governing Body has a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Full Governing Body continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Financial review

The academy's key funding source is from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, some of which is restricted to specific purposes. The grants received from the ESFA during the year ended 31 August 2022 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities (SOFA). The ESFA is the principal funding source of the academy based on the number of students on Individual Learning Records (ILR).

Income from hire of halls and swimming pool increased significantly when compared to previous year income which was reduced due to Covid-19 lockdown. £348k element 2 income for 58 additional SEN student was received.

During the year ended 31 August 2022, total expenditure of £13,814k (2021: £12,337k) was met by recurrent grant funding from the ESFA together with other incoming resources. The excess of income over expenditure for the period (excluding fixed asset funds and transfers to restricted asset funds) was £1,718k (2021: £1,818k). The academy's financial position has improved compared to last year's position.

At 31 August 2022 the net book value of fixed assets was £27,675k (2021: £27,648k). Movements in tangible fixed assets are shown in note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the academy.

The London Borough of Greenwich Pension Fund, in which the academy participates, showed a deficit of £1,961k at 31 August 2022 (2021: £8,007k).

Reserves policy

The Trustees review the reserve levels of the academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees have determined that the appropriate level of unrestricted reserves should be equivalent to one (1) month of GAG funding, which is equivalent to £1m in August 2022 (2021: £900k).

The reason for this is to provide enough working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The academy's current level of unrestricted reserves is £634k (2021: £296k) (total funds less the amount held in fixed assets, restricted GAG funding and restricted funds). Trust plan to increase income from its trading activities such as lettings to achieve the level of unrestricted reserves as set in the policy.

The academy held fund balances at 31 August 2022 of £31,514k (2021: £22,817k) comprising £30,880k (2021: £22,521k) of restricted funds and £634k (2021: £296k) of unrestricted general funds. Of the restricted funds £27,641k (2021: £27,657k) is represented by tangible fixed assets and £5,200k (2021: £2,871k) of GAG funding carried forward.

The pension reserve which is considered part of restricted funds was £1,961k (2021: £8,007k) in deficit.

Investment policy

Under the Memorandum and Articles of Association, the Academy has the power to invest funds not immediately required for its own purposes in any way the Trustees see fit in future. The College has a positive cash balance to cover eventualities and unforeseen expenses. The banking facilities are reviewed by the Director of Finance and the Principal on a regular basis. During 2021-22, £1m of total reserves was placed on a 95-day Notice Deposit Savings Account with a UK Bank.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Principal risks and uncertainties

Risk management

The Academy maintains a risk register which is reviewed by the Audit and Risk Committee on a regular basis. The register identifies the various type of risks that the trust is exposed to and monitor the systems in place to mitigate those risks.

The College as an Academy has a formal risk management process including a detailed risk register to assess business risks and to implement risk management strategies. This process involves identifying the types of risk the Academy faces, scoring and prioritising these in terms of their potential operational and financial impact, assessing the likelihood of occurrence and identifying means of mitigating them. The Trustees approved the introduction of systems, including operational procedures and internal financial controls, by College leadership in order to minimise risk. Where significant financial risk remains, the Academy has ensured it has adequate risk protection cover through its membership of the Department of Education (DFE) Risk Protection Arrangement (RPA).

The risk categories on the register are:

Funding	Business continuity	Financial	IT, MIS and Cyber
Compliance	Environmental	GDPR	Estates & Physical assets
Reputational	Safeguarding, Attendance and Behavior	Legal	Student numbers
College Projects	Communicable diseases and Pandemic	Staffing	Strike action

The Trustees assessed the major risks to which the Academy is exposed, those relating specifically to teaching, Ransome and Cyber Attack, increase in project costs of ESFA funded capital works and increasing material costs, pandemic and communicable disease, other operational areas of the Academy and its finances. The Trustees implemented a number of systems to assess risks that the College faces, especially in operational areas (e.g. in relation to teaching, health and safety, replacement of old IT resources) and in relation to the control of finance.

The Academy has an effective system of internal financial control and this is explained in more detail in the Governance Statement on page 16

Quality

The College was inspected in September 2019 and judged Good in all categories. Ofsted recognised the significant improvements leaders have made to teaching since the last college inspection. The College continues to ensure that identified strengths are built on and that areas for improvement are identified and are closely monitored as part of the Quality Improvement Action Plan (QIP). The QIP is a standing agenda item at Full Governing Body and associated committees to include Quality Standards and Finance and HR.

The QIP is amended annually by the Senior Leadership Team (SLT) after consultation and input from students, staff and Trustees. The curriculum priorities in the QIP are used to inform future budget priorities.

All actions outlined in the 2021-22 QIP were met. Leaders worked at the end of the academic year to identify new priorities for the next academic year of 2022-23 to include the three outstanding issues from our Good Ofsted:

- Increase the proportion of students who take part in work experience related to the subjects they study and to their career aims;
- Teachers should teach students more about the importance of how British values relate to their lives and living in London;
- Teachers should use strategies to check that students are learning and building their knowledge in a subject. Where students are not doing this, teachers should ensure that they adapt their lessons so that all students are learning

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

After the pandemic, Trustees were still closely involved with the following online:

- Investment in Blended Learning software.
- Improvement in overall learning resources.
- Improvement in the College environment to enhance the student experience.
- Expansion of the Building Services department to include the creation of Motor vehicle course workshops.
- Creation of a Foundation Learning Centre as part of the Teaching and Learning Growth Strategy.

Fundraising

The Academy has not engaged in fund raising activities in the year under review and therefore is not registered with the Fundraising Regulator or subscribed to any fundraising codes of practice. However, donations have been made to the Academy willingly by organisations who wish to support the activities of the Academy.

The Academy Trust has not received any complaints about its fund-raising and when donations are received, the College ensures that such donations are used for the intended purpose(s).

Plans for future periods

The trustees with the new Principal formulated and launched a new 5-year strategic plan in consultation with key stakeholders in January 2022.

The Quality Improvement Plan (QIP) is regularly monitored by the Full Governing Board and its associated committees. The QIP is amended annually by the Senior Leadership Team after consultation and input from students, staff and Trustees. The curriculum priorities in the QIP are used to inform future budget priorities.

All actions outlined in the 2021-22 QIP were met. Leaders worked at the end of the academic year to identify new priorities for the next academic year of 2022-23 to include the three outstanding issues from our Good Ofsted report:

- Increase the proportion of students who take part in work experience related to the subjects they study and to their career aims;
- Teachers should teach students more about the importance of how British values relate to their lives and living in London;
- Teachers should use strategies to check that students are learning and building their knowledge in a subject. Where students are not doing this, teachers should ensure that they adapt their lessons so that all students are learning.

Whilst active independent learning remains a focus, learning and teaching will concentrate on the fundamentals that are known to be the most effective. This will involve the development of a blended learning strategy that identifies how both face to face and remote learning are used to maximise student progress.

The College increased its use of technology by embracing online delivery of teaching and learning. Going forward, the Academy is committed to investing resources to assist families that may be impacted by the digital divide.

The College is developing and implementing a broad and balanced whole school curriculum strategy that is coherent, progressive, challenging and disciplined. The College offers staff and pupils a more visible mental health and well-being support system.

The progress of the QIP is monitored in detail by the individual sub committees and the Full Governing Board.

SHOOTERS HILL SIXTH FORM COLLEGE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Auditor

In so far as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Governing Body, as the company directors, on 06 December 2022 and signed on its behalf by:


Jacqueline Gray
Chair

6th December 2022

SHOOTERS HILL SIXTH FORM COLLEGE

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

Scope of responsibility

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

The Governing Body has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Shooters Hill Sixth Form College and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the Governing Body 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 Governing Body has formally met 4 times during the year. Attendance during the year at meetings of the Governing Body was as follows:

Trustees	Meetings attended	Out of possible
Jacqueline Gray (Chair)	3	4
Jan Atkinson (Accounting officer) (Resigned 31 December 2021)	2	2
Valliyappan Balaguru	3	4
Susan Hammond	1	4
Neil Jones (Vice Chair)	3	4
Mary Karooma-Brooker (Resigned 8 December 2021)	1	2
Fred Gichuhi	4	4
John Scarlett	4	4
Danville Berbeck (Appointed 8 September 2021)	4	4
Paul Proctor (Appointed 8 September 2021)	3	4
Andrew Stanley (Appointed 8 September 2021)	3	4
Clive Mardner (Appointed 7 September 2022)		
Doctor James Demetre (Appointed 7 September 2022)		

Three (3) new Trustees were appointed during the year.

The Finance Director identified a training need of Trustees in terms of financial knowledge, this training took place on 22 September 2021. Trustees have effective oversight through a series of calendared meetings, which include, a full board meeting 4 times a year.

During the Annual General Meeting held on 24th May 2022, members adopted a revised Articles of Association in line with Department for Education (DFE) model Articles and Trustees approved an updated Scheme of Delegation (SoD) including a Terms of Reference for each committee.

SHOOTERS HILL SIXTH FORM COLLEGE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

A Governance review is due to be carried out in 2022-23 financial year.

Conflicts of interest

All Trustees and Members shall always observe the provisions of the Trust's Code of Governance and are required to declare any pecuniary, business or other interests every year through the declaration of pecuniary and business interests which is published on Trust's website and in any item being discussed at all Committee meetings.

Each Committee member, if present at a Committee meeting, disclose their interest, withdraw from the meeting and not vote on a matter if:

- there may be a conflict between their interests and the interests of the Trust;
- there is reasonable doubt about their ability to act impartially in relation to a matter where a fair hearing is required; or
- they have a personal interest (this is where they and/or a close relative will be directly affected by the decision of the Committee in relation to that matter) in a matter.

The Finance and HR Committee is a sub-committee of the main Governing Body. Its purpose is to consider the Trust's finances which includes its budget, funding and expenditure, monitor compliance with Academy Trust Handbook, requirements of the Companies Act 2006, Charity Commission and Funding Agreement. The Committee also consider the assurances of internal and budgetary controls from external audit, management of College's assets, Health and Safety, Pay, Grievances, Disciplinary issues, Staff Appeals and Dismissals. It makes recommendations to the Full Governing Board on these functions.

Attendance at meetings in the year was as follows (G Osborne also in attendance for all meetings):

Trustees	Meetings attended	Out of possible
Jan Atkinson (Accounting officer) (Resigned 31 December 2021)	2	2
Valliyappan Balaguru	2	4
Neil Jones (Vice Chair)	3	4
John Scarlett	4	4
Danville Berbeck (Appointed 8 September 2021)	4	4

The Audit & Risk Committee is a sub-committee of the main Governing Body. Its purpose is to meet to consider reports on the effectiveness of controls, including those from Responsible Officer reviews and to monitor the risk register and business continuity and disaster management policies.

Attendance at meetings in the year was as follows (G Osborne also in attendance for all meetings):

Trustees	Meetings attended	Out of possible
Jacqueline Gray (Chair)	4	4
Jan Atkinson (Accounting officer) (Resigned 31 December 2021)	2	2
Susan Hammond	1	4
Mary Karooma-Brooker (Resigned 8 December 2021)	0	2
Fred Gichuhi	4	4
Paul Proctor (Appointed 8 September 2021)	4	4

SHOOTERS HILL SIXTH FORM COLLEGE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Review of value for money

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

The Accounting Officer considers how the Academy Trust's use of its resources has provided good value for money during each academic year, and reports to the Governing Body where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by ensuring that:

- All purchases are made using the Academy's purchase order system enabling all transactions to be checked and critically analysed for value for money.
- The Academy has invested in PS Financials which allows for a proper financial management system of its day to day financial operations.
- A new financial handbook for staff was published to ensure all staff are aware of the financial procedures and processes.
- All expenditure from £2,000 to £5,000 are approved by the Chief Financial Officer (CFO); over £5,000 and up to £25,000 by the Principal and over £25,000 by the Trustees. The financial authorisation limits are published within the College Scheme of Delegation (SoD) and updated annually.

The College carries out regular monthly budget monitoring and the Finance & HR Committee meet termly. The work of the committees is further informed by a process of independent checking of financial controls, which is fulfilled by the Academy's Responsible Officer who carries out an internal audit and reports back to the Audit and Risk committee on a termly basis.

Pastoral Care

The Pastoral Support staffing structure has been realigned to allow for greater efficiencies whilst maintaining the level of supportive intervention needed for our students, including the most vulnerable.

SHOOTERS HILL SIXTH FORM COLLEGE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Key Priorities for 2022/23

- Continue to embed pedagogical approaches to check that students are learning effectively and building on their subject knowledge.
- Improve the teaching, learning and assessment in mathematics and science.
- Significantly improve achievement across all mathematics functional Skills and high grades in science, mathematics A levels and GCSEs.
- Improve attendance and punctuality across college and significantly improve attendance to English and Maths
- Further embed into curriculum delivery, British Values and how they relate to living in London.
- Increase the proportion of students including High Needs who take part in work experience related to the subjects they study and to their career aims.
- Stabilise the investment of the IT infrastructure that enables staff to confidently develop their skills.
- Review the performance management cycle to enable staff to engage effectively and take personal ownership of key college Intent, responsibility and accountability.
- Ensure continuing professional development for all staff to ensure they can maximise their impact with students.
- Embed a culture of high expectations and standards that truly impacts on the student experience.
- Develop a leadership structure that builds capacity and enables the specialist staff to effectively support the transition and planned destination of High Needs learners.

As always, the Shooters Hill Sixth Form College will ensure that where possible the additional needs of individual pupils will be met by the provision of appropriate resources at the point of need.

Future Objectives:

We recognise the need to continue developing relationships with other academies, schools and wider education and work-based learning providers in order to benefit from the economies of scale in procuring products and services, developing staff and sharing knowledge, skills and expertise. Leaders, staff and Trustees are actively exploring opportunities to:

- create a MAT to secure and improve the College's financial future.
- Expand the 14-16 school link to 15 schools.
- Provision of T- Level curriculum.
- Create Adult Education Provision (AEB).

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Shooters Hill Sixth Form College for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of Trustees. In addition to the Risk Register the College has provided Trustees with a Covid-19 Contingency Plan which is updated on a weekly basis to ensure all risks are mitigated against.

SHOOTERS HILL SIXTH FORM COLLEGE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Full Governing Board;
- regular reviews by the Finance and HR Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks with governance scrutiny by the Audit and Risk Committee.

The Governing Body appointed Kreston Reeves Chartered Accountancy Firm as the internal auditor, two internal audits were conducted in 2021-22, management responses were agreed and recommendations within the reports were actioned and monitored by the Audit and Risk Committee.

The Responsible Officer's (RO) role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. The RO reports to the Full Governing Board through the Finance and HR Committee on the operation of the systems of control and on the discharge of the financial responsibilities of the Full Governing Board.

The First audit was an assessment of the systems of arrangements and controls of the College IT, ICT and Cyber Security arrangement between September 2021 and January 2022. There were various recommendations made following the audit findings and actions arising from those recommendations have been reviewed and discussed at the Audit and Risk Committee meeting and actioned by the College.

The second visit was carried out in June 2022 for the period from 01 September 2021 to 31 March 2022 to undertake an assessment of the systems of arrangements and controls. The areas of financial system and internal control were:

- Bank and Petty Cash
- Budgets and Financial Monitoring
- Credit Card Review
- Disaster Recovery
- Expenditure
- Fixed Assets
- Income
- Payroll
- VAT

All recommendations arising from the audit findings have been reviewed and discussed at Finance & HR Committee and actioned by the College.

There were recommendations arising from other reviews conducted during the year across the College in:

- Safeguarding arrangements.
- IT and Cyber Security arrangements.
- General Data Protection Regulations (GDPR).
- Special Education Needs (SEN) provision.
- Attendance and Behaviour management.

SHOOTERS HILL SIXTH FORM COLLEGE

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Review of effectiveness

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

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

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance and HR Committee/Audit & Risk Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Governing Body on 06 December 2022 and signed on its behalf by:


Jacqueline Gray
Chair


Geoffrey Osborne
Accounting Officer

SHOOTERS HILL SIXTH FORM COLLEGE

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

As accounting officer of Shooters Hill Sixth Form College, I have considered my responsibility to notify the Academy Trust Governing Body and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that I and the Academy Trust's Governing Body are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2021.

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



**Geoffrey Osborne
Accounting Officer**

06 December 2022

SHOOTERS HILL SIXTH FORM COLLEGE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees (who are also the directors of Shooters Hill Sixth Form College for the purposes of company law) are responsible for preparing the Trustees' report and the accounts in accordance with the Academies Accounts Direction 2021 to 2022 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 accounts for each financial year. Under company law, the Trustees must not approve the accounts 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 accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements 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 accounts; and
- prepare the accounts 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 accounts 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 that 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the Governing Body on 06 December 2022 and signed on its behalf by:


Jacqueline Gray
Chair

SHOOTERS HILL SIXTH FORM COLLEGE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SHOOTERS HILL SIXTH FORM COLLEGE

FOR THE YEAR ENDED 31 AUGUST 2022

Opinion

We have audited the accounts of Shooters Hill Sixth Form College for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

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

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 accounts' section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The Trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

SHOOTERS HILL SIXTH FORM COLLEGE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SHOOTERS HILL SIXTH FORM COLLEGE (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Opinions 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 incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated 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 accounts are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

SHOOTERS HILL SIXTH FORM COLLEGE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SHOOTERS HILL SIXTH FORM COLLEGE (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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 of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://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 charitable company'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 charitable company'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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Service Limited

Michelle Wilkes FCA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

14 December 2022
.....

Chartered Accountants
Statutory Auditor

Greytown House
221-227 High Street
Orpington
Kent
United Kingdom
BR6 0NZ

SHOOTERS HILL SIXTH FORM COLLEGE

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SHOOTERS HILL SIXTH FORM COLLEGE AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2022

In accordance with the terms of our engagement letter dated 29 June 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Shooters Hill Sixth Form College during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Shooters Hill Sixth Form College and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Shooters Hill Sixth Form College 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 Shooters Hill Sixth Form College and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Shooters Hill Sixth Form College's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Shooters Hill Sixth Form College's funding agreement with the Secretary of State for Education dated 30 March 2012 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

SHOOTERS HILL SIXTH FORM COLLEGE

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SHOOTERS HILL SIXTH FORM COLLEGE AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Conclusion

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

Azets Audit Services Limited

Reporting Accountant

Azets Audit Services

Greytown House

221-227 High Street

Orpington

Kent

BR6 0NZ

United Kingdom

Dated: 14 December 2022

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SHOOTERS HILL SIXTH FORM COLLEGE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted funds	Restricted funds:		Total 2022	Total 2021 as restated
	Notes	£000	General	Fixed asset	£000	£000
Income and endowments from:						
Donations and capital grants	3	13	-	345	358	679
Charitable activities:						
- Funding for educational operations	4	-	14,505	-	14,505	13,455
Other trading activities	5	469	-	-	469	233
Investments	6	1	-	-	1	1
Total		<u>483</u>	<u>14,505</u>	<u>345</u>	<u>15,333</u>	<u>14,368</u>
Expenditure on:						
Charitable activities:						
- Educational operations	8	145	13,125	544	13,814	12,337
Total	7	<u>145</u>	<u>13,125</u>	<u>544</u>	<u>13,814</u>	<u>12,337</u>
Net Income/(expenditure)		338	1,380	(199)	1,519	2,031
Transfers between funds	18	-	(183)	183	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension schemes	20	-	7,178	-	7,178	(1,035)
Net movement in funds		338	8,375	(16)	8,697	996
Reconciliation of funds						
Total funds brought forward		296	(5,136)	27,657	22,817	21,821
Total funds carried forward		<u>634</u>	<u>3,239</u>	<u>27,641</u>	<u>31,514</u>	<u>22,817</u>

SHOOTERS HILL SIXTH FORM COLLEGE

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Comparative year information Year ended 31 August 2021 As restated	Notes	Unrestricted funds £000	Restricted funds: General £000	Fixed asset £000	Total 2021 £000
Income and endowments from:					
Donations and capital grants	3	1	30	648	679
Charitable activities:					
- Funding for educational operations	4	-	13,455	-	13,455
Other trading activities	5	233	-	-	233
Investments	6	1	-	-	1
Total		<u>235</u>	<u>13,485</u>	<u>648</u>	<u>14,368</u>
Expenditure on:					
Charitable activities:					
- Educational operations	8	93	11,809	435	12,337
Total	7	<u>93</u>	<u>11,809</u>	<u>435</u>	<u>12,337</u>
Net income		142	1,676	213	2,031
Transfers between funds	18	-	71	(71)	-
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	20	-	(1,035)	-	(1,035)
Net movement in funds		142	712	142	996
Reconciliation of funds					
Total funds brought forward		154	(5,848)	27,515	21,821
Total funds carried forward		<u>296</u>	<u>(5,136)</u>	<u>27,657</u>	<u>22,817</u>

SHOOTERS HILL SIXTH FORM COLLEGE

BALANCE SHEET

AS AT 31 AUGUST 2022

		2022		2021 as restated	
	Notes	£000	£000	£000	£000
Fixed assets					
Tangible assets	12		27,675		27,648
Current assets					
Debtors	13	386		602	
Investments	14	1,000		-	
Cash at bank and in hand		5,265		3,773	
		<u>6,651</u>		<u>4,375</u>	
Current liabilities					
Creditors: amounts falling due within one year	15	(797)		(1,135)	
Net current assets			5,854		3,240
Total assets less current liabilities			33,529		30,888
Creditors: amounts falling due after more than one year	16		(54)		(64)
Net assets before defined benefit pension scheme liability			33,475		30,824
Defined benefit pension scheme liability	20		(1,961)		(8,007)
Total net assets			31,514		22,817
Funds of the Academy Trust:					
Restricted funds	18				
- Fixed asset funds			27,641		27,657
- Restricted income funds			5,200		2,871
- Pension reserve			(1,961)		(8,007)
Total restricted funds			30,880		22,521
Unrestricted income funds	18		634		296
Total funds			31,514		22,817

The accounts on pages 29 to 54 were approved by the Trustees and authorised for issue on 06 December 2022 and are signed on their behalf by:


Jacqueline Gray
Chair

Company Number 08270802

SHOOTERS HILL SIXTH FORM COLLEGE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

		2022		2021 as restated	
	Notes	£000	£000	£000	£000
Cash flows from operating activities					
Net cash provided by operating activities	21		2,728		2,594
Cash flows from investing activities					
Dividends, interest and rents from investments		1		1	
Capital grants from DfE Group		345		648	
Purchase of tangible fixed assets		(571)		(615)	
Purchase of investments		(1,000)		-	
Net cash (used in)/provided by investing activities			(1,225)		34
Cash flows from financing activities					
Repayment of other loan		(10)		44	
Finance costs		(1)		(1)	
Net cash (used in)/provided by financing activities			(11)		43
Net increase in cash and cash equivalents in the reporting period			1,492		2,671
Cash and cash equivalents at beginning of the year			3,773		1,102
Cash and cash equivalents at end of the year			5,265		3,773

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Shooters Hill Sixth Form College is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Trustees' report.

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

1.1 Basis of preparation

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

1.2 Changes in accounting policies

Previously leasehold land had not been depreciated, however as the Academy has the right to use over the course of the lease the Trustees have made the decision to depreciate the land over the 125 years of the lease.

1.3 Going concern

The Trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company 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 accounts and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.4 Income

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

Grants

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

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

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

Donations

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

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Other income

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

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

Transfer of lease

On conversion to Academy status the Local Authority gifted the school buildings to the Academy Trust with a 125 year long term lease. The properties have been professionally valued as at 1 November 2012, the date of transfer. The valuation is underpinned by SORP 2005 and has adopted the Depreciated Replacement Cost (DRC) for specialist property and the land uses the market value. As the buildings are of a specialist nature then a Depreciated Replacement Cost method has been used to calculate the fair value of the buildings.

Interest receivable

Interest receivable is included within the Statement of Financial Activities on a receivable basis

1.5 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

This includes all expenditure incurred by the Academy Trust 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 Trust's educational operations, including support costs and costs relating to the governance of the Academy Trust apportioned to charitable activities.

Governance costs

These include the costs attributable to the Academy Trust's compliance with constitutional and statutory requirements, including audit, strategic management, Trustees' meetings and reimbursed expenses.

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Allocation of costs

In accordance with the Charities SORP, expenditure has been analysed between the cost of generating funds, the academy's charitable activities and governance. Items of expenditure which involve more than one cost category have been apportioned on a reasonable, justifiable and consistent basis for the cost category concerned. Central staff costs and depreciation are directly attributable to the one principle activity of the academy.

1.6 Tangible fixed assets and depreciation

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. Where a group of assets are purchased collectively and cost £5,000 or more, these are capitalised.

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. 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 such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Academy Trust's depreciation policy. 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 land, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Leasehold buildings	50 Years
Leaseold land	125 Years
Improvements to land and buildings	50 years
Computer equipment	3 years
Fixtures, fittings & equipment	5 years
Motor vehicles	5 years

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

1.7 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 Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.8 Leasing commitments

Rentals under operating leases are charged on a straight-line basis over the lease term.

1.9 Investments

Current asset investments are stated at market value.

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.10 Financial Instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. 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. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.11 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.12 Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. The 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 are recognised in the period to which they relate.

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

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.13 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency/Department for Education where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency/Department for Education.

1.14 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from 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. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 27.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the property plant and equipment, and note 1.6 for the useful economic lives for each class of assets.

LGPS

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 20, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

There are no critical areas of judgement.

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

3 Donations and capital grants

	Unrestricted funds £000	Restricted funds £000	Total 2022 £000	Total 2021 £000
DfE donated laptops	-	-	-	54
Capital grants	-	345	345	594
Other donations	13	-	13	31
	<u>13</u>	<u>345</u>	<u>358</u>	<u>679</u>

4 Funding for the Academy Trust's educational operations

	Unrestricted funds £000	Restricted funds £000	Total 2022 £000	Total 2021 £000
DfE/ESFA grants				
General annual grant (GAG)	-	11,308	11,308	10,813
Other DfE/ESFA grants:				
Academy free school meals	-	179	179	134
Tuition fund	-	263	263	-
Rates	-	43	43	43
Teachers pension grants	-	376	376	275
Teachers pay grants	-	133	133	97
Others	-	59	59	-
	<u>-</u>	<u>12,361</u>	<u>12,361</u>	<u>11,362</u>
Other government grants				
Local authority grants	-	2,011	2,011	1,951
	<u>-</u>	<u>2,011</u>	<u>2,011</u>	<u>1,951</u>
COVID-19 additional funding				
DfE/ESFA				
Mass testing	-	14	14	40
Coronavirus exceptional support	-	-	-	50
	<u>-</u>	<u>14</u>	<u>14</u>	<u>90</u>
Other incoming resources	<u>-</u>	<u>119</u>	<u>119</u>	<u>52</u>
Total funding	<u>-</u>	<u>14,505</u>	<u>14,505</u>	<u>13,455</u>

The academy received £14k (2021: £40k) for mass testing from the ESFA.

Last year the academy received £50k for exceptional Covid costs of lunch vouchers, cleaning costs, signage, PPE and equipment to ensure social distancing.

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

5 Other trading activities

	Unrestricted funds £000	Restricted funds £000	Total 2022 £000	Total 2021 £000
Hire of facilities	171	-	171	73
Catering income	131	-	131	50
Other income	167	-	167	110
	<u>469</u>	<u>-</u>	<u>469</u>	<u>233</u>

6 Investment income

	Unrestricted funds £000	Restricted funds £000	Total 2022 £000	Total 2021 £000
Short term deposits	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>

7 Expenditure

	Staff costs £000	Non-pay expenditure Premises £000	Other £000	Total 2022 £000	Total 2021 restated £000
Academy's educational operations					
- Direct costs	6,151	377	947	7,475	6,844
- Allocated support costs	<u>3,968</u>	<u>1,519</u>	<u>852</u>	<u>6,339</u>	<u>5,493</u>
	<u>10,119</u>	<u>1,896</u>	<u>1,799</u>	<u>13,814</u>	<u>12,337</u>

Net income/(expenditure) for the year includes:

	2022 £000	2021 restated £000
Fees payable to auditor for:		
- Audit	13	12
- Other services	4	11
Operating lease rentals	42	45
Depreciation of tangible fixed assets	544	435
Bank and loan interest	1	1
Net interest on defined benefit pension liability	<u>132</u>	<u>101</u>

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

8 Charitable activities

	Unrestricted funds	Restricted funds	Total 2022	Total 2021 restated
	£000	£000	£000	£000
Direct costs				
Educational operations	-	7,475	7,475	6,844
Support costs				
Educational operations	145	6,194	6,339	5,493
	<u>145</u>	<u>13,669</u>	<u>13,814</u>	<u>12,337</u>
			2022	2021
			£000	restated
				£000
Analysis of support costs				
Support staff costs			3,968	3,171
Depreciation			167	56
Technology costs			209	492
Premises costs			1,352	1,352
Legal costs			31	-
Other support costs			582	398
Governance costs			30	24
			<u>6,339</u>	<u>5,493</u>

Included with maintenance of premises and equipment are costs related to CIF projects that are not considered to be of a capital nature amounting to £366k (2021: £648k).

9 Staff

Staff costs

Staff costs during the year were:

	2022 £000	2021 £000
Wages and salaries	6,819	5,837
Social security costs	701	594
Pension costs	2,248	1,659
Staff costs - employees	<u>9,768</u>	<u>8,090</u>
Agency staff costs	351	374
	<u>10,119</u>	<u>8,464</u>
Staff development and other staff costs	34	62
Total staff expenditure	<u>10,153</u>	<u>8,526</u>

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

9 Staff

(Continued)

During 2021-22, it was difficult for the College to recruit teaching staff in most of Vocational subject areas such as Construction, Electrical Installations and in Science Technology Engineering and Mathematics (STEM). A total of £351k Agency costs spent includes £261k spent on budgeted permanent posts cover and £90k for sickness absences including Covid-19 agency cover.

Staff numbers

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

	2022 Number	2021 Number
Teachers	82	74
Administration and support	114	90
Management	10	8
	<u>206</u>	<u>172</u>

Higher paid staff

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

	2022 Number	2021 Number
£60,001 to £70,000	3	3
£100,001 to £110,000	1	1
£120,001 to £130,000	-	1
	<u></u>	<u></u>

Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £728k (2021: £764k).

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

10 Trustees' remuneration and expenses

The Trustees only receives remuneration in respect of services they provide undertaking the roles of Director and staff, and not in respect of their services as Trustees. During the year, no expenses (2021: £Nil) were reimbursed to Trustees (2021: 0 Trustees).

The value of Trustees remuneration, including pension contributions, was as follows:

J Atkinson (Director) (resigned 31 December 2021):

- Remuneration £35,001 - £40,000 (2021: £120,001 - £125,000)
- Employer's pension contributions £Nil - £5,000 (2021: £nil - £5,000)

G Osborne (Principal from 1 January 2021)

- Remuneration £70,001 - £75,000 (2021: £nil)
- Employer's pension contributions £15,001 - 20,000 (2021: £nil)

P Smyth (Staff) (resigned 9 July 2021):

- Remuneration £nil (2021: £45,001 - £50,000)
- Employer's pension contributions £nil (2021: £5,001 - £10,000)

S Wells (Staff) (resigned December 2020):

- Remuneration £nil (2021: £15,001 - £20,000)
- Employer's pension contributions £nil (2021: £nil - £5,000)

F Gichuhi (Staff):

- Remuneration £50,001 - £55,000 (2021: £40,001 - £45,000)
- Employer's pension contributions £10,001 - £15,000 (2021: £5,001 - £10,000)

D Berbeck (Staff) (appointed 8 September 2021):

- Remuneration £50,001 - £55,000 (2021: £nil)
- Employer's pension contributions £5,001 - £10,000 (2021: £nil)

Other related party transactions involving the Trustees are set out within the related parties note.

11 Trustees' and officers' insurance

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

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

12 Tangible fixed assets

	Land and buildings	Improvements to land and buildings	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£000	£000	£000	£000	£000	£000
Cost						
At 1 September 2021	30,285	238	1,399	382	69	32,373
Additions	-	297	111	163	-	571
At 31 August 2022	30,285	535	1,510	545	69	32,944
Depreciation						
At 1 September 2021	3,326	16	1,058	282	43	4,725
Charge for the year	377	6	121	34	6	544
At 31 August 2022	3,703	22	1,179	316	49	5,269
Net book value						
At 31 August 2022	26,582	513	331	229	20	27,675
At 31 August 2021	26,959	222	341	100	26	27,648

Previously leasehold land had not been depreciated, however as the Academy has the right to use over the course of the lease the Trustees have made the decision to depreciate the land over the 125 years of the lease. The land was initially transferred on the 1 November 2012 and therefore a prior year adjustment has made to reflect the correct brought forward depreciation, amounting to £1,197k and to include the depreciation charge for last year amounting to £153k. The net affect is to reduce the net book value of leasehold land and buildings by £1,350k as at 31 August 2021.

The additions in the year on leasehold improvements were for works installing industrial doors, wall partitions, new roof, soundproofing, outdoor gym equipment, new office, ramp installation and asbestos removal

13 Debtors

	2022 £000	2021 £000
Trade debtors	77	164
VAT recoverable	185	393
Other debtors	16	-
Prepayments and accrued income	108	45
	<u>386</u>	<u>602</u>

14 Current asset investments

The current asset investments of £1,000k (2021: £nil) are comprised of cash held in a 95 day notice liquidity account.

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

15 Creditors: amounts falling due within one year

	2022 £000	2021 £000
Other loans	10	10
Trade creditors	37	148
Other creditors	241	178
Accruals and deferred income	509	799
	<u>797</u>	<u>1,135</u>

16 Creditors: amounts falling due after more than one year

	2022 £000	2021 £000
Other loans	54	64
	<u>54</u>	<u>64</u>
Analysis of loans	2022 £000	2021 £000
Not wholly repayable within five years by instalments	13	23
Wholly repayable within five years	51	51
	<u>64</u>	<u>74</u>
Less: included in current liabilities	(10)	(10)
	<u>54</u>	<u>64</u>
Amounts included above	54	64
	<u>54</u>	<u>64</u>
Loan maturity		
Debt due in one year or less	10	10
Due in more than one year but not more than two years	10	10
Due in more than two years but not more than five years	31	31
Due in more than five years	13	23
	<u>64</u>	<u>74</u>

Included above are three Salix loan of £42k, £15k and £7k respectively which are repayable over a 7 year period with 0% interest. Repayments commenced in September 2019.

17 Deferred income

	2022 £000	2021 £000
Deferred income is included within:		
Creditors due within one year	39	63
	<u>39</u>	<u>63</u>

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

17 Deferred income

(Continued)

Deferred income at 1 September 2021	63	69
Released from previous years	(63)	(69)
Resources deferred in the year	39	63
	<u>39</u>	<u>63</u>
Deferred income at 31 August 2022	<u>39</u>	<u>63</u>

At the balance sheet date, the academy was holding funds received in advance for GSSP income, Common Wealth Games, Maths CEFM and Youth Trust income for 2022/23.

18 Funds

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2022 £000
Restricted general funds					
General Annual Grant (GAG)	2,871	11,308	(8,796)	(183)	5,200
Academy free school meals	-	179	(179)	-	-
Mass testing funding	-	14	(14)	-	-
Teachers Pay grant	-	133	(133)	-	-
Teachers pension grant	-	376	(376)	-	-
Rates reclaim	-	43	(43)	-	-
Tuition fund	-	263	(263)	-	-
Other DfE/ESFA grants	-	59	(59)	-	-
Other government grants	-	2,011	(2,011)	-	-
Other restricted funds	-	119	(119)	-	-
Pension reserve	(8,007)	-	(1,132)	7,178	(1,961)
	<u>(5,136)</u>	<u>14,505</u>	<u>(13,125)</u>	<u>6,995</u>	<u>3,239</u>
Restricted fixed asset funds					
DfE group capital grants	83	345	-	(398)	30
CIF loans	(74)	-	-	10	(64)
Fixed asset fund	27,648	-	(544)	571	27,675
	<u>27,657</u>	<u>345</u>	<u>(544)</u>	<u>183</u>	<u>27,641</u>
Total restricted funds	<u>22,521</u>	<u>14,850</u>	<u>(13,669)</u>	<u>7,178</u>	<u>30,880</u>
Unrestricted funds					
General funds	296	483	(145)	-	634
	<u>296</u>	<u>483</u>	<u>(145)</u>	<u>-</u>	<u>634</u>
Total funds	<u>22,817</u>	<u>15,333</u>	<u>(13,814)</u>	<u>7,178</u>	<u>31,514</u>

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

18 Funds

(Continued)

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

General Annual Grant: Income received from the ESFA to cover the normal running costs of the Academy.

Academy free school meals, Mass testing funding, Teachers pay grant, Teachers pension grant, Rates reclaim and Tuition funding: Income received from the ESFA as described.

Other DfE/ESFA grants: Income from the ESFA for high value courses, supplementary grant and mental health grant.

Local government grants: This includes SEN funding.

Other restricted funds: includes grant from local authorities to support teaching of music within schools, and other various items.

DfE/ESFA Capital Grants includes the devolved formula capital grant, and capital improvement grant funding for revenue expenditure.

The transfer of funds relate to the purchase of capital additions during the year.

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

18 Funds

(Continued)

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

	Balance at 1 September 2020	Income	Expenditure	Gains, losses and transfers	Balance at 31 August 2021 restated
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	443	10,813	(8,456)	71	2,871
Academy free school meals	-	134	(134)	-	-
Teachers Pay grant	-	97	(97)	-	-
Teachers pension grant	-	275	(275)	-	-
Rates reclaim	-	43	(43)	-	-
Coronavirus support	-	90	(90)	-	-
Other government grants	-	1,951	(1,951)	-	-
Other grants	-	52	(52)	-	-
Other restricted funds	-	30	(30)	-	-
Pension reserve	(6,291)	-	(681)	(1,035)	(8,007)
	<u>(5,848)</u>	<u>13,485</u>	<u>(11,809)</u>	<u>(964)</u>	<u>(5,136)</u>
Restricted fixed asset funds					
DfE group capital grants	77	648	-	(642)	83
Loans	(30)	-	-	(44)	(74)
Fixed asset fund	27,468	-	(435)	615	27,648
	<u>27,515</u>	<u>648</u>	<u>(435)</u>	<u>(71)</u>	<u>27,657</u>
Total restricted funds	<u>21,667</u>	<u>14,133</u>	<u>(12,244)</u>	<u>(1,035)</u>	<u>22,521</u>
Unrestricted funds					
General funds	154	235	(93)	-	296
	<u>154</u>	<u>235</u>	<u>(93)</u>	<u>-</u>	<u>296</u>
Total funds	<u>21,821</u>	<u>14,368</u>	<u>(12,337)</u>	<u>(1,035)</u>	<u>22,817</u>

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

19 Analysis of net assets between funds

	Unrestricted Funds £000	Restricted funds: General £000	Fixed asset £000	Total Funds £000
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	27,675	27,675
Current assets	634	5,987	30	6,651
Creditors falling due within one year	-	(787)	(10)	(797)
Creditors falling due after one year	-	-	(54)	(54)
Defined benefit pension liability	-	(1,961)	-	(1,961)
Total net assets	634	3,239	27,641	31,514

	Unrestricted Funds £000	Restricted funds: General £000	Fixed asset £000	Total Funds restated £000
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	-	-	27,648	27,648
Current assets	296	3,996	83	4,375
Creditors falling due within one year	-	(1,125)	(10)	(1,135)
Creditors falling due after one year	-	-	(64)	(64)
Defined benefit pension liability	-	(8,007)	-	(8,007)
Total net assets	296	(5,136)	27,657	22,817

20 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £143k were payable to the schemes at 31 August 2022 (2021: £nil) and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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.

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

20 Pension and similar obligations

(Continued)

Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

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

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

The pension costs paid to the TPS in the period amounted to £794k (2021: £718k).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 16.2% for employers and 5.5% - 12.5% for employees. The estimated value of employer contributions for the forthcoming year is £463k (2021: £363k).

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.

Total contributions made	2022 £000	2021 £000
Employer's contributions	454	354
Employees' contributions	160	126
Total contributions	614	480

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

20 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2022 %	2021 %
Rate of increase in salaries	3.95	3.9
Rate of increase for pensions in payment/inflation	2.95	2.9
Discount rate for scheme liabilities	4.25	1.65
Inflation assumption (CPI)	2.95	2.9

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

	2022 Years	2021 Years
Retiring today		
- Males	20.6	20.9
- Females	23.4	23.6
Retiring in 20 years		
- Males	22	22.4
- Females	25	25.2

	2022 £'000	2021 £'000
Discount rate + 0.1%	-194	-336
Discount rate - 0.1%	198	+345
Mortality assumption + 1 year	271	+643
Mortality assumption - 1 year	-262	-615
Long term salary + 0.1%	13	+26
Long term salary -0.1%	13	-26
Pension increases +0.1%	187	+314
Pension increases -0.1%	-183	-307

Defined benefit pension scheme net liability	2022 £000	2021 £000
Scheme assets	6,296	5,984
Scheme obligations	(8,257)	(13,991)
Net liability	(1,961)	(8,007)

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

20 Pension and similar obligations

(Continued)

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

	2022 Fair value £000	2021 Fair value £000
Equities	426	561
Other bonds	1,062	986
Cash	310	46
Property	717	538
Other assets	3,781	3,853
Total market value of assets	6,296	5,984

The actual return on scheme assets was £(208,000) (2021: £962,000).

Amount recognised in the statement of financial activities

	2022 £000	2021 £000
Current service cost	1,454	934
Interest income	(99)	(75)
Interest cost	231	176
Total operating charge	1,586	1,035

Changes in the present value of defined benefit obligations

	2022 £000	2021 £000
At 1 September 2021	13,991	11,102
Current service cost	1,454	934
Interest cost	231	176
Employee contributions	160	126
Actuarial (gain)/loss	(7,485)	1,922
Benefits paid	(94)	(269)
At 31 August 2022	8,257	13,991

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

20 Pension and similar obligations

(Continued)

Changes in the fair value of the Academy Trust's share of scheme assets

	2022 £000	2021 £000
At 1 September 2021	5,984	4,811
Interest income	99	75
Actuarial loss/(gain)	(307)	887
Employer contributions	454	354
Employee contributions	160	126
Benefits paid	(94)	(269)
At 31 August 2022	6,296	5,984

21 Reconciliation of net income to net cash flow from operating activities

	2022 £000	2021 restated £000
Net income for the reporting period (as per the statement of financial activities)	1,519	2,031
Adjusted for:		
Capital grants from DfE and other capital income	(345)	(648)
Investment income receivable	(1)	(1)
Finance costs payable	1	1
Defined benefit pension costs less contributions payable	1,000	580
Defined benefit pension scheme finance cost	132	101
Depreciation of tangible fixed assets	544	435
Decrease/(increase) in debtors	216	(74)
(Decrease)/increase in creditors	(338)	169
Net cash provided by operating activities	2,728	2,594

22 Analysis of changes in net funds

	1 September 2021 £000	Cash flows £000	31 August 2022 £000
Cash	3,773	1,492	5,265
Loans falling due within one year	(10)	-	(10)
Loans falling due after more than one year	(64)	10	(54)
	3,699	1,502	5,201

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

23 Long-term commitments, including operating leases

At 31 August 2022 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2022 £000	2021 £000
Amounts due within one year	36	45
Amounts due in two and five years	26	-
	<u>62</u>	<u>45</u>

24 Capital commitments

	2022 £000	2021 £000
Expenditure contracted for but not provided in the accounts	<u>193</u>	<u>416</u>

25 Related party transactions

Owing to the nature of the Academy Trust's operations and the composition of the Governing Body being drawn from local public and private sector organisations, transactions may take place with organisations in which the Academy Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy Trust's financial regulations and normal procurement procedures. The following related party transaction took place in the period of account.

No material related party transactions took place with members or Trustees in the period of account.

During the year the Principal's, Geoff Osborne, wife Natalie Osborne worked as an Assistant Principal. The appointment was made in open competition and Geoff Osborne was not involved in the decision-making process regarding appointment. She is paid within the normal salary scale for her role and receives no special treatment as a result of her relationship to the Principal.

26 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

27 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2022 the trust received £128k (2021: £124k) and disbursed £87k (2021: £165k) from the fund. An amount of £190k (2021: £149k) is included in other creditors relating to undistributed funds that is repayable to ESFA.

SHOOTERS HILL SIXTH FORM COLLEGE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

28 Prior period adjustment

		1 September 2020 £000	31 August 2021 £000
Reconciliation of funds	Notes		
Funds as previously reported		23,018	24,167
Adjustments arising:			
Leasehold land depreciation		(1,197)	(1,350)
Funds as restated		<u>21,821</u>	<u>22,817</u>
Reconciliation of net income for the previous financial period	Notes		2021 £000
Net income as previously reported			2,184
Adjustments arising:			
Leasehold land depreciation			(153)
Net income as restated			<u>2,031</u>

Notes to restatement

Change in accounting policy on depreciation of leasehold land

Previously leasehold land had not been depreciated, however as the Academy has the right to use over the course of the lease the Trustees have made the decision to depreciate the land over the 125 years of the lease. The land was initially transferred on the 1 November 2012 and therefore a prior year adjustment has been made to reflect the correct brought forward depreciation, amounting to £1,197k and to include the depreciation charge for last year amounting to £153k.