

REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021  
FOR  
CHARLES DARWIN ACADEMY TRUST

McCabe Ford Williams  
Statutory Auditors and Chartered Accountants  
Bank Chambers  
1 Central Avenue  
Sittingbourne  
Kent  
ME10 4AE

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**FOR THE YEAR ENDED 31 AUGUST 2021**

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**CHARLES DARWIN ACADEMY TRUST**

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

**MEMBERS:**

M Ace (appointed 1.9.20)  
A S Bamrah  
P G Woolfenden  
M P Sharp  
D Bray-Ash  
D R Haslam

**TRUSTEES**

M P Sharp  
S Chotai  
J W Benington  
D Dilling  
H C Hartley  
P G Woolfenden  
J Ellis (appointed 1.1.21)  
I M Turner  
C Woods (appointed 1.12.20)

**Senior Management Team**  
Charles Darwin School

S Chotai  
M Boyden  
L Rees

Headteacher  
Deputy Head  
Deputy Head

Biggin Hill Primary School

J Ellis  
H Freeman  
K Lawrence

Headteacher - resigned  
31/12/2020  
Deputy Head - to 31/12/2020,  
Acting Headteacher 01/01/2021,  
Headteacher 01/05/2021  
Acting Deputy Head 01/01/2021,  
Deputy Head 01/07/2021

**COMPANY SECRETARY**

J A Hodgkinson

**REGISTERED OFFICE**

Charles Darwin School  
Jail Lane  
Biggin Hill  
Westerham  
Kent  
TN16 3AU

**REGISTERED COMPANY NUMBER** 07554396 (England and Wales)

**SENIOR STATUTORY AUDITOR**

Ashley Phillips FCCA

**CHARLES DARWIN ACADEMY TRUST**

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

**INDEPENDENT AUDITORS**

McCabe Ford Williams  
Statutory Auditors and Chartered Accountants  
Bank Chambers  
1 Central Avenue  
Sittingbourne  
Kent  
ME10 4AE

**SOLICITORS**

Winckworth Sherwood  
Minerva House  
5 Montague Place  
London

**BANKERS**

Natwest, 12 Station Road East,  
Limpsfield, Oxted, Surrey  
Lloyds Bank, 177-179 High Street,  
Orpington, Kent



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

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The academy trust operates one primary academy and one secondary academy in the Biggin Hill area. Its academies have a combined pupil capacity of 1770 and had a roll of 1732 in the school census of May 2021.

**OBJECTIVES AND ACTIVITIES**

**Objectives and aims**

The principal object and activity of the charitable company is the operation of two schools - Charles Darwin School and Biggin Hill Primary School to provide education for pupils of different abilities between the ages of 4 - 19. The objects as specified in the academy trust's articles of association are as follows:

(a) To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools ("the mainstream academies") offering a broad and balanced curriculum or educational institutions which are principally concerned with providing full-time or part-time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative education is made for them ("the alternative provision Academies") or 16 to 19 Academies offering a curriculum appropriate to the needs of its students ("the 16 to 19 Academies") or schools specially organised to make special educational provision for pupils with Special Educational Needs ("The Special Academies").

(b) To promote for the benefit of the inhabitants of the areas served by the Academies the provision of facilities for recreation or other leisure time occupation of individuals who have need for such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

In accordance with the articles of association the charitable company has entered into a Funding Agreement with the Secretary of State for Education. The Funding Agreement specifies, amongst other things, the basis for admitting students to the schools, arrangements for pupils with SEN and disabilities and that the curriculum provided to pupils up to the age of 16 shall be broad and balanced.

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

**OBJECTIVES AND ACTIVITIES**

**Objectives, Strategies and Activities**

The main objectives of the academy trust during the period 1 September 2020 to 31 August 2021 are summarised below:

- To ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- To raise the standard of educational achievement of all pupils;
- To improve the effectiveness of the academies by keeping the curriculum and organisational structure under continual review;
- To provide value for money for the funds expended;
- To comply with all appropriate statutory and curriculum requirements;
- To conduct the Academies' business in accordance with the highest standards of integrity, probity and openness.

The context of the academic year 2019-20 was such that the key priority in 2020-21 was to focus on re-establishing the school community back on a firm footing after the disruption of the pandemic.

Our key priorities were to ensure:

1. Establish good learning provision despite the restrictions of the pandemic
2. Enable safe working environment for staff, students and the wider community
3. Engaging pupils' learning experiences despite the restrictions
4. Focus on managing pupils' health and wellbeing with care and compassion
5. Re-establishing shared values and ethos across the whole school community, including staff professional development, quality assurance and accountability practices
6. Maximising pupil attainment, and doing all that we can to alleviate the impact of the pandemic related disruption on student achievement and broader accomplishments

The academy trust's main strategy is encompassed in its mission statement which is "To Raise Achievement". To this end the activities provided include:

- Tuition and learning opportunities for all students to attain appropriate academic qualifications;
- Training opportunities for all staff, especially teaching staff;
- A programme of sporting and after school leisure activities for all students;
- A careers advisory service to help students obtain employment or move on to higher education.

During the lockdown period teachers across the trust ensured that continuation of education was maintained as a high priority through

1. A comprehensive remote education package
2. Support for those families that were struggling with technological challenges
3. Support for those who were financially challenged
4. High quality key worker provision

Both schools have ramps, disabled toilets and door widths which are adequate to enable wheelchair access to all the main areas of the school. There is also a lift at Charles Darwin School. The policy of the academy trust is to support recruitment and retention of students and employees with disabilities. This is achieved by adapting the physical environment, by making support resources available and through training and career development. In line with our aim to provide an education which values all pupils and promotes success at all levels of ability we aim to educate each pupil without direct, or indirect, discrimination for gender, colour, race, class, national origins, disability or religion. Each pupil is encouraged to use the full range of choice within school life and to be aware of the demands of each area. The curriculum should educate each pupil to understand and practice the concept of the equal value of each individual member of society.

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

**OBJECTIVES AND ACTIVITIES**

The trustees recognise that equal opportunities should be an integral part of good practice within the workplace. The academy trust aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

**Public Benefit**

The Trustees confirm that they have complied with the duties in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, and in particular to its supplementary public benefit guidance on advancing education.

We have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that they have set.

The benefits to members of the local public from the work of the trust are considerable. The trust provides an excellent quality of education for the local community and in addition there are many other benefits ensuing from its philosophy of being at the hub of the local community. For example local residents make good use of many of the facilities at Charles Darwin School and Biggin Hill Primary School out of school hours. This includes the leisure centre and sports hall, floodlit 3G pitch and the school halls for various community events. The children at both schools regularly participate in local community events. Local residents are invited to the annual school production at Charles Darwin School. However during the reporting year much of these were curtailed by the pandemic and the Darwin Leisure Centre was forced to close for a considerable period of time.

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

**STRATEGIC REPORT**

**Achievement and performance**

**Charitable activities**

**Effect of Covid-19 on the Trust**

The day to day operation of the Trust was heavily impacted by the virus control measures in respect of Covid-19. The enforced closure of the Darwin Leisure Centre meant that income from this was much reduced and spending on virus control measures at both schools was significant. Charles Darwin School received £38,438 from the ESFA to cover costs associated with virus control and Biggin Hill received £Nil. As the pandemic continues costs are of course ongoing.

In addition Charles Darwin School received £37,360 to cover costs in relation to the mass testing of students which took place prior to their return after the 2021 lockdown, £88,880 for tuition/catch up and £3,678 for Sixth Form tuition. Biggin Hill Primary received £30,960 COVID funding via the Catch Up Grant.

In addition finances were affected by the need to employ supply staff to cover staff absence either due to Covid or having to isolate and budget planning in this context is extremely difficult.

The national lockdown and enforced closure of schools meant that fundraising has been significantly curtailed and this has also affected the trust's finances.

Staff and student welfare has been a priority for Trustees and Governors and both schools ensured that support measures were put in place. There is no doubt that the mental health of staff and students has been impacted by the pandemic, not only through enforced lockdown and isolation but also by the pandemic related measures that both schools had to put in place. Support measures included counselling for staff and students, using both paid and volunteer counsellors, and weekly phone calls home from pastoral staff to vulnerable pupils and families. Charles Darwin School also implemented a successful foodbank for those in need. Going forward both schools are working with students and staff to try to mitigate the effects of the virus on their wellbeing and educational outcomes.

The lockdown/periods of isolation impacted the educational outcomes of all students within the Trust and both schools are working hard to ensure that students catch up with missing work. Remote learning had been put in place during lockdown/periods of isolation but Trustees recognised that this is no substitute for classroom learning. The lack of clarification regarding public examinations in 2021 was a major cause for concern as was the eventual decision to move to Target Assessed Grades for secondary school pupils which added significantly to the workload of teaching staff.

**Charles Darwin School**

The total number of students in the period 1 September 2020 to 31 August 2021 numbered 1,332 (2020: 1,349) of which 229 (2020: 236) students are in the Sixth Form.

Due to the coronavirus pandemic public examinations were cancelled for the second year running and results for 2021 were based Teacher Assessed Grades. Results were pleasing. The 2021 national averages have yet to be published.

**GCSE**

	<b>2021 National %</b>	<b>2021 School %</b>
Overall % A*-C inc 9-4	76.9	78
% A*-G (9-1)	99.0	99
Maths 9-4	69.8	84.7
English 9-4 (Language / Literature)	73.2	84.3
5A*-C (including English & Maths 9-4)	N/A	74.9

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

**STRATEGIC REPORT**  
**Advanced Level**

A\*-B 46%  
A\*-C 73%  
A\*-E 99%

Following an Ofsted inspection in January 2018 the school was judged as continuing to be good. The report highlighted many strengths and confirmed that Charles Darwin School is a very strong good school with very many attributes.

Inspectors commented:

- The leadership team has maintained the good quality of education in the school since the last inspection. They have created a safe and orderly learning environment where pupils can flourish.
- Inspectors observed very high standards of behaviour in classrooms and around the school. Pupils are courteous and respectful both to staff and each other.
- Leaders and governors have ensured that a strong culture of safeguarding is embedded in the school.
- The school has engendered very high levels of support from pupils, parents and carers.
- A comprehensive range of school trips, sporting activities, school productions, fund raising opportunities and an enrichment week make a positive contribution to students' personal development.
- The leadership team are well supported by a team of effective governors who are very knowledgeable about the school's strengths and areas for improvement.

The school was already aware of the two areas for improvement identified by inspectors:

- To reduce persistent absence, particularly among disadvantaged pupils.
- Continue to tackle the inconsistencies in post-16 outcomes by improving the quality of teaching and increasing levels of challenge.

Improvement in progress on both these areas has been very good, the persistent absence has been reduced to below national average and the results post-16 have improved considerably.

**Biggin Hill Primary School**

The total number of students in the period 1 September 2020 to 31 August 2021 numbered 391 (2020: 379). In addition there were 33 (2020: 35) children registered in the nursery.

All statutory assessments were cancelled in primary education for the academic year 2020/21 due to the impact of Covid-19 and school closures.

The most recent Ofsted inspection was in 2017 and the School received an overall judgement of good, with an outstanding judgement of the behaviour and welfare of the pupils.

Data

**EYFS**

	School 2018	National 2018	School 2019	National 2019	School 2021 (TA)
GLD	78%	72%	82%	72%	51%

**Phonics**

	School 2018	National 2018	School 2019	National 2019	School 2021 (TA)
All	88%	83%	83%	82%	74%
Boys	96%	79%	87%	78%	79%
Girls	80%	86%	81%	85%	71%

**REPORT OF THE TRUSTEES**  
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**STRATEGIC REPORT**

**KS1**

	School 2018	National 2018	School 2019	National 2019	School 2021 (TA)
Reading	78%	75%	80%	75%	74%
Writing	73%	70%	74%	69%	65%
Maths	76%	76%	78%	76%	78%

**KS2**

	School 2018	National 2018	School 2019	National 2019	School 2021 (TA)
Reading	88%	73%	69%	73%	81%
Writing	90%	78%	89%	78%	72%
Maths	92%	79%	64%	79%	76%
SPAG	84%	78%	73%	78%	N/A

**Key financial performance indicators**

An analysis of the school's financial performance undertaken through the examination of the following, indicates that both schools have performed well in financial terms:

(1) the schools' budget and the relating situation in terms of financial soundness

(2) the comparative data of spending by similar individual schools

An analysis of the schools' spending pattern against benchmarking data from other similar schools indicates that spending is broadly in line with the national picture. Staffing spend however needs to be kept under review given the national economic outlook and the possible cost cutting pressure evident in the public sector. Charles Darwin School has had to make significant economies this year to ensure a balanced budget.

Specific financial KPI's for the year under review are as follows:

	31.8.21	31.8.20
Educational wages per pupil enrolled	£4,272	£4,035
Total wages as a percentage of GAG funding	105.21%	106.23%
Total wages as a percentage of total revenue grants	87.53%	85.63%

**Promoting the success of the company**

The success of the schools in the Trust is promoted via press releases, Open Days, parents' evenings and celebratory events such as the Presentation Evening and Sports Awards at Charles Darwin School and in Open Evenings and school productions at Biggin Hill Primary School. During the 2020/21 reporting year, the Charles Darwin School Open Day and parents' evenings were held virtually whilst sadly the Presentation Evening, School Production and Sports Awards were unable to take place.

**Community Involvement**

Both schools in the trust play a full, active part in the local community that it serves. In addition to providing a high quality of educational provision for those residing in the schools proximity, both schools regularly hosts a range of local events which facilitate a sense of community. These events include charity fundraising, sporting events, and other social functions which involve local children in the main. However during the reporting year many events were cancelled due to the pandemic.

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

**STRATEGIC REPORT**

**Financial review**

**Financial position**

The majority of the academy trust's income is obtained from the Department for Education (DfE), via the Education and Skills Funding Agency, in the form of its General Annual Grant (GAG), the use of which is restricted to particular purposes; i.e. the objects of the academy trust. The GAG received during the period 1 September 2020 to 31 August 2021 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The academy trust also receives grants for fixed assets from the DfE. Such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned. Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

Expenditure for the year covered by this report was met by the GAG received from the DfE and other income, such as other revenue based grants, voluntary income, activities for generating funds and investment income, as well as the utilisation of brought forward reserves where necessary.

The combined general restricted funds (excluding pension reserve) and unrestricted funds show an operating surplus of £127,270 (2020: £102,848). Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency and London Borough of Bromley. 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.

**Investment policy and objectives**

Whilst surplus funds are limited at the current time any surplus funds held by the academy trust will either be invested in a high interest reserve account or placed with the money market on a fixed term basis. The decision to invest will have due regard to the liquidity requirements of the academy trust and will depend on the amount, the return being offered and the associated risk. All funds invested on the money market will only be placed with building societies with assets valued in excess of £1 billion, as these institutions carry lower risk.

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

**STRATEGIC REPORT**

**Financial review**

**Reserves policy**

It is the trustees' objective to maintain a structure of prudent financial management.

Small reserves are intended to ensure that the academy trust is able to meet its aims and obligations in the event of unforeseen circumstances. The trustees will keep the level of reserves under review. The target level of revenue reserves is £250,000 which equates to approximately 2.5% of the total annual revenue income of the trust. Currently the level of reserves held are very low because of funding shortfalls. The funding shortfall was anticipated some years ago and the trust has exercised prudent financial management including staff restructuring and use of reserves in order to set balanced budgets. The trustees acknowledge that it will take a number of years to reach the target level of revenue reserves and will set an interim reserve objective each year with a view to working towards the target level of reserves.

The academy trust held fund balances at 31 August 2021 of £22,596,565 (2020: £22,828,814) comprising £22,494,426 (2020: £22,780,053) of restricted funds and £102,139 (2020: £48,761) of unrestricted general funds, the unrestricted funds being the academy trust's free reserves. The restricted funds include a pension reserve deficit of £3,108,000 (2020: £3,174,000). It should be noted however that this deficit will not crystallise within the foreseeable future and that the academy trust follows the advice of the pension scheme actuary and makes contributions in accordance with the rates advised. The advised level of contributions has been taken into account when preparing the academy trust's budgets for the year ended 31 August 2021. Of the total restricted funds £25,434,869 (2020: £25,860,358) relates to the restricted fixed asset funds, which can only be realised by disposing of tangible fixed assets. The combined balance of restricted general funds (excluding pension reserve) plus unrestricted funds at 31 August 2021 was a surplus of £269,696 (2020: £142,426). It is understood that this figure may contain amounts that are ear-marked for expenditure the following year. The academy trust continues to set budgets with a view to meeting the target level of reserves whilst maximising the benefit to current pupils, however this is a challenge with existing funding levels.

Further steps being taken by the Board of Trustees concerning the lack of reserves in the trust are included within the 'going concern' section of this report.

**Going concern**

The financial future of the Trust, in common with all state funded educational establishments, is uncertain. The funding received from government has not kept pace with increased costs. The Trust has, despite making a number of cuts to staffing over the last few years, now fully utilised its brought forward reserves. Further budget adjustments have been set to enable the Trust to continue operating both schools during the 2021/22 academic year, which should maintain the overall revenue reserves in a slight surplus position. Should this situation not be eased by next year's government spending review it is likely that the Trust Board will take more stringent action to reduce provision in both its schools in order to remain financially solvent.

Despite the above, the Board of Trustees has a reasonable expectation that with necessary spending cuts the academy trust will continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.



**REPORT OF THE TRUSTEES**  
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**STRATEGIC REPORT**

**Fundraising**

Unfortunately neither school was successful in their bids under the 2020 Condition Improvement Fund. Charles Darwin School had applied for replacement windows and Phase 2 of the safeguarding bid which included perimeter fencing and Biggin Hill Primary for a whole school safeguarding project which included perimeter fencing and up-dated CCTV equipment.

Charles Darwin School has a whole school approach to fundraising which has proven particularly successful over the last 5 years, in the reporting year the school generated over £620 for school, local or national charities. This sum is significantly less than has been raised in previous years due to the national lockdown and closure of schools. Many charity fund raising events had to be cancelled due to Covid-19.

Charities are chosen on a yearly basis by the Student Voice with each year group deciding their focus charity. Fundraising is monitored by the Achievement Co-ordinators for the relevant year group. The School Council, which has elected representatives from all year groups, decide on the focus charity for in-school fund raising. These may be external charities or for in-school benefit and is monitored by a Deputy Headteacher. The school has a successful partnership with a school in Zanzibar, Tanzania called Kijito Upele and fund-raising activities take place to provide much needed resources and also to support Year 12 students who have the opportunity to visit the school during the summer. Whilst due to the pandemic visits in 2020 and 2021 were unable to take place, it is anticipated that they will be reinstated in the future.

The Friends of Charles Darwin School is a parental body who raise funds via school and community events for in-school benefit. This is monitored by the Headteacher. Monies raised by The Friends have contributed to such things as picnic benches for students enabling them to eat and relax outside, IT equipment, resources to promote Growth Mindset and the creation of a wild-life garden where students can sit and reflect. During the reporting year, many of their fund raising events were cancelled. Despite this the Friends contributed £753 for table tennis tables and £500 for ukuleles for the Music Department.

Individual members of staff and students participate in accredited events i.e. London Marathon, half marathons, Moon walks etc. for national charities, although this year charity fundraising has been curtailed by the Covid-19 pandemic. At Christmas the whole staff are invited to donate to Great Ormond Street Children's Hospital instead of sending Christmas cards and there is a whole school Christmas Jumper day which is extremely popular with funds raised being distributed amongst the year group charities.

During the national lockdown the trust ran an extremely successful foodbank for families within the community.

During the reporting year unfortunately the Primary School were unsuccessful in their Safeguarding bid under the Condition Improvement Fund for enhanced security.

Fundraising at Biggin Hill Primary School is undertaken by The Friends, a parental body who raise funds via school and community events for in-school benefit, and who report to the Charity Commission. Due to the pandemic very little fund raising was undertaken. On an annual basis The Friends contribute towards the cost of their School Crossing Patrol Officer and pay for all children to attend a Christmas Pantomime. Due to the global pandemic, the Christmas Pantomime was cancelled for the period December 2020.

The trust's approach to fundraising is widely recognised throughout the schools and local community and no complaints have been received.

**REPORT OF THE TRUSTEES**  
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**STRATEGIC REPORT**

The academy trust did not work with any commercial participators/professional fundraisers during the year. In its fundraising activities the trust has due regard to the Charity Commission guidance 'Charity Fundraising; a guide to trustee duties (CC20)' and meets the requirements of the 'Fundraising Code of Practice' set by the Fundraising Regulator.

**Principal risks and uncertainties**

The principal risk and uncertainty in respect of the academy trust relates to the future funding available. The academy trust mitigates this risk as far as possible by preparing budgets which are reviewed by the trustees to ensure that the level of anticipated funding is sufficient to meet the requirements of the academy trust. Any shortfall identified is considered by the trustees and remedial action taken with a view to balancing the budget.

**Risk Management**

The trustees have assessed the major risks to which the academy trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the schools and their finances. A number of systems have been implemented to assess risks that the schools face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. Systems are in place, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see Statement on Internal Control) in order to minimise risk. Where significant financial risk remains trustees have ensured adequate insurance cover. The academy trust has an effective system of internal financial controls which is explained in more detail in the Governance Statement.

The future financial and risk management objectives for the academy trust include:

- Ensuring that the impact from the current tightening of funding in the public sector is fully taken in to consideration when decisions about future spending are taken.
- Recent changes in terms of the growth of local multi academy trusts does not adversely impact on this trust's standing in the local community - ensuring that student recruitment remains strong.
- Ensure that curriculum reforms are implemented effectively.
- Potential expansion of the trust.
- Monitoring of pupil numbers across the trust and ensuring high quality outcomes to ensure continued over-subscription.

**REPORT OF THE TRUSTEES**  
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**STRATEGIC REPORT**

**PLANS FOR FUTURE PERIODS**

Charles Darwin Academy Trust will continue striving to improve the levels of performance of its students at all ages and will continue its efforts to ensure its students obtain employment or a place in higher education when they leave. The trust has a strong and committed staff and trustee team; they have together secured significant improvement in performance over the past few years. In both its schools the priorities for the next one / two years are heavily influenced by the changed local and national context, and particularly the Covid-19 pandemic which has had a significant effect on student learning and the trust's desire to become an outstanding provider in this changed context. More specifically both schools' development in the medium term is much influenced by:

- The appointment of the new Headteachers. The Headteacher at Biggin Hill Primary School was appointed in May 2021 and the new Headteacher at Charles Darwin School will take up appointment in January 2022. The Trust will ensure that the new Headteacher at Charles Darwin School is embedded properly and familiarised with the CDAT ethos and ways of working.
- There will be an ongoing review of governance modus operandi to increase efficiencies and Trustee/Governor skills wherever possible,
- Performance measures for schools at KS2, KS4 and KS5 and its impact on the curriculum offer and associated performance pressures in subjects, particularly EBAC subjects at secondary age and English and Maths at primary age.
- Changed government requirements in terms of schools inspection framework.
- Both schools' desire to become more academically rigorous.
- Potential expansion of the trust.
- Manage the impact of Covid-19 in terms of lost academic time, gaps in pupils' learning and staff and student mental health, welfare and wellbeing.
- Curriculum review and reorganisation

In this context we will focus on improving:

**Examination Performance**

Continue to improve both schools' examination performance through robustly applied strategies.

**Student Discipline**

Ensure that student discipline and motivation at both schools are further improved so that students can become successful in a more academically demanding environment. We will improve discipline by improving staff consistency in dealing with behavioural transgressions, encouraging positive behaviours through effective modelling, and through re-energising our approach to rewards.

Progress and effective implementation of the changed curriculum at each Key Stage in each subject.

**Academic Rigour**

We will focus on improving academic rigour (that is the improved skills associated with depth of study, detail, careful research, critical analysis and examination of an area of study), across all subjects. In particular our practical strategies for engendering greater student aspiration and ambition will focus on the growth mind-set programme. Following the lockdown/periods of isolation both schools will focus on engendering confidence and self-belief within the student body.

Continue to improve the quality of teaching across key departments.

**Recovering from the pandemic**

- Make sure that as a trust we come back stronger from the pandemic in terms of our ethos and expectations of standards in relation to learning, teaching, behaviour and work ethic.

**REPORT OF THE TRUSTEES**  
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**STRATEGIC REPORT**

- Ensure that core good practice previously developed in relation to T&L, behaviour management and leadership, is quickly re-established. This is particularly also relevant for L&M practices which have been in abeyance such as: lesson observation, work scrutiny, appraisal, and analysis of data to track pupil progress.
- Ensure that any lessons learnt from the pandemic are built upon and developed, e.g. use of technology to enhance student learning.
- Ensure that good approaches to address the gaps in learning, as a consequence of the pandemic as well those present before, are developed - seeking out ideas from collaborative work with other schools as necessary.

At Biggin Hill Primary School the Local Governing Body will further the progress of Biggin Hill Primary School with the following key priorities:

**1. Secure further improvements in Teaching and Learning**

- By ensuring that a robust recovery curriculum is in place that closes the gap between the most and least disadvantaged pupils
- Develop the intent and implementation of the curriculum to ensure that it has equality and diversity embedded within it.

**2. Continue to impact on pupil progress**

- By reducing the number of children whose communication and language skills are below age expected
- By increasing the proportion of pupils achieving the expected standards in maths
- By increasing the proportion of pupils achieving the greater depth standard in reading and SPAG

**3. Ensure continued sound financial management**

**Consistency**

We are fully aware that there is some excellent practice across the schools, the key challenge for us is to ensure that this excellent practice is spread. Our emphasis will be on securing more consistent practice across all areas of the schools, particularly in relation to performance tracking, appraisal, homework and matters related to the operation of the schools. Achieving this improved consistency will inevitably involve us in reviewing many of the schools' current practices.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the academy trust. The trustees of Charles Darwin Academy Trust and are also the directors of the charitable company for the purposes of company law. The charitable company is known as Charles Darwin Academy Trust (company number 07554396). The charitable company operates Charles Darwin School and Biggin Hill Primary School.

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

**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.

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Trustees' Indemnities**

Subject to the provisions of the Companies Act 2006, every trustee, officer or auditor of the academy trust shall be indemnified out of the assets of the academy trust against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which they are acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy trust.

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

The Members of Charles Darwin Academy Trust (CDAT) may appoint such number of trustees as they see fit having regard to any recommendations and views of the Members in relation to ensuring that the people serving on the CDAT Board have an appropriate range of skills and experience and due attention is given to succession planning. The number of trustees shall be no less than three and should include the Chief Executive Officer (CEO). Following a review of the governance structure it was agreed that the Local Governing Bodies could elect a representative to sit on the CDAT Board as a trustee and this person did not necessarily need to be the Chair of Governors. However for the year under review the Chairs at both schools sat on the Board. There shall be one Principal (who may also be the CEO) provided that the total number of trustees including the Principal/CEO who are employees of the charitable company shall not exceed one third of the total number of trustees. The articles provide for a minimum of two parent trustees unless there are Local Governing Bodies which include at least two parent members. There is also provision for co-opted trustees. However, the trustees may not co-opt an employee of the academy trust as a co-opted trustee if thereby the number of trustees who are employees of the academy trust would exceed one third of the total number of trustees (including the Principal/CEO).

The Secretary of State may appoint additional trustees as he sees fit if a warning notice has been given to the trustees because the standards of performance are unacceptably low, there is a serious breakdown in the way the academy trust is managed and the safety of staff and pupils is threatened.

The Secretary of State may also appoint additional trustees following an inspection by the Chief Inspector in accordance with the Education Act 2005 where the Ofsted grading has dropped from one inspection to the next or within a five year period. They may also appoint additional trustees if a Special Measures Termination Event occurs.

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Organisational structure**

The structure consists of five levels: the Members of the Trust, the CDAT Board (trustees), the Local Governing Bodies of each school, the Senior Managers and the Senior Leadership Team. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

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

The Headteacher of Charles Darwin School is the Accounting Officer of the trust and is also the CEO overseeing both Charles Darwin School and Biggin Hill Primary School.

During the reporting period the Senior Managers at Charles Darwin School were the Headteacher and two Deputy Headteachers. At Biggin Hill Primary School the Senior Managers were the Headteacher and Deputy Head. These managers are responsible for implementing the policies laid down by the trustees and reporting back to them. They are also responsible for the authorisation of spending within agreed budgets and the appointment of staff, though appointment panels for posts in the Senior Leadership Team will always include a trustee or a member of the Local Governing Body. Some spending control is devolved to members of the Senior Leadership Team, within limits above which a Senior Manager must countersign.

At Charles Darwin School, the Senior Leadership Team includes the Headteacher, two Deputy Headteachers and five Assistant Headteachers. These managers have wide ranging responsibilities including post 16, KS4 attainment, vocational curriculum, KS3 student tracking and more able, primary links and staff development, work and performance scrutiny and IT strategy and data handling.

At Biggin Hill Primary School, the Senior Leadership Team includes the Headteacher, Deputy Headteacher, Inclusion Manager and School Business Manager. These managers have wide ranging responsibilities including teaching and learning, safeguarding and inclusion and other aspects relating to improving the quality of teaching and learning at the school.

Mr. Eliis, Headteacher, resigned with effect from 31st December 2020. Mrs. Freeman, Deputy Head, was appointed Acting Headteacher from 1st January 2021 and following competitive interviews was appointed Headteacher from 1st May 2021.

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

All new trustees are expected to attend an induction course provided by an external training provider. All trustees have access to training courses provided by an external services training provider. In-house training sessions are held throughout the year. All new trustees are given a tour of the schools and are provided with copies of policies, procedures, minutes, accounts, budget plans and other documents that they will need to undertake their role as trustees. During the year under review training has been provided by selected Governor training organisers. The Trust is a member of the National Governance Association and all Trustees and Local Governors have access to the NGA website and on-line training and receive regular newsletters. In the light of the very tight financial context Trustees have been very conscious of not spending money on their development unless it is absolutely necessary.

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

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

The governing body will confirm the membership of the school's Leadership team and the salary scales will be determined by the pay review panel for the leadership team, including the CEO taking into due account the respective level of responsibilities, recruitment & retention issues, internal differentials throughout the schools and affordability. Only teaching staff can be paid on the Leadership Scale.

Pay review for leadership posts will normally be undertaken by the pay review panel on an annual basis by 31st January or as soon as possible thereafter. Where pay progression is awarded this will take effect from 1st September and will be backdated.

Annual pay progression within the salary scale for a Leadership post is not automatic. The pay review panel may request information from the performance appraisal review process as well as evidence of performance in other relevant areas to inform its decision. The CEO may advise the pay review panel regarding the pay progression for other members of the Leadership team. The pay review panel is entitled to seek the advice of other relevant professionals regarding the pay progression of the CEO.

To achieve progression, the School Teachers' Pay and Conditions Document requires individuals on the leadership spine to have demonstrated sustained high quality of performance. To be fair and transparent, judgements must be properly rooted in evidence and there must have been a successful review of overall performance. A successful performance appraisal review, as prescribed by the appraisal regulations, will involve a performance appraisal management process of:

- assessment against the relevant standards;
- performance objectives;
- classroom observation (where relevant);
- other evidence.

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Trade union facility time**

Number of employees who were relevant union officials during the relevant period

0

Full-time equivalent employee number

0

Percentage of time spent on facility time

Percentage of time

0%

1% - 50%

51% - 99%

100%

Number of employees

0

0

0

0

Percentage of pay bill spent on facility time

Provide the total cost of facility time

£0,000

Provide the total pay bill

£8,943,052

Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) × 100

0.00%

**Paid trade union activities**

Time spent of trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) × 100

0%

**Related parties and other Connected Charities and Organisations**

The academy trust does not belong to a chain of academies and as such it is not part of any wider network or federation. However it has significant links with other schools and other local organisations. These include:

- Bromley Schools Collegiate

The academy trust is a full partner in the Bromley Schools Collegiate, which focuses on the training and development of teachers both as a SCITT provider and as a body that facilitates professional development more broadly.

In addition the academy trust has established links with a number of local schools who meet and work collaboratively on a number of joint projects.



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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Engagement with employees**

Engagement with employees is a key strength within the Trust.

The Trust is and always has been committed to equality of education, employment and opportunity. The trust will always aim to observe the provision and intent of any relevant legislation. We recruit, train and promote our employees on the grounds of merit, ability and suitability for the work to be done. No employee will be treated unfairly because of disability, colour, race, class, national origins, age, gender, sexual orientation, religion, marital status, family commitments, or membership or otherwise of any trade union.

The trust gives full and fair consideration to applications for employment made by disabled persons, having regard to their particular aptitudes and abilities. Where appropriate the trust will arrange appropriate training for employees who have become disabled persons during the period when they were employed and will ensure the training, career development and promotion of disabled persons within the trust is not disadvantaged.

At Charles Darwin School there is a weekly Staff Bulletin which is the main communication tool for all staff. The main article is written by the Headteacher informing staff of relevant matters such as appointment of new staff, finance/budgetary matters and feedback from meetings. The Bulletin also includes regular safeguarding updates. In addition there is a briefing session every Monday morning, led by the Headteacher, at which any member of staff can make an announcement. Notes of the meeting are circulated via email to ensure that those staff on duty are kept informed. Whole staff meetings and training sessions are timetabled into the school calendar. All staff receive a Welcome Pack at the beginning of each academic year. The pack includes a welcome letter from the Headteacher together with information for staff including the aims and objectives of the school. There is a line management structure which enables all staff to be kept fully informed and to share any concerns. Staff also receive a copy of The Link which is the weekly newsletter to parents. The staff are represented on the Local Governing body by two Staff Governors. As part of the wellbeing programme, staff are offered mindfulness sessions, access to a trained osteopath and in-house and external counselling.

Regular meetings are held with the Headteacher and representatives of professional associations.

Biggin Hill Primary School offers a range of support for all staff including: weekly staff meetings, weekly briefings, 'Pre Pay Day Treats' and a staff well-being package. The staff well-being package is through Champion Health and offers staff access to free counselling, physiotherapy and other services linked to individual physical and mental wellbeing. The school also runs staff wellbeing weeks during which staff are offered a range of additional treats, a wellbeing raffle and ideas to boost mental health and wellbeing.

One of the main concerns of Governors/Trustees during the reporting year has been the wellbeing of staff and students during the Covid-19 pandemic. Governors/Trustees fully appreciate the efforts all staff have made during the pandemic and have written to staff expressing their thanks.

Parents at both schools are kept informed via regular newsletters. At Charles Darwin parents receive The Link which is sent out weekly. In addition during the reporting year both Headteachers have written to parents regarding the decisions taken by the Trust to enable their schools to open post lockdown. Parents at Charles Darwin School were also informed about the arrangements for the mass testing of secondary school students in the Spring of 2021 as well as the process for the Teacher Assessed Grades which replaced the summer public examinations.

Parents at Biggin Hill Primary School were informed of Mr. Ellis' resignation and the arrangements for his replacement. In the summer of 2021 parents at both schools were informed of the resignation of Mr. Chotai and the arrangements the Trust put in place for his replacement effective January 2022.

REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 AUGUST 2021

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Engagement with suppliers, customers and others**

Trustees have regard to the need to foster the company's business relationships and ensure that both schools' reputation within the community is of the highest standard.

**FUNDS HELD AS CUSTODIAN FOR OTHERS**

During the year covered by this report neither the academy trust nor its trustees held any funds as a custodian trustee on behalf of any other charitable organisation.

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

**STREAMLINED ENERGY AND CARBON REPORTING**

**UK energy use and associated greenhouse gas emissions**

Charles Darwin Academy Trust is pleased to report its current UK based annual energy usage and associated annual greenhouse gas emissions pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

**Organisational boundary**

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those within the UK only for all assets that come under an operational control boundary. This includes 2 schools controlled during the reporting period along with owned transport, specifically the school minibuses.

**Reporting period**

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

**Quantification and reporting methodology**

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed and the 2020 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. This report has been reviewed independently by Briar Consulting Engineers Limited.

The electricity and gas data were all compiled from invoice records; transport data was obtained from fuel receipts. The associated emissions reported are the mandatory emissions according to the 2018 Regulations, then divided into the combustion of fuels and the operation of facilities (scope 1), purchased electricity (scope 2). The trust does not have any records of Scope 3 activities since staff do not claim mileage for their own personal car use.

**Breakdown of energy consumption used to calculate emissions (kWh):**

<b>Energy type</b>	<b>2020/21</b>
Mandatory energy:	
Gas	1,665,288
Purchased electricity from the grid	610,025
Transport fuel	49,465
Total mandatory energy	2,324,778

**Breakdown of emissions associated with the reported energy use (tCO<sub>2</sub>e):**

<b>Emission source</b>	<b>2020/21</b>	<b>2019/20</b>
<u>Scope 1</u>		
Natural gas	305.0	247.7
Transport - Company owned vehicles (mini-buses)	12.2	3.1
<u>Scope 2</u>		
Purchased electricity (location-based)	129.5	146.4
<u>Scope 3</u>		
Transport - Business travel in employee-owned vehicles	0.2	0.0
<b>Total gross emissions (mandatory)</b>		
<u>Intensity ratios (mandatory emissions only)</u>		
Tonnes of CO <sub>2</sub> e per pupil	0.253	0.226
Tonnes of CO <sub>2</sub> e per square meter floor area	0.031	0.026

**Intensity ratio**

Two intensity ratios are reported showing emissions (tCO<sub>2</sub>e) per pupil and per square meter floor area.

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

Emissions per pupil is the recommended ratio for the sector for consistency and comparability and pupil numbers are based on the Autumn census of the respective year. Emissions per square meter floor area is reported to reflect the energy efficiency of the buildings, which are the source of the majority of emissions.

**ENERGY EFFICIENCY ACTION DURING CURRENT FINANCIAL YEAR**

It is worth noting that energy consumption is expected to be below typical this year due to the reduced occupancy across all sites following COVID-19 restrictions from January 2021. Despite this temporary reduction in energy use, the Trust is committed to reducing longer term emissions and this year has seen the implementation of energy efficiency measures. Throughout this reporting year the Trust has conducted a thorough review of the control settings of all the heating, hot water and air conditioning systems across the whole estate. The settings have all been optimised on both the timing and temperatures to ensure energy is consumed in the most efficient manner. In addition to this, the normal servicing of the heating plant is regularly undertaken. This year we also replaced a significant proportion of lighting with more energy efficient lighting.

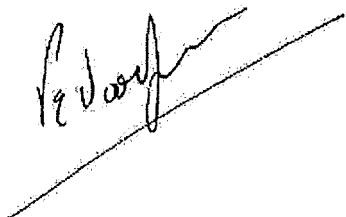
However, government guidelines advised that ventilation is an important aspect in reducing virus transmission and therefore during the winter months staff were advised to open windows in classrooms and offices and the heating was increased to ensure staff and student comfort. Students at Charles Darwin School were allowed to wear coats in classrooms if the room became too cold.

**AUDITORS**

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.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 13 December 2021 and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'P Woolfenden', is written over a horizontal line.

P Woolfenden - Trustee

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**Scope of Responsibility**

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

As trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance as well as the Academies Financial Handbook (now known as the Academy Trust Handbook).

The Board of Trustees has delegated the day-to-day responsibility to the Executive Principal, as Accounting Officer, for ensuring financial controls conform to 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 Charles Darwin Academy Trust and the Secretary of State for Education. The Executive Principal is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**Governance**

The information on governance included here supplements that described in the Report of the Trustees and in the Statement of Trustees' Responsibilities. The Board of Trustees as the CDAT Board formally met 8 times during the period 1 September 2020 to 31 August 2021. Attendance during this period at meetings of the Board of Trustees was as follows:

<b>Governor</b>	<b>Meetings Attended</b>	<b>Out of a possible</b>
M P Sharp (Vice Chair)	8	8
D Dilling	8	8
S Chotai (CEO & Accounting Officer)	8	8
H Hartley	8	8
P G Woolfenden (Chair)	8	8
Cllr J Bennington	8	8
J Ellis (attendance as Headteacher of Biggin Hill Primary School to 31/12/2020 appointed Trustee 01/01/2021)	7	8
I Turner (CDS representative)	8	8
C Woods (BHPS representative from 01/11/2020)	4	7
H Freeman (attendance as Acting Headteacher of BHPS from 01/02/2021 and Headteacher from 01/05/2021)	4	4

The Board's main work focus has been the oversight of performance across both schools. It meets at least 6 times a year to receive reports from the two schools in relation to:

1. Academic performance
2. Safeguarding
3. Quality of governance
4. Financial situation
5. Impact of the Covid-19 pandemic

The Board has a particular focus on financial oversight. At a time of austerity in the educational sector this aspect of its work is vital in ensuring the health of each of its schools; ensuring that progress can be continued.

For the reporting period much of the Board's focus was on the impact of the Covid-19 pandemic and particularly in relation to the students' education, including remote learning during periods of lockdown/isolation and the arrangements for teacher assessed grades. An additional meeting was called in January 2021 to view the way both schools were coping with the closure and arrangements for the mass testing of students at Charles Darwin School. Trustees also monitored the Risk Assessments for both schools in the light of the Covid-19 pandemic. The Board were also concerned to ensure that support was in place for the wellbeing of staff and students during this unprecedented time and particularly for the vulnerable.

The effect of the pandemic on the Trust's finances was also a focus area, particularly for Charles Darwin School where the enforced closure of the Darwin Leisure Centre resulted in a significant loss of income.

The Board's performance is reviewed by the Trustees from time to time, it is externally reviewed annually via a meeting with the Regional Commissioner's Office. The feedback thus far has been positive.

## **CHARLES DARWIN ACADEMY TRUST**

### **GOVERNANCE STATEMENT** **FOR THE YEAR ENDED 31 AUGUST 2021**

The Trust uses a range of data to judge the performance and the quality of provision at each of its schools, this includes:

1. Ofsted reports
2. Examination outcomes
3. Live progress updates
4. School self-evaluation reports
5. Parental feedback via Parent View and otherwise

#### **Charles Darwin School Local Governing Body (5 meetings)**

	<b>Meetings Attended</b>	<b>Out of a possible</b>
S Chotai (CEO & Accounting Officer)	5	5
T Coop (Vice Chair)	5	5
D Bray-Ash (resigned 24/09/2020)	0	1
I Turner (Chair)	5	5
S M Wade	3	5
S Wilson	5	5
M Botting	5	5
G Currie (staff)	5	5
R Baker (staff) (resigned 17/11/2020)	0	2
T Warne	4	5
G Quinn Addison (staff) (appointed 08/02/2021)	3	3
P Showell (appointed 01/02/2021)	3	3
J Sugarman (appointed 01/02/2021)	3	3

Due to the Covid-19 pandemic meetings were held remotely.

#### **Biggin Hill Primary School Local Governing Body (6 meetings)**

	<b>Meetings Attended</b>	<b>Out of a possible</b>
J Ellis (Headteacher) (resigned 31/12/2020)	2	2
H Freeman (Acting Headteacher 01/01/2021, Headteacher 01/05/2021)	4	4
C Brocklehurst	4	6
H Hartley (resigned 19/03/2021)	4	4
J Snelling (staff)	6	6
W Wolfcarius	6	6
K Lawrence (staff)	6	6
C Woods	4	6
T Harknett	3	6
L Burroughs (resigned 01/07/2021)	1	5
P Ridgewell (appointed 21/01/2021)	4	4
S Ace (appointed 01/07/2021)	1	1
M Daley (appointed 01/07/2021)	1	1
A Gregory (appointed 01/07/2021)	1	1
D Jarred (appointed 01/07/2021)	1	1
L Tully (appointed 01/07/2021)	1	1

The Trust has the benefit of some very committed and loyal Governors. The attendance of Governors at meetings (as illustrated above) is consistently good as is their grasp of key governance issues.

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**Governance review**

A review of the governance structure commenced in the summer to ensure that the responsibilities of the Trustees and Governors are in accordance with the 2021 Academy Trust Handbook. In particular arrangements are being put in place to ensure that the increased responsibilities at Trust level are managed effectively at Board level. The need to streamline the governance structure has been agreed at all levels and Trustees are confident that once finalised this structure will enable the academy trust to ensure it continues to function to a high standard.

The review of governance including a review of the Scheme of Delegation is anticipated to take place at the end of each year. The Scheme of Delegation was last reviewed in the summer of 2021 and is currently under discussion in order to reflect the revised governance restructure..

As part of the governance review, the Trust's Finance & Audit Committee was split into two Committees, one focusing on Finance and the other on Audit and Risk. The new Committee structure was effective from January 2021. The Finance Committee operates across both schools, each having representation. During the reporting period both Committees, as a sub-committees of the CDAT Board, had oversight of the work of both schools in the trust.

With regard to the Finance Committee, membership from January 2021 comprised four trustees, including the Executive Principal, two representatives from the Local Governing Bodies, the Chief Financial Officer and the Headteacher of Biggin Hill Primary School. During the year a fifth Trustee was appointed to the Committee.

The Committee will be quorate with two members or where greater any one third. Its purpose is to oversee all matters with a financial impact and report on such to the full Board of Trustees. The Committee also liaises with and receives reports from the Local Governing Bodies and makes recommendations to those Committees regarding the financial aspects of matters being considered by them. During the year ended 31 August 2021 the attendance was as follows:

<b>Audit and Risk</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
D Dilling (Chair)	2	2
S Chotai	2	2
M P Sharp	2	2
T Coop	1	2
W Wolfcarius	2	2
J Ellis (BHPS Headteacher resigned 31/12/2020)	2	2
J Benington (observer)	1	1

<b>Finance</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
D Dilling (Chair)	3	3
S Chotai	3	3
M P Sharp	3	3
T Coop (resigned 29/06/2021)	2	3
W Wolfcarius	2	3
H Freeman (BHPS Acting Headteacher 01/01/2021, Headteacher 01/05/2021)	3	3
J Benington	2	3
W Everest (Chief Financial Officer)	3	3
H Hartley	3	3

During the 2020/21 academic year the Finance Committee has focused on:

- Funding - ensuring the academy trust's funds are spent appropriately, managing effectively the very tight funding context
- Some alignment of finance practices between the two schools in the trust, including the introduction of a centralised accounting system
- The continued development of the Darwin Leisure Centre and its profitability - enforced closure of the Centre during lockdowns has significantly impacted on the trust's revenue



**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

- Managing the school more effectively with reduced levels of funding and increased expenditure relating to the Covid-19 pandemic
- Ensuring that much needed ICT development and building improvement is effectively prioritised
- Ensuring all audit findings were reviewed and appropriate action taken

**Review of Value for Money**

As Accounting Officer the Executive 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 Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the academy trust has delivered improved value for money during the year by:

- Staffing economies
- Scrutiny of budgets and comparison with actual performance
- The efficient and timely management of resources for teaching and learning areas

The pressure on school budgets is making it increasingly difficult to provide the same quality of education and it is to be hoped that additional funding becomes available in the near future as there are limits to what may still be reduced without causing harm to the life chances of our students.

**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 Charles Darwin Academy Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

The board of trustees has reviewed the key risks to which the charitable company 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 on-going process for identifying, evaluating and managing the charitable company's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The 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 on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**The Risk and Control Framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance 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.

During the year the Board of Trustees appointed Azets to carry out the internal audit function. McCabe Ford Williams remain the Trust's external auditors.

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

- Testing of payroll systems;
- Testing of purchasing/payment systems;
- Checking the tendering process in accordance with internal regulations;
- Review income receipts;
- Review bank reconciliations and control account reconciliations;
- Review procedures used to prepare reports to trustees and other financial returns;
- Check procedures for staff expense claims and petty cash claims;
- Review information reported to trustees.

On a quarterly basis, the internal auditors report to the Board of Trustees, through the Finance / Audit and Risk Committee, as appropriate, on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

The Board of Trustees confirms that the review by the external auditor has been fully delivered in line with the ESFA's requirements and all recommendations have been implemented.

GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021

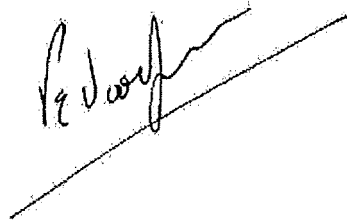
**Review of Effectiveness**

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

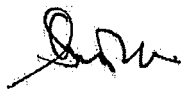
- the results of the external auditor's additional checks;
- the work of the external auditor;
- the work of the internal auditor
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit and Risk Committee and a plan to address any weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 13 December 2021 and signed on its behalf by:



P Woolfenden - Trustee



S Chotai - Accounting Officer

CHARLES DARWIN ACADEMY TRUST

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE  
FOR THE YEAR ENDED 31 AUGUST 2021

As Accounting Officer of Charles Darwin Academy Trust I have considered my responsibility to notify the academy trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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

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



S Chotali - Accounting Officer

13 December 2021

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

The trustees (who act as governors of Charles Darwin Academy Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with the Academies Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, 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 2020 to 2021;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

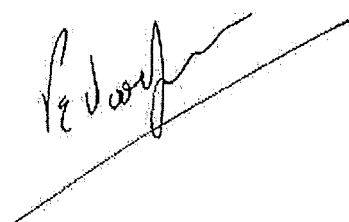
The trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have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

In so far as the trustees are aware:

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

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

Approved by order of the board of trustees on 13 December 2021 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'P Woolfenden', is written over a horizontal line.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF**  
**CHARLES DARWIN ACADEMY TRUST**

**Opinion**

We have audited the financial statements of Charles Darwin Academy Trust (the 'academy trust') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

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

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements 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. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements 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.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF**  
**CHARLES DARWIN ACADEMY TRUST**

**Other information**

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

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

We have nothing to report in this regard.

**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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF**  
**CHARLES DARWIN ACADEMY TRUST**

**Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities set out on page 31, the trustees (who are also the directors of the academy trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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



**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
CHARLES DARWIN ACADEMY TRUST**

**Our responsibilities for the audit of the financial statements**

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with trustees and management and our experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the academy trust, including, but not limited to, the Companies Act 2006, the Charities SORP 2019, the Academies Financial Handbook 2020 and UK tax legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the academy trust's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management and the trustees as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- reviewing the reports produced via the academy trust's internal scrutiny function;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and relevant regulators such as the ESFA.

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF**  
**CHARLES DARWIN ACADEMY TRUST**

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

**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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.



Ashley Phillips FCCA (Senior Statutory Auditor)  
for and on behalf of McCabe Ford Williams  
Statutory Auditors and Chartered Accountants  
Bank Chambers  
1 Central Avenue  
Sittingbourne  
Kent  
ME10 4AE

13 December 2021

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO  
CHARLES DARWIN ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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

This report is made solely to Charles Darwin Academy Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Charles Darwin Academy Trust and the 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 Charles Darwin Academy Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Charles Darwin Academy Trust's accounting officer and the reporting accountant**

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

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

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2020 to 2021 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion. Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure. The work undertaken to draw to our conclusion includes:

- Review of the internal control environment which is designed to ensure compliance with regulations;
- Review of the accounting officer's consideration of issues surrounding regularity, propriety and compliance;
- Review of the work and reports of the internal auditor during the period;
- Review of governance arrangements and procedures and related compliance with the requirements of the Academies Financial Handbook, including the distribution and contents of management accounts and quantity of meetings.
- Analytical procedures regarding declaration of potential conflicts of interest by key staff and the governing body;
- Review of fixed asset transactions against the requirements of the funding agreement between Charles Darwin Academy Trust and the Secretary of State and the Academies Financial Handbook;
- Testing of grants and other income for application in accordance with the terms and requirements attached;
- Review of the academy trust's activities to check they are in line with the Academies Framework and the academy trust's charitable objectives;
- Review of bank statements and financial transactions for indications of any items which may be improper;
- Review of bank accounts to check that they are operated within the terms of the academy trust's governing document and borrowing limits imposed by the funding agreement are not exceeded;
- Testing of expenditure, including expense claims for signs of transactions for personal benefit;
- Review of any extra-contractual payments made to staff;
- Review of procurement activity during the period.

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO  
CHARLES DARWIN ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

**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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*McCabe Ford Williams*

McCabe Ford Williams  
Chartered Accountants  
Reporting Accountant  
Bank Chambers  
1 Central Avenue  
Sittingbourne  
Kent  
ME10 4AE

13 December 2021

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2021**

					31.8.21	31.8.20
	Notes	Unrestricted fund £	Restricted General funds £	Restricted Fixed Asset fund £	Total funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>						
Donations and capital grants	2	7,125	75,985	102,395	185,505	553,318
<b>Charitable activities</b>						
Funding for the academy's educational operations	3	97,663	10,375,297	-	10,472,960	9,972,910
Leisure Centre	6	53,552	16,675	-	70,227	112,201
Other trading activities	4	1,088	2,880	-	3,968	52,592
Investment income	5	-	8	-	8	1,008
Other income		-	-	-	-	-
<b>Total</b>		<b>159,428</b>	<b>10,470,845</b>	<b>102,395</b>	<b>10,732,668</b>	<b>10,692,029</b>
<b>EXPENDITURE ON</b>						
Raising funds	8	6,245	14,464	-	20,709	35,258
<b>Charitable activities</b>						
Academy's educational operations	9	55,063	10,650,243	547,485	11,252,791	10,685,578
Leisure Centre	10	42,742	16,675	-	59,417	111,298
<b>Total</b>	<b>7</b>	<b>104,050</b>	<b>10,681,382</b>	<b>547,485</b>	<b>11,332,917</b>	<b>10,832,134</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>55,378</b>	<b>(210,537)</b>	<b>(445,090)</b>	<b>(600,249)</b>	<b>(140,105)</b>
<b>Transfers between funds</b>	<b>23</b>	<b>(2,000)</b>	<b>(17,571)</b>	<b>19,571</b>	<b>-</b>	<b>-</b>
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit schemes		-	368,000	-	368,000	436,000
<b>Net movement in funds</b>		<b>53,378</b>	<b>139,892</b>	<b>(425,519)</b>	<b>(232,249)</b>	<b>295,895</b>
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>		<b>48,761</b>	<b>(3,080,335)</b>	<b>25,860,388</b>	<b>22,828,814</b>	<b>22,532,919</b>

The notes form part of these financial statements

CHARLES DARWIN ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 AUGUST 2021

				31.8.21	31.8.20
	Unrestricted	Restricted	Restricted		
	fund	General	Fixed	Total	Total
Notes	£	funds	Asset	funds	funds
	£	£	fund	£	£
			£		
TOTAL FUNDS CARRIED FORWARD	102,139	(2,940,443)	25,434,869	22,596,565	22,828,814

The notes form part of these financial statements

**BALANCE SHEET**  
**31 AUGUST 2021**

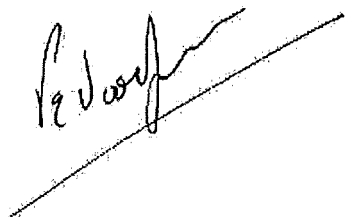
	Notes	31.8.21 £	31.8.20 £
<b>FIXED ASSETS</b>			
Tangible assets	16	25,593,845	25,656,819
<b>CURRENT ASSETS</b>			
Debtors	17	186,719	658,828
Cash at bank		<u>458,225</u>	<u>357,484</u>
		644,944	1,016,312
<b>CREDITORS</b>			
Amounts falling due within one year	18	<u>(401,878)</u>	<u>(599,489)</u>
<b>NET CURRENT ASSETS</b>		<u>243,066</u>	<u>416,823</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		25,836,911	26,073,642
<b>CREDITORS</b>			
Amounts falling due after more than one year	19	(132,346)	(70,828)
<b>PENSION LIABILITY</b>	24	(3,108,000)	(3,174,000)
<b>NET ASSETS</b>		<u><u>22,596,565</u></u>	<u><u>22,828,814</u></u>

The notes form part of these financial statements

BALANCE SHEET - continued  
31 AUGUST 2021

<b>FUNDS</b>	<b>23</b>		
Restricted funds:			
Fixed Assets		25,434,869	25,860,388
General Annual Grant		9,567	-
Other government grants		1,424	1,424
ESFA		27,881	29,727
Pupil premium		-	19,904
Pension reserve		(3,108,000)	(3,174,000)
School Voluntary Fund		44,110	42,610
Catch up premium		76,983	-
Emergency support		7,592	-
		<u>22,494,426</u>	<u>22,780,053</u>
Unrestricted funds:			
General fund		<u>102,139</u>	<u>48,761</u>
<b>TOTAL FUNDS</b>		<u>22,596,565</u>	<u>22,828,814</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 13 December 2021 and were signed on its behalf by:



P Woolfenden - Trustee

The notes form part of these financial statements



**CHARLES DARWIN ACADEMY TRUST****CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

	Notes	31.8.21 £	31.8.20 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>(146,230)</u>	<u>(72,450)</u>
Net cash provided by/(used in) operating activities		<u>(146,230)</u>	<u>(72,450)</u>
 <b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(360,537)	(418,493)
Capital grants from DfE/ESFA		35,877	534,386
Other capital grants		66,516	-
Movement in capital grants accrued in year		434,589	(434,589)
Interest received		<u>8</u>	<u>1,008</u>
Net cash used in investing activities		<u>176,453</u>	<u>(317,688)</u>
 <b>Cash flows from financing activities</b>			
New loans in year		90,049	-
Loan repayments in year		<u>(19,531)</u>	<u>(19,571)</u>
Net cash provided by/(used in) financing activities		<u>70,518</u>	<u>(19,571)</u>
 <b>Change in cash and cash equivalents in the reporting period</b>		 100,741	 (409,709)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>357,484</u>	<u>767,193</u>
 <b>Cash and cash equivalents at the end of the reporting period</b>		<u>458,225</u>	<u>357,484</u>

The notes form part of these financial statements

**NOTES TO THE CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.8.21 £	31.8.20 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	<b>(600,249)</b>	<b>(140,105)</b>
<b>Adjustments for:</b>		
Depreciation charges	423,511	413,083
Capital grants from DfE/ESFA	(35,877)	(534,386)
Interest received	(8)	(1,008)
Defined benefit pension admin expense	11,000	9,000
Defined benefit pension finance cost	55,000	57,000
Other capital grants	(66,516)	-
Decrease in debtors	37,520	53,346
Decrease in creditors	(206,611)	(134,380)
Difference between pension charge and cash contributions	<u>236,000</u>	<u>205,000</u>
<b>Net cash provided by/(used in) operations</b>	<b><u>(146,230)</u></b>	<b><u>(72,450)</u></b>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.9.20 £	Cash flow £	At 31.8.21 £
<b>Net cash</b>			
Cash at bank and in hand	<u>357,484</u>	<u>100,741</u>	<u>458,225</u>
	<u>357,484</u>	<u>100,741</u>	<u>458,225</u>
<b>Debt</b>			
Debts falling due within 1 year	(19,571)	(9,000)	(28,571)
Debts falling due after 1 year	<u>(70,828)</u>	<u>(61,518)</u>	<u>(132,346)</u>
	<u>(90,399)</u>	<u>(70,518)</u>	<u>(160,917)</u>
<b>Total</b>	<b><u>267,085</u></b>	<b><u>30,223</u></b>	<b><u>297,308</u></b>

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

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the academy trust, which is a public benefit entity under FRS102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS102), 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 (FRS102) (Charities SORP (FRS102)), the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency, the Charities Act 2011 and the Companies Act 2006.

Charles Darwin Academy Trust meets the definition of a public benefit entity under FRS102.

**Going concern**

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the 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 financial statements. Charles Darwin Academy Trust does not hold significant reserves as it is the policy of the academy trust to invest its funds to the maximum benefit of its current pupils. The academy trust produces its annual budgets with prudent figures for both income and expenditure and whilst currently they are happy with the use of resources for the current year the trustees have concerns over future funding.

The financial future of the Trust, in common with all state funded educational establishments, is uncertain. The funding received from government has not kept pace with increased costs. The Trust has, despite making a number of cuts to staffing over the last few years, utilised the majority of its brought forward reserves. Further budget adjustments have been set to enable the Trust to continue operating both schools during the 2021/22 academic year, which should maintain the overall revenue reserves in a slight surplus position. Should this situation not be eased in the near future it is likely that the Trust Board will take more stringent action to reduce provision in both its schools in order to remain financially solvent.

**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 receivable**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the 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.

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

**1. ACCOUNTING POLICIES - continued**

**Donations**

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

**Other income**

Other income including the hire of facilities, is recognised in the period it is receivable and to the extent the charity 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 financial statements until they are sold. This income is recognised within income from other trading activities.

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and 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.

The value of donated services provided to the academy trust are recognised at fair value in the period in which they are receivable as income from donations, where the benefit to the academy trust can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities.

**Expenditure**

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

**Expenditure on 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.

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

**1. ACCOUNTING POLICIES - continued**

**Tangible fixed assets**

Upon becoming academies, the member schools of the academy trust received title to the freehold and leasehold of the school buildings for no consideration. The freehold and leasehold properties have been valued by independent professional valuers: Charles Darwin School and Biggin Hill Primary School were both valued by Drivers Jonas Deloitte on 31 August 2012. As the schools are specialised properties the valuation has been assessed on a depreciated replacement cost basis after allowance for factors of age and obsolescence. Upon conversion the properties were brought into the restricted fixed asset fund as a donation within the Statement of Financial Activities.

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

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

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

Freehold property - 50 years straight line  
Leasehold property - Over the term of the lease  
Improvements to property - 50 years straight line  
School equipment - 5 years straight line  
Fixtures and fittings - 15% and 20% on cost  
Computer equipment - 3 years straight line  
Motor vehicles - 25% reducing balance

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

**Leasehold property**

The land and buildings from which Biggin Hill Primary School operates are leased from London Borough of Bromley for a period of 125 years. Rentals payable in respect of this lease are one peppercorn per annum. Under the terms of the lease the risks and rewards of ownership have been substantially transferred to Charles Darwin Academy Trust and accordingly to reflect its use, the value of the property has been included in fixed assets with an appropriate credit to voluntary income within the restricted fixed asset fund.

**Leased assets**

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

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

**1. ACCOUNTING POLICIES - continued**

**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 as detailed in note 17. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 18 and 19. 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.

**Taxation**

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

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

**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 funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency and London Borough of Bromley.

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

**1. ACCOUNTING POLICIES - continued**

**Pension costs and other post-retirement 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.

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

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

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

**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.

**Provisions**

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

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

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

**1. ACCOUNTING POLICIES - continued**

**Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the academy trust does not have control over the charitable application of the funds. The academy 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 28.

**Critical accounting estimates and areas of judgement**

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.

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, 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 pension liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The net book value of freehold property, included within fixed assets, is based on assumptions in relation to the useful life of property and the residual value of the assets. The element of freehold property which relates to land is deemed not to have a finite life and is not depreciated. The element of freehold property which does not relate to land is depreciated on a straight line basis of 50 years, being the estimated useful economic life and it is assumed that the asset has no residual value on the basis of its specialised nature. Any changes in these assumptions will have an impact on the carrying amount of fixed assets.

The trustees do not consider there to be any critical areas of judgement, other than those relating to estimation above, which have a significant effect on the amounts recognised in the financial statements.

**2. DONATIONS AND CAPITAL GRANTS**

	31.8.21	31.8.20
	£	£
Donations	83,112	18,932
Grants	<u>102,393</u>	<u>534,386</u>
	<u>185,505</u>	<u>553,318</u>



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

**2. DONATIONS AND CAPITAL GRANTS - continued**

Grants received, included in the above, are as follows:

	31.8.21	31.8.20
	£	£
Other DfE/EFSA grants	35,877	534,386
Decarbonisation grants	<u>66,516</u>	<u>-</u>
	<u>102,393</u>	<u>534,386</u>

**3. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds £	Restricted funds £	31.8.21 Total funds £	31.8.20 Total funds £
<b>DfE/ESFA grants</b>				
General Annual Grant(GAG)	-	8,713,083	8,713,083	8,187,919
Teachers Pension Grant	-	351,386	351,386	341,656
Pupil Premium	-	345,708	345,708	345,253
Other grants	<u>-</u>	<u>311,111</u>	<u>311,111</u>	<u>300,259</u>
	<u>-</u>	<u>9,721,288</u>	<u>9,721,288</u>	<u>9,175,087</u>
<b>Other Government grant</b>				
Local authority grants	<u>-</u>	<u>380,418</u>	<u>380,418</u>	<u>352,736</u>
<b>COVID-19 additional funding (DfE/ESFA)</b>				
Mass testing	-	37,360	37,360	-
Covid summer school	-	40,000	40,000	-
Emergency support	-	38,438	38,438	-
Catch up premium	<u>-</u>	<u>119,840</u>	<u>119,840</u>	<u>-</u>
	<u>-</u>	<u>616,056</u>	<u>616,056</u>	<u>352,736</u>
<b>Other income from the academy's educational operations</b>	<u>97,663</u>	<u>37,953</u>	<u>135,616</u>	<u>461,551</u>
	<u>97,663</u>	<u>10,375,297</u>	<u>10,472,960</u>	<u>9,989,374</u>

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

**4. OTHER TRADING ACTIVITIES**

	31.8.21	31.8.20
	£	£
Hire of facilities	1,088	3,585
Other fundraising	<u>2,880</u>	<u>49,007</u>
	<u><u>3,968</u></u>	<u><u>52,592</u></u>

**5. INVESTMENT INCOME**

	31.8.21	31.8.20
	£	£
Deposit account interest	<u>8</u>	<u>1,008</u>

**6. LEISURE CENTRE**

	31.8.21	31.8.20
	£	£
Leisure centre income	53,552	95,737
Grants	<u>16,675</u>	<u>16,464</u>
	<u><u>70,227</u></u>	<u><u>112,201</u></u>

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

- The academy trust furloughed its leisure staff under the government's CJRS. The funding received of £16,675 (2020: £16,464) relates to staff costs in respect of six staff which are included within notes 7 and 10 below as appropriate.

**7. EXPENDITURE**

	31.8.21	31.8.20
	Non-pay expenditure	
	Staff costs	Other costs
	£	£
<b>Raising funds</b>		
<b>Costs incurred by trading for a fundraising purpose</b>		
Direct costs	-	20,709
		20,709
<b>Charitable activities</b>		
<b>Academy's educational operations</b>		
Direct costs	7,729,533	794,616
Allocated support costs	1,534,476	348,676
		8,813,124
<b>Leisure centre</b>		
Direct costs	47,953	-
Allocated support costs	-	-
	59,417	111,298
	<u>9,311,962</u>	<u>1,164,001</u>
	<u><u>11,332,917</u></u>	<u><u>10,832,134</u></u>

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

**7. EXPENDITURE - continued**

Net income/(expenditure) is stated after charging/(crediting):

	31.8.21	31.8.20
	£	£
Auditors' remuneration	11,625	11,300
Other non-audit services	7,963	10,430
Depreciation - owned assets	423,511	413,083
Hire of plant and machinery	<u>31,877</u>	<u>27,886</u>

**8. RAISING FUNDS**

Costs incurred by trading for a fundraising purpose

	31.8.21	31.8.20
	£	£
Other fundraising costs	<u>20,709</u>	<u>35,258</u>

**9. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds £	Restricted funds £	31.8.21 Total funds £	31.8.20 Total funds £
Direct costs	49,065	8,764,059	8,813,124	8,256,985
Support costs	<u>5,997</u>	<u>2,433,670</u>	<u>2,439,667</u>	<u>2,428,593</u>
	<u>55,062</u>	<u>11,197,729</u>	<u>11,252,791</u>	<u>10,685,578</u>

	31.8.21 Total £	31.8.20 Total £
<b>Analysis of support costs</b>		
Support staff costs	1,534,476	1,602,170
Depreciation	-	18,191
Technology costs	6,911	-
Premises costs	556,515	444,594
Other support costs	322,177	341,908
Governance costs	<u>19,588</u>	<u>21,730</u>
Total support costs	<u>2,439,667</u>	<u>2,428,593</u>

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

**10. CHARITABLE ACTIVITIES – LEISURE CENTRE**

	Unrestricted Funds £	Restricted Funds £	31.8.21 Total Funds £	31.8.20 Total Funds £
<b>Direct costs</b>				
Staff costs	31,278	16,675	47,953	53,234
Other direct costs	11,464	-	11,464	58,064
	<u>42,742</u>	<u>16,675</u>	<u>59,417</u>	<u>111,298</u>

**11. TRUSTEES' REMUNERATION AND BENEFITS**

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The Executive Principal and other staff trustees only receive the remuneration in remuneration in respect of services they provide undertaking the the roles of head teacher and staff members under their contracts of employment. Other trustees did not receive any payments from the academy trust, including expenses, in respect of their role as trustees. The value of trustees remuneration and other benefits were as follows:

S Chotai	Executive Principal and trustee
	Remuneration - £130,000 - £135,000 (2020: £130,000 - £135,000)
	Employer's pension contributions - £30,000 - £35,000 (2020: £30,000 - £35,000)

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 August 2021 nor for the year ended 31 August 2020.

**12. STAFF COSTS**

	31.8.21 £	31.8.20 £
Wages and salaries	6,666,030	6,408,526
Social security costs	710,262	636,920
Operating costs of defined benefit pension schemes	<u>1,790,403</u>	<u>1,652,772</u>
	9,166,695	8,698,218
Supply teacher costs	132,910	61,397
Redundancy costs	-	46,254
Supply teacher insurance	6,185	-
DBS checks	<u>2,734</u>	<u>-</u>
	<u>9,308,524</u>	<u>8,805,869</u>

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

**12. STAFF COSTS - continued**

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	31.8.21	31.8.20
Teachers and educational support	165	189
Administration and support	93	69
Management	7	7
Leisure	<u>5</u>	<u>6</u>
	<u>270</u>	<u>271</u>

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

	31.8.21	31.8.20
£60,001 - £70,000	6	5
£70,001 - £80,000	1	1
£80,001 - £90,000	2	2
£130,001 - £140,000	<u>1</u>	<u>1</u>
	<u>10</u>	<u>9</u>

The key management personnel of the academy trust comprise the trustee's 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 £600,119 (2020: £585,288).

**13. CENTRAL SERVICES**

No central services were provided by the trust to its academies during the period and no central charges arose.

**14. TRUSTEES' AND OFFICERS' INSURANCE**

The charitable company has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides 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.

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

**15. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted General funds £	Restricted Fixed Asset fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and capital grants	2,310	16,622	534,386	553,318
<b>Charitable activities</b>				
Funding for the academy's educational operations	196,871	9,776,039	-	9,972,910
Leisure Centre	95,737	16,464	-	112,201
Other trading activities	34,207	18,385	-	52,592
Investment income	930	78	-	1,008
<b>Total</b>	<b>330,055</b>	<b>9,827,588</b>	<b>534,386</b>	<b>10,692,029</b>
<b>EXPENDITURE ON</b>				
Raising funds	6,421	28,837	-	35,258
<b>Charitable activities</b>				
Academy's educational operations	156,704	9,974,810	554,064	10,685,578
Leisure Centre	94,834	16,464	-	111,298
<b>Total</b>	<b>257,959</b>	<b>10,020,111</b>	<b>554,064</b>	<b>10,832,134</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>72,096</b>	<b>(192,523)</b>	<b>(19,678)</b>	<b>(140,105)</b>
<b>Transfers between funds</b>	<b>(55,627)</b>	<b>7,902</b>	<b>47,725</b>	<b>-</b>
<b>Other recognised gains/(losses)</b>				
Actuarial gains on defined benefit schemes	-	436,000	-	436,000
<b>Net movement in funds</b>	<b>16,469</b>	<b>251,379</b>	<b>28,047</b>	<b>295,895</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>32,292</b>	<b>(3,331,714)</b>	<b>25,832,341</b>	<b>22,532,919</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>48,761</b>	<b>(3,080,335)</b>	<b>25,860,388</b>	<b>22,828,814</b>

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

**16. TANGIBLE FIXED ASSETS**

	Freehold property £	Long leasehold £	Improvements to property £
<b>COST</b>			
At 1 September 2020	19,139,508	3,863,771	5,727,692
Additions	-	-	360,537
At 31 August 2021	19,139,508	3,863,771	6,088,229
<b>DEPRECIATION</b>			
At 1 September 2020	2,568,612	108,015	414,901
Charge for year	272,773	16,202	121,765
At 31 August 2021	2,841,385	124,217	536,666
<b>NET BOOK VALUE</b>			
At 31 August 2021	16,298,123	3,739,554	5,551,563
At 31 August 2020	16,570,896	3,755,756	5,312,791

	School equipment £	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>				
At 1 September 2020	81,657	187,102	334,174	29,333,904
Additions	-	-	-	360,537
At 31 August 2021	81,657	187,102	334,174	29,694,441
<b>DEPRECIATION</b>				
At 1 September 2020	81,657	177,953	325,947	3,677,085
Charge for year	-	5,174	7,597	423,511
At 31 August 2021	81,657	183,127	333,544	4,100,596
<b>NET BOOK VALUE</b>				
At 31 August 2021	-	3,975	630	25,593,845
At 31 August 2020	-	9,149	8,227	25,656,819

Included in cost or valuation of land and buildings is freehold land of £5,500,864 (2020 - £5,500,864) which is not depreciated.

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

**17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.21	31.8.20
	£	£
Trade debtors	-	3,565
VAT	32,180	39,351
Prepayments and accrued income	<u>154,539</u>	<u>615,912</u>
	<u>186,719</u>	<u>658,828</u>

**18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.21	31.8.20
	£	£
Other loans (see note 20)	28,571	19,571
Trade creditors	-	2,207
Social security and other taxes	22,375	27,326
Other creditors	199,952	201,520
Accruals and deferred income	<u>150,980</u>	<u>348,865</u>
	<u>401,878</u>	<u>599,489</u>

**Deferred income**

31.8.21	31.8.20
48,132	164,887
(48,132)	(164,887)
<u>88,578</u>	<u>48,132</u>
88,578	48,132

Included within deferred income held at 31 August 2021 is £8,317 (2020: £4,305) relating to income for school trips which are due to take place in the next financial year. The academy trust charges pupils the total cost of the the trips in advance, however at the year end date only the deposit amounts had been paid over to the trip agents. The academy trust obtains entitlement to the income as expenditure is incurred, therefore the balance of the income received is deferred income until the next financial year at which point the balance of payments will be due to the trip agents.

The academy trust received rates funding from the ESFA in the period and has deferred £26,600 (2020: £nil) of this funding relating to costs incurred after 31 August 2021. £27,200 (2020:£36,107) of deferred income held at 31 August 2021 relates to monies received in advance of the provision of free school meals for early years from 1 September 2021.



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

**19. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	31.8.21	31.8.20
	£	£
Other loans (see note 20)	<u>132,346</u>	<u>70,828</u>

**20. LOANS**

An analysis of the maturity of loans is given below:

	31.8.21	31.8.20
	£	£
Amounts falling due within one year on demand:		
Other loans	<u>28,571</u>	<u>19,571</u>
Amounts falling between one and two years:		
Other loans - 1-2 years	<u>28,571</u>	<u>19,571</u>
Amounts falling due between two and five years:		
Other loans - 2-5 years	<u>85,713</u>	<u>43,714</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Other loans more 5yrs instal	18,062	7,543

Included within other loans are loans of £15,000, £120,000 and £24,570 from Salix which are provided on the following terms. The loan for £15,000 is repayable over a 10 year duration, with six-monthly repayments of £750 which commenced in September 2016. The loan for £120,000 is repayable over an 8 year duration, with six-monthly repayments of £7,500 which commenced in September 2016. The loan for £24,570 is repayable over an 8 year duration, with six-monthly repayments of £1,536, commencing in September 2019. The outstanding balances within other loans were £7,400 (2020: £8,900), £52,500 (2020: £52,500) and £18,427 (2020: £21,499) at 31 August 2021.

Also included within other loans is a CIF loan of £90,089 repayable over a 10 year duration. The outstanding balance at the 31 August 2021 is £90,089 (2020: £NIL).

**21. 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.

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

**22. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

31.8.21

	Unrestricted fund £	Restricted General funds £	Restricted Fixed Asset fund £	Total funds £
Fixed assets	-	-	25,593,845	25,593,845
Current assets	109,897	476,414	58,633	644,944
Current liabilities	(7,758)	(308,857)	(85,263)	(401,878)
Long term liabilities	-	-	(132,346)	(132,346)
Pension liability	-	(3,108,000)	-	(3,108,000)
	<u>102,139</u>	<u>(2,940,443)</u>	<u>25,434,869</u>	<u>22,596,565</u>

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

31.8.20

	Unrestricted fund £	Restricted General funds £	Restricted Fixed Asset fund £	Total funds £
Fixed assets	-	-	25,656,819	25,656,819
Current assets	50,661	439,240	526,411	1,016,312
Current liabilities	(1,900)	(345,575)	(252,014)	(599,489)
Long term liabilities	-	-	(70,828)	(70,828)
Pension liability	-	(3,174,000)	-	(3,174,000)
	<u>48,761</u>	<u>(3,080,335)</u>	<u>25,860,388</u>	<u>22,828,814</u>

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

**23. MOVEMENT IN FUNDS**

	At 1.9.20 £	Net movement in funds £	Transfers between funds £	At 31.8.21 £
<b>Restricted general funds</b>				
General Annual Grant	-	29,138	(19,571)	9,567
Other government grants	1,424	-	-	1,424
ESFA	29,727	(3,846)	2,000	27,881
Pupil premium	19,904	(19,904)	-	-
Pension reserve	(3,174,000)	66,000	-	(3,108,000)
School Voluntary Fund	42,610	1,500	-	44,110
Catch up premium	-	76,983	-	76,983
Emergency support	-	7,592	-	7,592
	<u>(3,080,335)</u>	<u>157,463</u>	<u>(17,571)</u>	<u>(2,940,443)</u>
<b>Restricted fixed asset fund</b>				
Fixed Assets	<u>25,860,388</u>	<u>(445,090)</u>	<u>19,571</u>	<u>25,434,869</u>
<b>Total restricted funds</b>	<u>22,780,053</u>	<u>(287,627)</u>	<u>2,000</u>	<u>22,494,426</u>
<b>Unrestricted fund</b>				
General fund	<u>48,761</u>	<u>55,378</u>	<u>(2,000)</u>	<u>102,139</u>
<b>TOTAL FUNDS</b>	<u>22,828,814</u>	<u>(232,249)</u>	<u>-</u>	<u>22,596,565</u>

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

**23. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
General Annual Grant	8,713,080	(8,683,942)	-	29,138
Other government grants	380,418	(380,418)	-	-
ESFA	377,570	(381,416)	-	(3,846)
Pupil premium	346,208	(366,112)	-	(19,904)
Pension reserve	-	(302,000)	368,000	66,000
School Voluntary Fund	49,870	(48,370)	-	1,500
Coronavirus Job Retention Scheme grant	16,675	(16,675)	-	-
Teachers Pension Grant	351,386	(351,386)	-	-
Catch up premium	119,840	(42,857)	-	76,983
Mass testing	37,360	(37,360)	-	-
Covid summer school	40,000	(40,000)	-	-
Emergency support	38,438	(30,846)	-	7,592
	<u>10,470,845</u>	<u>(10,681,382)</u>	<u>368,000</u>	<u>157,463</u>
<b>Restricted fixed asset fund</b>				
Fixed Assets	<u>102,395</u>	<u>(547,485)</u>	<u>-</u>	<u>(445,090)</u>
<b>Total restricted funds</b>	<u>10,573,240</u>	<u>(11,228,867)</u>	<u>368,000</u>	<u>(287,627)</u>
<b>Unrestricted fund</b>				
General fund	<u>159,428</u>	<u>(104,050)</u>	<u>-</u>	<u>55,378</u>
<b>TOTAL FUNDS</b>	<u>10,732,668</u>	<u>(11,332,917)</u>	<u>368,000</u>	<u>(232,249)</u>

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

**23. MOVEMENT IN FUNDS - continued**

Comparatives for movement in funds

	At 1.9.19 £	Net movement in funds £	Transfers between funds £	At 31.8.20 £
<b>Restricted general funds</b>				
General Annual Grant	(16,301)	(8,601)	24,902	-
Other government grants	-	1,424	-	1,424
ESFA	-	29,727	-	29,727
Pupil premium	-	19,904	-	19,904
Pension reserve	(3,339,000)	165,000	-	(3,174,000)
School Voluntary Fund	23,587	36,023	(17,000)	42,610
	<u>(3,331,714)</u>	<u>243,477</u>	<u>7,902</u>	<u>(3,080,335)</u>
<b>Restricted fixed asset fund</b>				
Fixed Assets	<u>25,832,341</u>	<u>(19,678)</u>	<u>47,725</u>	<u>25,860,388</u>
<b>Total restricted funds</b>	<u>22,500,627</u>	<u>223,799</u>	<u>55,627</u>	<u>22,780,053</u>
<b>Unrestricted fund</b>				
General fund	<u>32,292</u>	<u>72,096</u>	<u>(55,627)</u>	<u>48,761</u>
<b>TOTAL FUNDS</b>	<u>22,532,919</u>	<u>295,895</u>	<u>-</u>	<u>22,828,814</u>

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

**23. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
General Annual Grant	8,187,919	(8,196,520)	-	(8,601)
Other government grants	352,736	(351,312)	-	1,424
ESFA	300,258	(270,531)	-	29,727
Pupil premium	345,254	(325,350)	-	19,904
Pension reserve	-	(271,000)	436,000	165,000
School Voluntary Fund	299,765	(263,742)	-	36,023
Coronavirus Job Retention Scheme grant	16,464	(16,464)	-	-
Teachers Pension Grant	341,656	(341,656)	-	-
	<u>9,844,052</u>	<u>(10,036,575)</u>	<u>436,000</u>	<u>243,477</u>
<b>Restricted fixed asset fund</b>				
Fixed Assets	<u>534,386</u>	<u>(554,064)</u>	<u>-</u>	<u>(19,678)</u>
<b>Total restricted funds</b>	<u>10,378,438</u>	<u>(10,590,639)</u>	<u>436,000</u>	<u>223,799</u>
<b>Unrestricted fund</b>				
General fund	<u>313,591</u>	<u>(241,495)</u>	<u>-</u>	<u>72,096</u>
<b>TOTAL FUNDS</b>	<u>10,692,029</u>	<u>(10,832,134)</u>	<u>436,000</u>	<u>295,895</u>

**General Annual Grant (GAG)**

Funds must be used for the normal running costs of the academy trust. Under the master funding agreement with the Secretary of State, the academy trust was not subject to limits on the amount of GAG that it could carry forward at 31 August 2021.

**Other restricted general funds**

Funding is provided by government grants in addition to the GAG which must be used for the provision of education for special needs purposes and other specified activities.

**Restricted fixed asset funds**

Funding is provided by way of government grants or capital expenditure from the GAG or unrestricted funds in order to acquire specified fixed assets for use by the academy trust in achieving its educational objectives.

**Unrestricted funds**

Unrestricted funds can be used for any purpose at the discretion of the academy trust.

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

**23. MOVEMENT IN FUNDS - continued**

**Transfers between funds**

Combined transfers of £19,571 were made from GAG funds to the restricted fixed asset funds for the repayment of Salix fund borrowing.

A transfer of £2,000 was made from unrestricted funds to ESFA funds as a contribution to a partially funded project.

Analysis of academies by fund balance

Fund balances at 31 August 2021 were allocated as follows:

	£
Charles Darwin School (excluding voluntary fund)	137,132
Charles Darwin School voluntary fund	44,110
Biggin Hill Primary School	<u>88,454</u>
Total before fixed assets and pension reserve	269,696
Restricted fixed asset fund	25,434,869
Pension reserve	<u>(3,108,000)</u>
Total	22,596,565

**Analysis of academies by cost**

Expenditure incurred by each academy during the year, excluding leisure centre activities and depreciation, was as follows:

	Teaching and Educational Support Staff Costs £	Other Support Staff Costs £	Educational Supplies £	Other Costs (excluding Depreciation) £	Total £
Charles Darwin Academy	6,192,705	983,270	107,053	1,060,144	8,343,172
Biggin Hill Primary School	<u>1,536,712</u>	<u>454,008</u>	<u>54,544</u>	<u>398,816</u>	<u>2,444,080</u>
	7,729,417	1,437,278	161,597	1,458,960	10,787,252

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

	Teaching and Educational Support Staff Costs £	Other Support Staff Costs £	Educational Supplies £	Other Costs (excluding Depreciation) £	Total £
Charles Darwin Academy	5,777,288	1,242,193	73,565	1,138,040	8,231,086
Biggin Hill Primary School	<u>1,373,177</u>	<u>359,977</u>	<u>39,903</u>	<u>303,610</u>	<u>2,076,667</u>
	7,150,465	1,602,170	113,468	1,441,650	10,307,753

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

**24. 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 nonteaching staff, which is managed by London Borough of Bromley. 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 of the LGPS 31 March 2019. Contributions amounting to £171,891 (2020: £166,975) were payable to the schemes at 31 August 2021 and are included within creditors.

**Teachers' pension scheme**

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

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

**Valuation of the teachers' pension scheme**

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

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. 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 employer's pension costs paid to TPS in the period amounted to £1,162,779 (2020 - £1,103,000).

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

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



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

**24. PENSION AND SIMILAR OBLIGATIONS - continued**

**Local government pension scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £484,000 (2020 - £505,000), of which employer's contributions totalled £392,000 (2020 - £425,000). and employees' contributions totalled £92,000 (2020 - £80,000). The agreed contribution rates for future years are 33 per cent for employers and 12.50 per cent for employees.

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

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

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Current service cost	628,000	544,000
Net interest from net defined benefit asset/liability	188,000	177,000
Past service cost	-	6,000
	<u>816,000</u>	<u>727,000</u>
Actual return on plan assets	<u>1,146,000</u>	<u>139,000</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Opening defined benefit obligation	9,748,000	9,299,000
Current service cost	628,000	544,000
Past service cost	-	6,000
Contributions by scheme participants	92,000	80,000
Interest cost	177,000	168,000
Actuarial losses/(gains)	789,000	(288,000)
Benefits paid	(23,000)	(61,000)
	<u>11,411,000</u>	<u>9,748,000</u>

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

**24. PENSION AND SIMILAR OBLIGATIONS - continued**

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Opening fair value of scheme assets	6,574,000	5,960,000
Assets no descr	122,000	111,000
Contributions by employer	392,000	345,000
Contributions by scheme participants	92,000	80,000
Expected return	(11,000)	(9,000)
Actuarial gains/(losses)	1,157,000	148,000
Benefits paid	<u>(23,000)</u>	<u>(61,000)</u>
	<u>8,303,000</u>	<u>6,574,000</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Actuarial gains/(losses)	<u>368,000</u>	<u>436,000</u>
	<u>368,000</u>	<u>436,000</u>

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Equities	5,471,000	4,313,000
Government bonds	241,000	454,000
Other bonds	656,000	414,000
Property	407,000	250,000
Cash	75,000	52,000
Other	<u>1,453,000</u>	<u>1,091,000</u>
	<u>8,303,000</u>	<u>6,574,000</u>

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

**24. PENSION AND SIMILAR OBLIGATIONS - continued**

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	31.8.21	31.8.20
Rate of increase in salaries	4.20%	3.90%
Rate of increase for pensions in payment/inflation	2.80%	2.50%
Discount rate for scheme liabilities	1.70%	1.80%
Inflation assumption (CPI)	2.70%	2.40%
Commutation of pension to lump sums	50.00%	50.00%

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

Retiring today		
Males	22.9	22.8
Females	25.3	25.2
Retiring in 20 years		
Males	24.8	24.7
Females	27.3	27.2

The sensitivities regarding the principal assumptions used to measure the scheme liabilities, as provided by the actuary, are set out below:

**Charles Darwin Academy**

Change in assumptions:	Increase in obligation at 31 August 2021 £	Increase in obligation at 31 August 2020 £
0.1% decrease in real discount rate	147,000	128,000
1 year increase in member life expectancy	258,000	205,000
0.1% increase in the salary increase rate	90,000	10,000
0.1% increase in CPI	147,000	129,000

**Biggin Hill Primary School**

Change in assumptions:	Increase in obligation at 31 August 2021 £	Increase in obligation at 31 August 2020 £
0.1% decrease in real discount rate	73,000	57,000
1 year increase in member life expectancy	98,000	71,000
0.1% increase in the salary increase rate	4,000	5,000
0.1% increase in CPI	72,000	58,000

**25. CAPITAL COMMITMENTS**

	31.8.21	31.8.20
	£	£
Contracted but not provided for in the financial statements	<u>-</u>	<u>323,572</u>

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

**26. LONG-TERM COMMITMENTS, INCLUDING OPERATING LEASES**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.8.21	31.8.20
	£	£
Within one year	109,488	19,571
Between one and five years	163,873	63,285
In more than five years	-	7,543
	<u>273,361</u>	<u>90,399</u>

**27. RELATED PARTY TRANSACTIONS**

Owing to the nature of the academy trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations or individuals in which a trustee or member of senior management has an interest. All transactions involving such organisations or individuals are conducted in accordance with the requirements of the Academies Financial Handbook and in accordance with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

**28. AGENCY ARRANGEMENTS**

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2021 the trust received £14,652 (2020: £13,768) and disbursed £23,665 (2020: £17,877) from the fund. An amount of £34,521 (2019: £38,630) is included in other creditors relating to undistributed funds that is repayable to ESFA.