

**The Chelsea Academy  
(A Science Academy)**

**Annual Report and Financial  
Statements**

31 August 2022

Company Limited by Guarantee  
Registration Number  
06176090 (England and Wales)

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## Reference and administrative information

<b>Members</b>	London Diocesan Board for Schools The Royal Borough of Kensington and Chelsea The Bishop of Kensington
<b>Governors</b>	Lady Sassoon (Chair) Mrs J Birkett (Vice-Chair) Mrs M Ardron Mr R Blackwell (from 24 August 2022) Mr A Busawon (from 22 April 2022) Mr G Griffin (from 12 April 2022) Mrs S Harris Reverend S Hole Ms H Hughes (from 21 January 2022) Mr J Lansley-Gordon (from 14 October 2021) Mrs L Malkin Mrs T Salam Mr J Simmonds Ms C Williams
<b>Company Secretary</b>	Lucian Boyd Harte (until 31 August 2022) Sara Hopkins (from 1 September 2022)
<b>Leadership Team</b>	
Principal	Mariella Ardron
Senior Vice Principal	Bernie Whittle
Vice Principal	Niamh McGuinness
Director of Finance and Operations	Lucian Boyd Harte (until 31 August 2022) Sara Hopkins (from 1 September 2022)
Assistant Principal	David Greene
Assistant Principal	Joanne Holgate
Assistant Principal	Emma Rickford
Assistant Principal	David Whitley
<b>Registered address</b>	Lots Road London SW10 0AB
<b>Company registration number</b>	06176090 (England and Wales)
<b>External Auditor</b>	Buzzacott LLP 130 Wood Street London EC2V 6DL

## Reference and administrative information

**Internal Auditor** MacIntyre Hudson LLP  
2 London Wall Place  
Barbican  
London  
EC2Y 5AU

**Bankers** HSBC Bank Plc  
25 Notting Hill Gate  
London  
W11 3JJ

**Solicitors** Eversheds Sutherland LLP  
One Wood Street  
London  
EC2V 7WS

## **Governors' report** Year to 31 August 2022

The Governors of The Chelsea Academy (A Science Academy) ('the Academy') present their annual report, together with the financial statements and the auditor's report of the charitable company for the year to 31 August 2022. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 32 to 37 of the attached financial statements and comply with the Academy's memorandum and articles of association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102).

The Academy Trust operates an academy for students aged 11 to 18 serving the local community and the wider population of West London who want a Church of England school. This means that while the majority of our students live within one mile of the Academy (including those living in neighbouring boroughs of Wandsworth and Hammersmith and Fulham), a number do travel several miles to attend. It has a student capacity of 900 aged 11 to 16 and a maximum capacity of 300 for 16 to 18 year old places. The Academy had a roll of 1,190 students in the school census on 6 October 2022.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution**

The Academy is a company limited by guarantee with no share capital (company registration no. 06176090) and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy. The sponsors of the Academy are the London Diocesan Board for Schools (LDBS) and the Royal Borough of Kensington and Chelsea (RBKC). The Governors of Chelsea Academy (A Science Academy) are also the directors of the charitable company for the purposes of company law and trustees for the purposes of charity law. The charitable company is known as Chelsea Academy.

#### **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.

#### **Governors' indemnities**

There are no qualifying third-party indemnity provisions to declare.

#### **Principal activities**

The objects of the charitable company, as set out in the memorandum of association, are to advance, for the public benefit, education in the United Kingdom, in particular by establishing, maintaining, operating and developing a Church of England school, offering a broad curriculum with a strong emphasis on, but not limited to, the Sciences, conducted in accordance with the principles and practices of the Church of England.

## STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

### Governors

The Governors are directors of the charitable company for the purposes of the Companies Act 2006. The following Governors served during the year as shown below:

Governor	Appointed	Resigned
Lady Sassoon (Chair)		
Mrs Joanna Birkett (Vice-Chair)		
Mrs Mariella Ardron		
Mr Roy Blackwell	24 August 2022	
Mr Abheesh Busawon	22 April 2022	
Mr Gary Griffin	12 April 2022	
Mrs Susan Harris		
Reverend Dr Sam Hole		
Ms Hazel Hughes	21 January 2022	
Mr Jonathan Lansley-Gordon	14 October 2021	
Mr Massimiliano Lami		7 October 2021
Ms Nicola Lupton		4 March 2022
Ms Laura Malkin		
Mr Dotun Olaleye		18 October 2021
Ms Kate Roskell		31 January 2022
Mrs Tabia Salam		
Mr Julian Simmonds		
Ms Catherine Williams		

### Method of recruitment and appointment or election of Governors

The term of office for any Governor shall be four years, although the nominating bodies may re-nominate the Governor to serve for a further term. This time limit shall not apply to the Principal.

The articles of association provide for the appointment or election of up to 15 Governors, as follows:

- ◆ four governors appointed by the LDBS;
- ◆ three governors appointed by the RBKC;
- ◆ the Principal of Chelsea Academy;
- ◆ one elected parent governor;
- ◆ one elected staff governor;
- ◆ one governor, to represent the private sector, who is appointed by the LDBS and the RBKC; and
- ◆ up to four governors co-opted by the Governing Body.

Governors receive an induction and training programme on the Academy's policies and procedures appropriate to their skills and experience. As a minimum, this will include training on the Academy's Child Protection policy.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Organisational structure**

As set out in the articles of association, the Governors exercise their powers and functions with a view to fulfilling a largely strategic role in the running of the Academy and consider any advice given by the Principal.

The Board of Governors of the Academy has three core roles:

- ◆ to set the Academy's strategic direction; its mission, ethos, core values, overall aims and objectives;
- ◆ to provide accountability for the Academy, for example by reporting to key stakeholder groups and providing information for those groups; or by hearing appeals against decisions of the Academy; and
- ◆ to monitor and evaluate the Academy's performance, for example against past performance, against other 'like' academies and against its own improvement plan, budgets and policies.

In particular, this means exercising responsibility for, and oversight over, the following:

- ◆ overall policy and strategic direction of the Academy;
- ◆ mission and vision of the Academy;
- ◆ the Academy's Development Plan;
- ◆ adoption and monitoring of key targets;
- ◆ adoption of the annual budget and major financial decisions;
- ◆ overall curriculum;
- ◆ preparation of the annual report and financial statements;
- ◆ overall governance of the Academy, including oversight of committees and appointment of Governors;
- ◆ dealing with any statutory inspection of the Academy; and
- ◆ maintaining relations with the sponsors of the Academy and the Education and Skills Funding Agency (ESFA).

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Organisational structure** (continued)

The Principal is responsible for the internal organisation, management and control of the Academy and for advising on and implementing the Academy's strategic framework. In particular, the Principal and Leadership Team will formulate specific aims and objectives, policies and targets for the Governing Body to consider adopting. The Principal is responsible for discharging many responsibilities on the Governing Body's behalf, as well as for discharging his/her own responsibilities. The Principal is the Academy's Accounting Officer.

Chelsea Academy has no subsidiary companies.

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

Key management personnel comprise the Governors and the Leadership Team as shown on page 1. As directors of the company, the Governors of the Academy are classed as key management personnel together with the Leadership Team. However, their role is non-executive and the day-to-day management of the Academy is undertaken by the Leadership Team. The Governors are not remunerated for their role as Governors.

The Remuneration Committee delegates the day-to-day implementation of the Pay Policy to the Principal. This includes setting initial pay levels, within the agreed pay structure, for all new staff and existing staff being appointed to new positions. It also includes decisions regarding the awarding of additional responsibility allowances and any revision of pay scales resulting from agreed changes to job descriptions, other than changes affecting Leadership Team posts.

The Remuneration Committee is responsible for any decisions regarding exceptions to the pay policy and any changes relating to the pay of the Vice Principals, Director of Finance and Operations and Principal.

The responsibility for performance management, with the exception of that of the Principal, is delegated to the Principal and subsequently to other line managers. All pay decisions for the Vice Principals and Director of Finance and Operations will be based on recommendations by the Principal and for the Principal it will be based on the recommendation of the Chair of Governors and the Chair of the Remuneration Committee. The Remuneration Committee, acting on behalf of the Board of Governors, will quality control these decisions and ensure that they are fair and transparently applied. The Remuneration Committee will also consider pay progression of over one point for any member of staff.

Leadership pay is within the recommended minimum and maximum thresholds of the Standard Teachers Pay and Conditions Document (STPCD) 2021 (paragraph 4.4, page 11, STPCD, 2021).



**STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

**Trade union facility time**

***Relevant union officials***

Number of employees who were relevant union officials during the period	Full-time equivalent employee number
2	2

***Percentage of time spent on facility time***

Percentage of time	Number of employees
1 - 50%	2

***Percentage of pay bill spent on facility time***

Total cost of facility time	£2,263
Total pay bill	£7,074k
Percentage of the total pay bill spent on facility time	0.03%

***Paid trade union activities***

Time spent on paid trade union activities as a percentage of total paid facility time hours	5%
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**Risk management**

During the year ended 31 August 2022, the risk register has been used by the Governors to ensure that the major risks to which the Academy is exposed have been kept under review, in particular those relating to teaching, the provision of facilities and other operational areas of the Academy, and its finances.

Systems are in place, including operational procedures (e.g. vetting of new staff and visitors) and internal financial controls, in order to minimise risk. Where significant financial risk still remains, the Academy has ensured it has adequate insurance cover. The Academy has a system of internal financial control and more details are provided on pages 17 and 18.

**Connected organisations, including related party relationships**

The Academy's sponsors are the Royal Borough of Kensington and Chelsea (RBKC) and the London Diocesan Board for Schools (LDBS). Details of any financial transactions during the year with these two organisations are given in note 19.

The Chelsea Academy Foundation, a registered charity (charity number 1120784), exists to raise funds to support access for all students to an extended range of curriculum at the Academy. Details of donations from the Chelsea Academy Foundation during the year are given in note 19.

## **OBJECTIVES AND OUTCOMES**

Chelsea Academy is a mixed Church of England Academy for students aged between 11 and 19 years. The sponsors' vision is for a school that serves its local community and has a distinctive Christian ethos. Our objective is to deliver a high quality education for all students who attend the Academy.

The Academy opened in September 2009 and has places for 180 students per year group. Over 820 applications were received for the Academy's current Year 7 cohort.

Chelsea Academy was graded outstanding by Ofsted in May 2012 and by the National Society and the Methodist Church for the conduct of the Statutory Inspection of Anglican and Methodist Schools (SIAMS) in July 2012 and July 2017. It was awarded the Investors in People Gold Kitemark for the fifth time in June 2020. In October 2020 the Academy received an Ofsted monitoring visit in accordance with Ofsted's published procedures for visiting schools whilst routine inspections were temporarily suspended.

The Academy's historic specialism is the Sciences. The vision of the science specialism is for all students to develop an understanding of the importance of science. It is our priority to ensure that students are enthused by science and we work hard to teach engaging and memorable lessons. 70% of our Sixth Form students study a science and, through developing strong links with universities, we have ensured that they are aware of the career opportunities that studying science can lead to.

From 1 September 2023 50% of places are foundation (church) places and 50% are community (open) places. Priority is given to the siblings of students who attend the Academy.

The Academy encourages academic success in all disciplines but also recognises and celebrates the need to develop the whole child. The Academy has outstanding pastoral structures and processes to support, educate and safeguard students and has a highly aspirational Personal Development programme. This includes an Extended Curriculum through which students flourish and gain significant cultural capital.

The ability profile of the students who attend Chelsea Academy is slightly above the national average. The catchment is diverse and its deprivation indicators are slightly worse than the national average according to Analyse School Performance (ASP). Student mobility has increased and there has been a marked increase in movement since the start of the Covid-19 pandemic.

### **Vision Statement**

In 2019 we revisited and revised our vision, mission and values and sharpened our curriculum intent. Chelsea Academy is Anchored in Christ. This roots all that we do in a shared vision so that we can achieve excellence.

- ◆ Our vision is Learning together to flourish.
- ◆ Our mission: Work Hard, Be Kind, No Excuses.
- ◆ Our values are Joy, Perseverance, Forgiveness, Charity and Servant leadership.

## **OBJECTIVES AND OUTCOMES** (continued)

### **Vision Statement** (continued)

The Principal's vision is that:

We will be a diverse and inclusive community welcoming both students and staff with open arms. Our Christian values will anchor us, providing the framework with which to live, learn and work together through kindness and love.

Throughout their time at Chelsea Academy each student will flourish, benefitting from a rich academic curriculum and strong pastoral care. Learning will excite, inspire and challenge. Beyond the taught curriculum there will be many opportunities for students to develop their interests and passions. We aspire to acknowledge and embrace vulnerability. All students will develop: resilience, wisdom, hope and skills with which to lead happy, healthy and fulfilling lives.

## **STRATEGIC REPORT**

### **Achievements, performance and review of activities**

2021/22 saw the first normal academy year since 2020 and both staff and students welcomed the return to this normality, especially a return to public examinations. On our return in September 2021 we celebrated a strong set of Teacher Assessed grades (TAGs) and were delighted with the range of destinations that Year 13 students went onto following on from A Level results. These included Imperial College London, Cambridge, Manchester and Warwick.

We continued to be oversubscribed at both Year 7 and Year 12. In November 2021 we welcomed nine Afghan evacuees as part of Operation Warm Welcome. Over the course of the year we have continued to welcome further refugees from Afghanistan and from March 2022, the Ukraine.

With the welcome relief of no longer having to operate in 'year bubbles', students returned to studying a broad and balanced curriculum and all students accessed creative and practical subjects, which had been put on hold due to Covid-19 restrictions in the previous year. There was a specific focus on ensuring that the personal development of students was prioritised. This was in recognition of the impact of the pandemic on many of our students. It was quickly apparent that the pandemic affected disadvantaged students more than other students and given that almost 40% of the student population are categorised as disadvantaged, this was all the more reason to ensure we provided a range of opportunities for our students. These ranged from a whole year group residential, to theatre trips and speakers coming into the Academy and to a fully funded summer school in July 2022 for the incoming Year 7 cohort. The Academy was able to use Covid-19 monies with efficacy to fund all these opportunities. We also used some National Tutoring Programme funding for tutoring delivered by Academy staff and an external provider. Year 11 and Year 13 were well prepared for the first public examinations since 2019.

During the year the Academy maintained its earlier (summer 2021) response to the 'Everyone's Invited' initiative to ensure that students felt safe and confident to report alleged incidents of Harmful Sexual Behaviour (HSB). In addition, there were explicit student and staff training sessions to ensure better education and understanding around HSB.

## STRATEGIC REPORT (continued)

### **Achievements, performance and review of activities** (continued)

The Leadership Team worked strategically across the year on identified priorities as set out in the Academy Development Plan. The drive to plan effectively for the introduction of a further year to the KS3 curriculum was successful and leaders at all levels continued to prepare for the Academy's forthcoming Ofsted inspection. This involved ensuring the Academy's Quality of Education is excellent and meets the exacting criteria to be awarded Ofsted 'outstanding'. There was a focus on high-quality teaching and learning, not least as this is proven to be the most effective determinant in ensuring strong progress for all students, especially those who are disadvantaged. This year just under 20% of the teaching staff were new (within 3 years) entrants to the profession. Effective professional development, including learning to manage student behaviour, was carefully planned to support these, and other staff. Recruitment and retention remained a high priority in 2021/22 and as part of that there was a renewed commitment to ensuring that staff wellbeing is at the heart of decisions. Surveys, Principal interviews, and initiatives including a longer October half term break and staff/ governor focus groups have enabled the Leadership Team to identify workload issues and how to further improve staff wellbeing.

Student attendance continued to be affected by the pandemic although it was always above both national and local figures. Despite the ever changing guidance on Covid-19 isolation rules, the impact of staff absence on students' learning was carefully managed, although this did have a notable impact on staff supply costs.

### **Public benefit**

The Governors confirm that they have considered the advice contained in the Charity Commission's general guidance on public benefit when reviewing the Academy's objectives and aims and in planning future activities for the year. The Governors consider that the Academy's aims are demonstrably for the public benefit.

### **Financial review**

#### ***Financial report for the year***

The financial position of the Academy at 31 August 2022 was sound. The Academy incurred an operating surplus of £20,000 (2021 – surplus of £278,000) equivalent to 0.2% of its operating income (2021 – 3%). The reconciliation between the net movement in funds and the operating surplus above is shown in note 21.

The results for the year are shown on page 28.

The net increase in funds for the year was £3,388,000 (2021 – net decrease of £1,770,000). This was made up as follows:

- ◆ The operating surplus, which excludes transactions relating to the fixed asset fund and FRS 102 pension liability adjustments, was £20,000 (2021 – surplus of £278,000).
- ◆ The actuarial gains in the year were £4,539,000 (2021 – losses of £767,000). The valuation of the Local Government Pension Scheme (LGPS) resulted in a non-cash charge to expenditure of £692,000 (2021 – £463,000).

## **STRATEGIC REPORT** (continued)

### **Financial review** (continued)

#### ***Financial report for the year*** (continued)

- ◆ The other factors contributing to the difference between the operating surplus and the net movement in funds were the depreciation charge of £916,000 (2021 –£908,000), fixed asset fund income of £437,000 (2021 – £96,000) and transfers of £17,000 (2021 – £30,000) representing restricted income funds utilised on fixed asset purchases.

The pension liability adjustments and depreciation charge have had no cash impact on the Academy or other effect on its normal operations during the year to 31 August 2022. The pension liability adjustments represent the reduced cost this year of providing the Academy's future pension obligations to its staff. These adjustments are derived from changes in actuarial assumptions and are a long-term liability. Staff costs as a percentage of total income, excluding capital grants, increased from 76% in 2020/21 to 78% in 2021/22 (excluding notional pension adjustments for the LGPS).

#### ***Financial and risk management objectives and policies***

The Academy's risk management system is designed to involve all the relevant members of the Leadership Team. The strategic risk register is reviewed at each of its meetings by the Finance, Risk and Audit Committee, a Governors' sub-committee tasked to review all financial matters, and annually by the full Board of Governors.

The Academy's risk management objective is to balance the mitigation of risk against the cost of doing so, given the likelihood and potential cost of the risk materialising.

#### ***Reserves policy***

As at 31 August 2022 the Academy had reserves of £1,380,000 (2021 – £1,377,000) made up of unrestricted funds (also free reserves) of £629,000 (2021 – £552,000) and £751,000 (2021 – £825,000) restricted general funds, which may be used for any education-related purpose. This capital would cover the Academy for 2 months' worth of its payroll costs (circa £525,000 per month). The Governing Body has adopted a policy on reserves to carry forward a prudent level of resources designed to meet the long-term cyclical needs of renewal, future investments and any other unforeseen contingencies.

The Governors aim to maintain the level of reserves over time, without adversely affecting the ability of the Academy to achieve its other objectives.

#### ***Investment policy***

The Governors' investment powers are governed by the memorandum and articles of association, which permit those Academy funds not immediately required for the furtherance of its objects to be invested in or upon such investments, securities or property as may be thought fit, subject to such conditions and consents as may for the time being be imposed or required by law. The Academy has not engaged in any investment of surplus funds during the year under review and has left all surplus funds on deposit.

## STRATEGIC REPORT (continued)

### Financial review (continued)

#### ***Principal risks and uncertainties***

There are three major risks facing the Academy:

- ◆ School funding is insufficient to meet inflationary pressures including staff salary increases and utility costs
- ◆ falling demand for places, both for Year 7 and Sixth Form, particularly as a result of changing demographics or a change in OFSTED grading; and
- ◆ reduced ability to recruit and retain high-quality staff, in particular in shortage subjects

The Academy is seeking to mitigate the first of the above risks through seeking to ensure that we have a balanced budget, modelling different budget scenarios and ensuring the Academy has time to implement changes, if required. The Principal sits on the Schools Forum so has access to forward projections from the Local Authority and can plan for the impact on the Academy.

There is an ongoing programme to promote the Academy, its offering and its successes, to potential applicants and their families. Careful monitoring of expected public exam results is carried out with remedial action put into place as necessary. Staff are preparing for an OFSTED inspection.

The Academy is working to recruit and retain high-quality staff through providing appropriate terms and conditions to attract the best candidates, having a dynamic recruitment strategy and investing in staff professional development and well-being.

The funding of both the Teachers' Pension Scheme and Local Government Pension Scheme remain the major non-operational financial risks for the Academy.

## FUNDRAISING

Chelsea Academy did not carry out any direct fundraising in 2021/22 but cooperates closely with Chelsea Academy Foundation (a related party – see note 19) which works to support the Academy via its own fundraising and its own donations back to Chelsea Academy.

## PLANS FOR FUTURE PERIODS

### **The Academy Development Plan**

The Academy is now in its 13th year and continues to aspire to be 'one of the best schools in London by 2025' in every sense of the word. We have four priorities between now and 2025. These are detailed in a Five Year Plan (2020-2025) with criteria for each of the four priorities. These are:

***Priority 1: Ensure that all students are prepared for a successful future with a strong focus on pastoral care and careers education that outlines pathways for individual success***

**PLANS FOR FUTURE PERIODS** (continued)

**The Academy Development Plan** (continued)

*Priority 2: Ensure that staff are looked after and their wellbeing and professional development are protected and enhanced*

*Priority 3: Ensure that the Academy is successful*

*Priority 4: Ensure that the Academy remains an excellent Church of England School that celebrates the diversity of the community it serves.*

Our annual Academy Development Plan details actions, key individuals and potential impact to ensure that we meet key strands of each of the four priorities by the end of 2023.

**Areas for Academy development in 2022 and 2023**

- ◆ To ensure student progress at KS4 and KS5 is in line with 2019 and that both the two-year KS4 and three-year KS3 are well embedded with a consistent approach to teaching, learning and assessment
- ◆ To consolidate our equality, diversity and inclusion work and broaden this beyond anti-racism to consider wider inclusivity issues.
- ◆ To ensure that learning is matched to the needs of all students to support and challenge all
- ◆ To promote reading, writing and oracy for all students
- ◆ To ensure that the Academy's approach to and monitoring of attendance sees improved attendance rates that are in line with 2019 rates.
- ◆ To continue to develop staff professionally through high-quality training and professional accountability.
- ◆ To embed Year 11 and post 16 provisions for religious education so that it meets the needs of all students and supports our effectiveness as a church school
- ◆ To take actions to ensure a successful inspection by SIAMS (Statutory Inspection of Anglican and Methodist Schools)

**AUDITOR**

Insofar as the Governors are aware:

- ◆ there is no relevant audit information of which the charitable company's auditor is unaware; and
- ◆ the Governors 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.

Governors' report, incorporating a strategic report, approved by order of the Governing Body on and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Lady Sassoon'.

Lady Sassoon  
Chair of Governors  
Date: 12<sup>th</sup> December 2022



### Scope of responsibility

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

The Governors have delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and are in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Academy and the Secretary of State for Education. The Principal is also responsible for reporting to the Governors any material weaknesses or breakdowns in internal control.

### Governance

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

The information on governance included here supplements that described in the Governors' report and in the statement of Governors' responsibilities. The Governors formally met four times during the year. Attendance during the year at meetings of the Board of Governors was as follows:

<b>Governor</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Lady Sassoon (Chair)	4	4
Mrs Joanna Birkett (Vice-Chair)	3	4
Mrs Mariella Ardron	4	4
Mr Roy Blackwell	0	0
Mr Abheesh Busawon	1	1
Mr Gary Griffin	1	1
Mrs Susan Harris	4	4
Revd Sam Hole	4	4
Ms Hazel Hughes	2	2
Mr Massimiliano Lami	0	0
Mr Jonathan Lansley-Gordon	3	4
Ms Nicola Lupton	1	2
Ms Laura Malkin	4	4
Mr Dotun Olaleye	0	1
Ms Kate Roskell	1	2
Mrs Tabia Salam	4	4
Mr Julian Simmonds	3	4
Ms Catherine Williams	3	4

The Board met four times in 2021/22. It has maintained effective oversight of funds with fewer meetings by delegating certain areas to sub-committees, which are described on the following pages. The board receives a range of data from both internal and external nationally recognised sources such as DfE, ALPs, Challenge Partners, the London Diocesan Board for Schools and the Academy's School Improvement Partners to help it carry out governance.

### Conflicts of interest

Chelsea Academy manages conflicts of interest through maintaining an up-to-date and complete register of interests for both Governors and members of the Extended Leadership Team. Any conflicts of interests for Governors are also declared before every meeting. Where a conflict of interest is identified the affected Governor or member of the Extended Leadership Team absent themselves from any discussion where it is possible that it may impact their duty to act solely in the interests of the Academy.

### Governance reviews

Governance was last reviewed in June 2021 by our internal auditors. Each year the Governors undergo a process of self-evaluation and participate in training in conjunction with the Leadership Team. The Governors have completed a skills audit and a 360° review of the Chair has taken place. Five new governors were recruited during 2021/22 to help ensure the Governing Body maintained the appropriate balance of experience and skills that allow the education, finance, legal and HR aspects of the Academy to be challenged and supported. Training sessions have looked at five year strategic planning as well as annual development priorities for the Academy, safeguarding, support for students with special educational needs and disabilities and the OFSTED framework, in addition to reviewing teaching and learning within specific curriculum areas.

The **Finance, Risk and Audit Committee** is a sub-committee of the main Governing Body. Its purpose is to review all non-academic operational matters on behalf of the Governing Body, including the regular consideration of the Academy's financial position and risk management. Attendance at meetings in the year was as follows:

<b>Committee member</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Mr Julian Simmonds (Chair)	3	3
Mrs Mariella Ardron	3	3
Mrs Joanna Birkett	3	3
Mr Abheesh Busawon	1	1
Ms Hazel Hughes	2	2
Mr Massimiliano Lami	0	0
Mr Dotun Olaleye	0	1
Ms Kate Roskell	0	1
Lady Sassoon	2	3

In addition to the Finance, Risk and Audit Committee, governance is exercised through a number of other Committees, including the Students and Curriculum Committee and the Remuneration Committee. The Chair of Governors and the Chair of the Finance, Risk and Audit Committee review the Management Accounts monthly and all Governors review the accounts bi-monthly, together with the Finance, Risk and Audit Committee at all its meetings.

### Review of value for money

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

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

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

- ◆ Combining transactions to obtain volume discount, collaborating between departments to obtain better prices and securing discounts from bulk buying.
- ◆ Optimising the cost of delivering services and goods over the full life of contracts, rather than minimising the initial price.
- ◆ Reviewing all contracts to ensure that they offer value for money and where necessary changing suppliers for key items such as gas and electricity and consumables.

Although not relevant for 2021/22, where appropriate, the Academy would competitively tender any major spends and present them to the Finance, Risk and Audit Committee for scrutiny and justification for value for money

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable, and not absolute, assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Academy's 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.

**Capacity to handle risk**

The Board of Governors has reviewed the key risks to which the Academy is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year ended 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

**The risk and control framework**

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

- ◆ comprehensive budgeting and monitoring systems, with an annual budget and periodic financial reports, which are reviewed and agreed by the Board of Governors;
- ◆ regular reviews by the Finance, Risk and Audit 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;

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

- ◆ clearly defined purchasing (asset purchase or capital investment) guidelines;
- ◆ delegation of authority and segregation of duties; and
- ◆ identification and management of risks.

The Board of Governors has considered the need for a specific internal audit function and in line with the newly revised FRC Ethical Standard appointed MHA MacIntyre Hudson as the Academy's new internal auditor for the 2021/22 financial year. The internal auditor's role includes performing a range of checks on the Academy's financial systems and assessing the adequacy of controls in place to mitigate the risks faced by the Academy. The internal auditor reports to the Board of Governors on the operation of the systems of control and on the discharge of the Board of Governors' financial responsibilities. During 2021/22 there were three internal audits focused on reviewing the Academy's core financial controls, including those operating over bank balances, purchases, payroll, income, management and month-end reporting, governance, credit card payments and fixed assets

In the year ended 31 August 2022, the Governors confirm that the internal audit function has been delivered in line with requirements of the ESFA and the internal auditor is not aware of any material internal control issues in the year.

**Review of effectiveness**

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

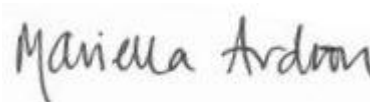
- ◆ the work of the internal auditor;
- ◆ the work of the external auditor;
- ◆ the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has advised the Finance, Risk and Audit Committee of the implications of her review of the system of internal control and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Governing Body on 12th December 2022 and signed on their behalf by:



Lady Sassoon  
Chair of Governors



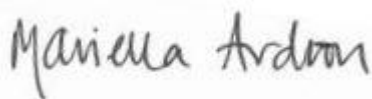
Mrs Mariella Ardron  
Accounting Officer

**Statement on regularity, propriety and compliance** 31 August 2022

As Accounting Officer of The Chelsea Academy (A Science Academy), I have considered my responsibility to notify the Academy's Board of Governors and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

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

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 Governors and ESFA.

A handwritten signature in black ink that reads "Mariella Ardron". The signature is written in a cursive style.

Mrs Mariella Ardron  
Accounting Officer  
Date: 12<sup>th</sup> December 2022

## Statement of Governors' responsibilities 31 August 2022

The Governors (who act as trustees of the Academy and are also the directors of the Academy for the purposes of company law) are responsible for preparing the Governors' report and the financial statements in accordance with the Annual 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 Governors to prepare financial statements for each financial year. Under company law, the Governors 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 Academy and of its income and expenditure for that period. In preparing these financial statements, the Governors are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities' SORP (FRS 102) and the Academies Accounts Direction 2021 to 2022;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Academy will continue in operation.

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

The Governors are responsible for ensuring that in its conduct and operation the Academy 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.

The Governors are responsible for the maintenance and integrity of the charity and financial information included on the Academy'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 Governors on 12th December 2022 and signed on its behalf

by: 

Lady Sassoon, Chair of Governors

**Independent auditor's report to the members of The Chelsea Academy (A Science Academy)**

**Opinion**

We have audited the financial statements of The Chelsea Academy (A Science Academy) (the 'charitable company') for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the related notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (the Charities SORP (FRS 102)) and the Academies Accounts Direction 2021 to 2022.

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ◆ have been prepared in accordance with the Charities SORP (FRS 102) and Academies Accounts Direction 2021 to 2022.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the 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.

**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 charitable company'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.

**Other information (covering the reference and administrative details, the report of the Governors and Strategic Report and the Governance Statement)**

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

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

We have nothing to report in this regard.

**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 Governors' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the Governors' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' report including the strategic report.

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

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



### **Responsibilities of Governors**

As explained more fully in the Governors' responsibilities statement, the Governors (who are also the directors 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 Governors 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 Governors are responsible for assessing the charitable company'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 Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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

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

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 charitable company through discussions with management, and from our knowledge of the academy trust sector;
- ◆ the 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 considered the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP 2019, the Academies Accounts Direction 2021 to 2022, the Academy Trust Handbook 2021, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of governors' meetings and papers provided to the governors.

**Auditor's responsibilities for the audit of the financial statements** (continued)

- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

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

- ◆ making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- ◆ 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;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

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;
- ◆ reviewing the minutes of governors meetings;
- ◆ enquiring of management and those charged with governance as to actual and potential litigation and claims;
- ◆ reviewing any available correspondence with Ofsted, ESFA and HMRC; and
- ◆ the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.





**Approach** (continued)

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:

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

**Conclusion**

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



Buzzacott LLP  
Chartered Accountants  
130 Wood Street  
London  
EC2V 6DL

**Statement of financial activities (including income and expenditure account)**  
Year to 31 August 2022

	Notes	Restricted funds			<b>2022 Total funds £'000</b>	2021 Total funds £'000
		Un- restricted general fund £'000	General £'000	Fixed assets fund £'000		
<b>Income from:</b>						
Donations and capital grants	2	—	139	437	<b>576</b>	206
Charitable activities						
. Funding for the Academy's educational operations	4	—	9,121	—	<b>9,121</b>	8,799
Other trading activities	3	204	10	—	<b>214</b>	112
<b>Total income</b>		<u>204</u>	<u>9,270</u>	<u>437</u>	<b>9,911</b>	<u>9,117</u>
<b>Expenditure on:</b>						
Charitable activities						
. Academy's educational operations	6	127	10,019	916	<b>11,062</b>	10,120
<b>Total expenditure</b>	5	<u>127</u>	<u>10,019</u>	<u>916</u>	<b>11,062</b>	<u>10,120</u>
<b>Net income (expenditure) before transfers</b>		77	(749)	(479)	<b>(1,151)</b>	(1,003)
<b>Transfers between funds</b>	14	—	(17)	17	<b>—</b>	—
<b>Net income (expenditure)</b>		<u>77</u>	<u>(766)</u>	<u>(462)</u>	<b>(1,151)</b>	<u>(1,003)</u>
<b>Other recognised gains and losses</b>						
Actuarial gains(losses) on defined benefit pension scheme	18	—	4,539	—	<b>4,539</b>	(767)
<b>Net movement in funds</b>		77	3,773	(462)	<b>3,388</b>	(1,770)
<b>Reconciliation of funds</b>						
Total fund balances brought forward at 1 September 2021		552	(3,022)	31,984	<b>29,514</b>	31,284
<b>Total fund balances carried forward at 31 August 2022</b>		<u>629</u>	<u>751</u>	<u>31,522</u>	<b>32,902</b>	<u>29,514</u>

All of the Academy's activities derived from continuing operations during the above two financial periods.

All gains and losses are included in the above Statement of Financial Activities.

**Balance sheet** 31 August 2022

	Notes	2022 £'000	2022 £'000	2021 £'000	2021 £'000
<b>Fixed assets</b>					
Tangible assets	1		<b>31,522</b>		31,984
			<b>31,522</b>		31,984
<b>Current assets</b>					
Stock		<b>16</b>		—	
Debtors	1 2	<b>461</b>		364	
Cash at bank and in hand		<b>2,000</b>		1,484	
		<b>2,477</b>		1,848	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	13	<b>(1,097)</b>		(471)	
<b>Net current assets</b>			<b>1,380</b>		1,377
<b>Net assets excluding pension scheme liability</b>					
			<b>32,902</b>		33,361
Defined benefit pension scheme liability	18		<b>—</b>		(3,847)
<b>Total net assets</b>			<b>32,902</b>		29,514
<b>Restricted funds</b>					
Fixed assets fund			<b>31,522</b>		31,984
Restricted income fund	14		<b>751</b>		825
Pension reserve	14		<b>—</b>		(3,847)
<b>Total restricted funds</b>	14		<b>32,273</b>		28,962
<b>Unrestricted income funds</b>					
General fund	14		<b>629</b>		552
<b>Total funds</b>			<b>32,902</b>		29,514

The financial statements on pages 28 to 52 were approved by the Governors, and authorised for issue on 12th December 2022 and are signed on their behalf by:



Lady Sarah Sassoon  
Chair

The Chelsea Academy (A Science Academy), Company Limited by Guarantee  
Registration Number: 06176090 (England and Wales)

## Statement of cash flows Year to 31 August 2022

	Notes	2022 £'000	2021 £'000
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	A	533	297
<b>Cash flows from investing activities</b>			
	B	(17)	(30)
<b>Change in cash and cash equivalents in the year</b>		<b>516</b>	<b>267</b>
<b>Reconciliation of net cash flow to movement in net funds:</b>			
Cash and cash equivalents at 1 September 2021		1,484	1,217
<b>Cash and cash equivalents at 31 August 2022</b>	C	<b>2,000</b>	<b>1,484</b>

### A Reconciliation of net expenditure to net cash (used in) provided by operating activities

	2022 £'000	2021 £'000
<b>Net expenditure for the year (as per the statement of financial activities)</b>	<b>(1,151)</b>	<b>(1,003)</b>
<b>Adjusted for:</b>		
Amortisation (note 11)	—	6
Depreciation (note 12)	916	908
Capital grants from DfE and other capital income	(437)	(96)
Defined benefit pension scheme cost less contributions payable (note 19)	622	418
Defined benefit pension scheme finance cost (note 19)	70	45
(Increase) decrease in stock	(16)	18
(Increase) decrease in debtors	(97)	96
Increase (decrease) in creditors	626	(95)
<b>Net cash provided by operating activities</b>	<b>533</b>	<b>297</b>

### B Cash flows used in investing activities

	2022 £'000	2021 £'000
Purchase of tangible fixed assets	(454)	(126)
Capital grants from DfE/ESFA	53	69
Capital funding received from sponsors and others	384	27
<b>Net cash flows used in investing activities</b>	<b>(17)</b>	<b>(30)</b>



## Statement of cash flows Year to 31 August 2022

### C Analysis of cash and cash equivalents

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Cash at bank and in hand	<b>2,000</b>	1,484
<b>Total cash and cash equivalents</b>	<b>2,000</b>	1,484

### D Analysis of changes in net debt

	At 1 September 2021 £'000	Cash flows £'000	At 31 August 2022 £'000
Cash	1,484	516	<b>2,000</b>
<b>Total</b>	1,484	516	<b>2,000</b>

## Principal accounting policies Year to 31 August 2022

### Statement of accounting policies

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

### Basis of preparation

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

The financial statements are presented in sterling and are rounded to the nearest thousand.

### Going concern

The Governors assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements. The Governors have made this assessment whilst considering the impact of the ongoing Covid-19 pandemic and the current high rate of inflation on the day-to-day activities of the Academy Trust.

### Income

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

### Grants

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

The 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.

**Income** (continued)

**Grants** (continued)

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

**Sponsorship income**

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

**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.

**Donated fixed assets**

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's accounting policies.

**Other income**

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

**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.

**Charitable activities**

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

All expenditure is stated net of recoverable VAT.

## Principal accounting policies Year to 31 August 2022

### Tangible fixed assets

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and are depreciated over their expected useful economic life. The related grants are credited to the restricted fixed assets fund in the statement of financial activities and are carried forward in the balance sheet. Depreciation on such assets is charged to the restricted fixed assets 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's depreciation policy.

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

◆ Buildings	2%
◆ Leasehold improvements	3.33 - 33%
◆ Furniture and equipment	20%
◆ Computer equipment	33%
◆ Motor vehicles	20%

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.

### Intangible fixed assets

Intangible assets are valued at the cost to the Academy of acquiring these assets. Amortisation of intangible fixed assets is calculated using the straight-line method to allocate the cost of the assets over their estimated useful lives. All intangible assets are assumed to have useful lives of three years and are amortised accordingly at an annual rate of 33%, from the date they are brought into use. An annual impairment review is carried out for each asset after it has been brought into use to re-assess its remaining useful life and that it still meets the definition of an intangible asset.

### 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.

### Leased assets

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

### **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 12. Prepayments are not financial instruments.

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

*Financial liabilities* – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 13. 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 is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

### **Pensions benefits**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 18, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

**Pensions benefits** (continued)

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

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

**Fund accounting**

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

Restricted fixed assets funds are resources which are to be applied to specific capital purposes imposed by the ESFA, Department for Education or other funder, where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted resources received and include grants from the ESFA and Department for Education.

**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.

***Critical accounting estimates and assumptions***

The Academy 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.

**Critical accounting estimates and areas of judgement** (continued)

***Critical accounting estimates and assumptions*** (continued)

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

**Agency arrangements**

The Academy acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from 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 funds received and paid and any balances held are disclosed in note 22 .

### 1 General Annual Grant (GAG)

Under the funding agreement with the Secretary of State the Academy was subject to limits at 31 August 2022 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The Academy has not exceeded these limits during the year ended 31 August 2022.

### 2 Donations and capital grants

	Restricted funds £000	Restricted fixed assets funds £000	2022 Total funds £000
2022			
Capital grants	—	396	396
Donated fixed assets	—	27	27
Other donations	139	14	153
	139	437	576

	Restricted funds £000	Restricted fixed assets funds £000	2021 Total funds £000
2021			
Capital grants	—	52	52
Donated fixed assets	—	44	44
Other donations	110	—	110
	110	96	206

### 3 Other trading activities

	Unrestricted funds £000	Restricted funds £000	2022 Total funds £000
2022			
Hire of facilities/ lettings income	127	—	127
Income from other charitable activities	22	10	32
Income from ancillary trading activities	55	—	55
	204	10	214

	Unrestricted funds £000	Restricted funds £000	2021 Total funds £000
2021			
Hire of facilities/ lettings income	85	—	85
Income from other charitable activities	—	27	27
	85	27	112



**4 Funding for the Academy's educational operations**

2022	Unrestricted funds £000	Restricted funds £000	<b>2022 Total funds £000</b>
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG) (note 1)	—	8,169	<b>8,169</b>
Other DfE/ESFA grants			
. Pupil Premium	—	363	<b>363</b>
. other DfE	—	206	<b>206</b>
	—	8,738	<b>8,738</b>
<b>Other Government grants</b>			
. Local authority grants	—	156	<b>156</b>
	—	156	<b>156</b>
Other income from the Academy Trust's educational operations	—	56	<b>56</b>
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up / Recovery premium	—	53	<b>53</b>
Other DfE/ESFA COVID-19 funding	—	29	<b>29</b>
	—	82	<b>82</b>
<b>COVID-19 additional funding (non-DfE /ESFA)</b>			
Other COVID-19 funding	—	89	<b>89</b>
	—	9,121	<b>9,121</b>

The trust received recovery premium funding of £53,000 (2021 – catch up premium of £71,000) costs incurred in respect of this funding and catch up premium totalled £87,000 (2021 – catch up premium of £37,000), the unspent balance carried forward was nil (2021 – £34,000).

2021	Unrestricted funds £000	Restricted funds £000	<b>2021 Total funds £000</b>
<b>DfE/ESFA grants</b>			
. General Annual Grant (GAG) (note 1)	—	7,707	7,707
. Other DfE/ESFA grants	—	375	375
. Pupil Premium	—	357	357
	—	8,439	8,439
<b>Other Government grants</b>			
. Local authority grants	—	77	77
	—	77	77
Other income from the Academy Trust's educational operations	—	21	21
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up premium	—	71	71
Other DfE/ESFA COVID-19 funding	—	103	103
	—	174	174
<b>COVID-19 additional funding (non-DfE /ESFA)</b>			
Other COVID-19 funding	—	88	88
	—	88	88
	—	8,799	8,799

Notes to the financial statements Year to 31 August 2022

**5 Expenditure**

2022	Staff costs (note 8) £000	Non pay expenditure		2022 Total funds £000
		Premises £000	Other costs £000	
Academy's educational operations (note 6)				
. Direct costs	6,876	916	775	<b>8,567</b>
. Support costs	1,145	755	595	<b>2,495</b>
	<b>8,021</b>	<b>1,671</b>	<b>1,370</b>	<b>11,062</b>

2021	Staff costs (note 8) £000	Non pay expenditure		2021 Total funds £000
		Premises £000	Other costs £000	
Academy's educational operations (note 6)				
. Direct costs	6,296	914	684	7,894
. Support costs	1,028	761	437	2,226
	<b>7,324</b>	<b>1,675</b>	<b>1,121</b>	<b>10,120</b>

	2022 Total funds £000	2021 Total funds £000
<b>Net expenditure for the year is stated after charging:</b>		
Operating lease rentals	<b>94</b>	90
Depreciation	<b>916</b>	908
Amortisation of intangible fixed assets	—	6
Fees payable to auditor		
. Statutory audit	<b>14</b>	13
. Other services	<b>7</b>	6

**6 Charitable activities – Academy's educational operations**

	2022 Total funds £000	2021 Total funds £000
Direct costs	<b>8,567</b>	7,894
Support costs	<b>2,495</b>	2,226
	<b>11,062</b>	10,120

**6 Charitable activities – Academy's educational operations (continued)**

Analysis of support costs	2022 Total funds £000	2021 Total funds £000
Support staff costs	1,145	1,028
Technology costs	39	40
Premises costs	755	650
Legal costs	2	10
Other support costs	533	479
Governance costs	21	19
<b>Total support costs</b>	<b>2,495</b>	<b>2,226</b>

**7 Comparative information**

Analysis of income and expenditure in the year ended 31 August 2021 between restricted and unrestricted funds:

	Notes	Restricted funds			2021 Total funds £'000
		Un- restricted general fund £'000	General £'000	Fixed assets fund £'000	
<i>Income from:</i>					
Donations and capital grants	2	—	110	96	206
<i>Charitable activities</i>					
· Funding for the Academy's educational operations	4	—	8,799	—	8,799
Other trading activities	3	85	27	—	112
Total income		85	8,936	96	9,117
<i>Expenditure on:</i>					
<i>Charitable activities</i>					
· Academy's educational operations	6	31	9,175	914	10,120
Total expenditure	5	31	9,175	914	10,120
Net income (expenditure) before transfers		54	(239)	(818)	(1,003)
Transfers between funds	15	—	(30)	30	—
Net income (expenditure)		54	(269)	(788)	(1,003)
<i>Other recognised gains and losses</i>					
Actuarial losses on defined benefit pension scheme	19	—	(767)	—	(767)
Net movement in funds		54	(1,036)	(788)	(1,770)
<i>Reconciliation of funds</i>					
Total fund balances brought forward at 1 September 2020		498	(1,986)	32,772	31,284
Total fund balances carried forward at 31 August 2021		552	(3,022)	31,984	29,514

## 8 Staff

### (a) Staff costs

Staff costs during the year were:

	<b>2022 Total funds £000</b>	2021 Total funds £000
Wages and salaries	5,455	5,171
Social security costs	621	573
Pensions	1,706	1,424
	<b>7,782</b>	<b>7,168</b>
Supply teacher costs	239	156
	<b>8,021</b>	<b>7,324</b>

### (b) Special staff severance payments

There were no special staff severance payments in 2021/22 (2020/21: none)

### (c) Staff numbers

The average number of persons (including the Leadership Team) employed by the Academy during the year ended 31 August 2022 was as follows:

<b>Charitable activities</b>	<b>2022 No.</b>	2021 No.
Teachers	76	72
Administration and support	44	40
Management	8	8
	<b>128</b>	<b>120</b>

The average number of persons (including the Leadership Team) employed by the Academy during the year ended 31 August 2022 expressed as full time equivalents was as follows:

<b>Charitable activities</b>	<b>2022 FTE</b>	2021 FTE
Teachers	74	70
Administration and support	40	37
Management	8	8
	<b>122</b>	<b>115</b>

### (d) Higher paid staff

The number of employees whose emoluments (excluding employer pension costs) fell within the following bands was:

	<b>2022 No.</b>	2021 No.
£60,001 - £70,000	7	10
£70,001 - £80,000	3	3
£80,001 - £90,000	3	2
£110,001 - £120,000	1	1

**8 Staff (continued)**

**(d) Higher paid staff (continued)**

All of the above employees participated in either the Teachers' Pension Scheme (TPS) or the Local Government Pension Scheme (LGPS). During the year ended 31 August 2022 pension contributions for these staff members amounted to £236,913 (2021 – £143,036).

**e) Key management personnel**

The key management personnel of the Academy comprise the Governors and the Leadership Team as listed on page 1. The Governors were not remunerated for their role as Governors. The total value of employee benefits (including employer pension and national insurance contributions) received by key management personnel for their services to the Academy was £887,001 (2021 – £865,289).

**9 Governors' remuneration and expenses**

The Principal only receives remuneration in respect of services they provide undertaking the role of Principal and not in respect of their service as a Governor. Other Governors did not receive any payments from the Academy in respect of their role as Governors. The value of Governors' remuneration and other benefits for the period in which they served as a Governor was as follows:

	<b>2022</b>	2021
	<b>£'000</b>	£'000
Mariella Ardron, Principal and Trustee		
. Remuneration	<b>115-120</b>	110-115
. Employer's pension contributions	<b>25-30</b>	25-30

No expenses were reimbursed to Governors during the year ended 31 August 2022 (2021 – £30 to 1 Governor).

Other related party transactions involving the Governors are set out in note 19 .

**10 Governors' and Officers' insurance**

In accordance with normal commercial practice the Academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the year ended 31 August 2022 was not separately disclosed in the Academy's insurance policy.

## 11 Tangible fixed assets

	Leasehold buildings £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total funds £000
<b>Cost</b>					
At 1 September 2021	40,867	871	1,062	28	<b>42,828</b>
Additions	146	123	185	—	<b>454</b>
Disposals	—	(19)	(109)	—	<b>(128)</b>
At 31 August 2022	<b>41,013</b>	<b>975</b>	<b>1,138</b>	<b>28</b>	<b>43,154</b>
<b>Depreciation</b>					
At 1 September 2021	9,016	857	943	28	<b>10,844</b>
Charge in year	828	13	75	—	<b>916</b>
Disposals	—	(19)	(109)	—	<b>(128)</b>
At 31 August 2022	<b>9,844</b>	<b>851</b>	<b>909</b>	<b>28</b>	<b>11,632</b>
<b>Net book value</b>					
At 31 August 2022	<b>31,169</b>	<b>124</b>	<b>229</b>	<b>—</b>	<b>31,522</b>
At 31 August 2021	<b>31,851</b>	<b>14</b>	<b>119</b>	<b>—</b>	<b>31,984</b>

## 12 Debtors

	2022 £000	2021 £000
Trade debtors	7	23
VAT recoverable	72	35
Prepayments and accrued income	382	306
	<b>461</b>	<b>364</b>

## 13 Creditors: amounts falling due within one year

	2022 £000	2021 £000
Trade creditors	313	133
Taxation and social security	163	146
Other creditors	246	118
Accruals and deferred income	375	74
	<b>1,097</b>	<b>471</b>
<b>Deferred income (included above)</b>		
Deferred income at 1 September 2021	1	30
Released during the year	(1)	(30)
Resources deferred in the year	25	1
Deferred income at 31 August 2022	<b>25</b>	<b>1</b>

Deferred income includes funding received for 2022/23 for a programme supporting students with transition into secondary school.

## 14 Funds

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2022 £000
<b>Restricted general funds</b>					
. General Annual Grant (GAG)	791	8,169	(8,192)	(17)	751
. Pupil premium	—	363	(363)	—	—
. Catch-up/Recovery premium	34	53	(87)	—	—
. Other DfE/ESFA COVID-19 funding	—	29	(29)	—	—
. Other COVID-19 funding	—	89	(89)	—	—
. Other	—	567	(567)	—	—
. Pension reserve	(3,847)	—	(692)	4,539	—
	<u>(3,022)</u>	<u>9,270</u>	<u>(10,019)</u>	<u>4,522</u>	<u>751</u>
<b>Restricted fixed assets fund</b>					
. DfE/ESFA capital grants	26,249	53	(746)	—	25,556
. Capital grants from Local Authority	4,060	370	(114)	—	4,316
. Private sector capital sponsorship	1,645	14	(46)	—	1,613
. Capital expenditure from GAG	30	—	(10)	17	37
	<u>31,984</u>	<u>437</u>	<u>(916)</u>	<u>17</u>	<u>31,522</u>
<b>Unrestricted funds</b>					
. General funds	552	204	(127)	—	629
<b>Total unrestricted funds</b>	<u>552</u>	<u>204</u>	<u>(127)</u>	<u>—</u>	<u>629</u>
<b>Total funds</b>	<u>29,514</u>	<u>9,911</u>	<u>(11,062)</u>	<u>4,539</u>	<u>32,902</u>

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

### **Restricted funds**

#### **General Annual Grant (GAG)**

Under the funding agreement with the Secretary of State, the Academy was subject to a limit on the amount of GAG that it could carry forward at 31 August 2022. Note 1 discloses whether the limit was exceeded.

#### **Fixed asset fund**

These grants relate to funding received from the DfE, ESFA and private sponsors to carry out works of a capital nature as part of the School Building project at Lots Road and other fixed assets purchased by the Academy.

#### **Pension reserve**

The pension reserve relates to the Academy's share of the assets and obligations in the Local Government Pension Scheme administered by the Royal Borough of Kensington & Chelsea.

14 Funds (continued)

**Comparative information**

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

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2021 £000
<i>Restricted general funds</i>					
. General Annual Grant (GAG)	631	7,707	(7,517)	(30)	791
. Pupil premium	—	357	(357)	—	—
. Catch-up premium	—	71	(37)	—	34
. Other DfE/ESFA COVID-19 funding	—	103	(103)	—	—
. Other COVID-19 funding	—	88	(88)	—	—
. Other	—	610	(610)	—	—
. Pension reserve	(2,617)	—	(463)	(767)	(3,847)
	<u>(1,986)</u>	<u>8,936</u>	<u>(9,175)</u>	<u>(797)</u>	<u>(3,022)</u>
<i>Restricted fixed assets fund</i>					
. DfE/ESFA capital grants	26,933	69	(753)	—	26,249
. Capital grants from Local Authority	4,140	27	(107)	—	4,060
. Private sector capital sponsorship	1,694	—	(49)	—	1,645
. Capital expenditure from GAG	5	—	(5)	30	30
	<u>32,772</u>	<u>96</u>	<u>(914)</u>	<u>30</u>	<u>31,984</u>
<i>Unrestricted funds</i>					
. General funds	498	85	(31)	—	552
Total unrestricted funds	<u>498</u>	<u>85</u>	<u>(31)</u>	<u>—</u>	<u>552</u>
Total funds	<u>31,284</u>	<u>9,117</u>	<u>(10,120)</u>	<u>(767)</u>	<u>29,514</u>

15 Analysis of net assets between funds

	Unrestricted funds £000	Restricted general funds £000	Restricted fixed asset fund £000	Total 2022 £000
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	—	—	31,522	31,522
Current assets	629	1,848	—	2,477
Current liabilities	—	(1,097)	—	(1,097)
<b>Total net assets</b>	<u>629</u>	<u>751</u>	<u>31,522</u>	<u>32,902</u>



**15 Analysis of net assets between funds** (continued)

	<i>Unrestricted funds £000</i>	<i>Restricted general funds £000</i>	<i>Restricted fixed asset fund £000</i>	<i>Total 2021 £000</i>
<i>Fund balances at 31 August 2021 are represented by:</i>				
<i>Tangible fixed assets</i>	—	—	31,984	31,984
<i>Current assets</i>	552	1,296	—	1,848
<i>Current liabilities</i>	—	(471)	—	(471)
<i>Pension scheme liability</i>	—	(3,847)	—	(3,847)
<b><i>Total net assets</i></b>	<b>552</b>	<b>(3,022)</b>	<b>31,984</b>	<b>29,514</b>

**16 Commitments under operating leases**

***Operating leases***

At 31 August 2022, the total of the Academy's future minimum lease payments under operating leases for equipment was as follows:

	<b>2022 £'000</b>	2021 £'000
Amounts due within one year	<b>71</b>	77
Amounts due between two and five years inclusive	<b>78</b>	54
	<b>149</b>	131

**17 Members' liability**

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

**18 Pension and similar obligations**

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

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

Contributions amounting to £99,759 were payable to the schemes at 31 August 2022 (2021 – £89,753) 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.

## 18 Pension and similar obligations (continued)

### *Teachers' Pension Scheme (continued)*

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; and
- ◆ 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 2024.

The employer's pension costs paid to TPS in the period amounted to £804,693 (2021 – £771,899).

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

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

**18 Pension and similar obligations** (continued)

**Local Government Pension Scheme (LGPS)**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £283,000 (2021 – £266,000) of which employer's contributions totalled £202,000 (2021 – £188,000) and employees' contributions totalled £81,000 (2021 – £78,000). The agreed contribution rates for future years are 16.1% for employers and between 5.5% and 12.5% 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.

<b>Principal Actuarial Assumptions</b>	<b>At 31 August 2022</b>	<b>At 31 August 2021</b>
Rate of increase in salaries	<b>4.05%</b>	3.9%
Rate of increase for pensions in payment / inflation	<b>3.05%</b>	2.9%
Discount rate for scheme liabilities	<b>4.25%</b>	1.7%
Inflation assumption (CPI)	<b>3.20%</b>	2.9%
Commutation of pensions to lump sums	<b>50.0%</b>	50.0%

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

	<b>At 31 August 2022 years</b>	<b>At 31 August 2021 years</b>
<i>Retiring today</i>		
Males	<b>21.4</b>	21.6
Females	<b>24.1</b>	24.3
 <i>Retiring in 20 years</i>		
Males	<b>22.9</b>	22.9
Females	<b>26.1</b>	25.7

*Sensitivity analysis*

The below analysis shows the monetary increase to the defined benefit obligation for the following changes in assumptions:

	<b>At 31 August 2022 £'000</b>	<b>At 31 August 2021 £'000</b>
Discount rate +0.1%	<b>(141)</b>	(294)
Discount rate -0.1%	<b>141</b>	305
Mortality assumption – 1 year increase	<b>155</b>	309
Mortality assumption – 1 year decrease	<b>(155)</b>	(298)
CPI rate +0.1%	<b>135</b>	10
CPI rate -0.1%	<b>(135)</b>	(9)

**18 Pension and similar obligations (continued)**

**Local Government Pension Scheme (LGPS) (continued)**

The Academy's share of the assets and liabilities in the scheme were:

	Fair value at 31 August 2022 £'000	Fair value at 31 August 2021 £'000
Equities	3,422	3,484
Property	360	226
Cash and other liquid assets	720	594
<b>Total market value of assets</b>	<b>4,502</b>	<b>4,304</b>
Less: liabilities	<b>(3,883)</b>	<b>(8,151)</b>
Adjustment recognised in actuarial losses to cap the scheme surplus*	<b>(619)</b>	—
<b>Deficit in the scheme</b>	<b>—</b>	<b>(3,847)</b>

\*As the LGPS surplus is irrecoverable, recognition of the scheme surplus on the balance sheet has been restricted to nil. The adjustment of £619,000 has been offset against the overall actuarial gain for the year.

<b>Amounts recognised in statement of financial activities</b>	<b>2022 £'000</b>	<b>2021 £'000</b>
Current service cost	824	606
Interest income	(75)	(59)
Interest cost	145	101
Administration expenses	—	3
<b>Total amount recognised in the SOFA</b>	<b>894</b>	<b>651</b>
<b>Analysis of pension finance income/(costs)</b>		
Expected return on pension scheme assets	75	59
Interest on pension liabilities	(145)	(101)
<b>Pension finance income/(costs)</b>	<b>(70)</b>	<b>(42)</b>

<b>Changes in the present value of defined benefit obligations were as follows:</b>	<b>2022 £'000</b>	<b>2021 £'000</b>
At 1 September 2021	8,151	6,094
Current service cost	824	606
Interest cost	145	101
Employee contributions	81	78
Actuarial (gain) loss	(5,213)	1,457
Benefits paid	(105)	(50)
Losses or gain on curtailments	—	(135)
<b>At 31 August 2022</b>	<b>3,883</b>	<b>8,151</b>

**18 Pension and similar obligations** (continued)

**Local Government Pension Scheme (LGPS)** (continued)

<b>Changes in the fair value of the Academy's share of scheme assets:</b>	<b>2022 £'000</b>	2021 £'000
At 1 September 2021	<b>4,304</b>	3,477
Interest income	<b>75</b>	59
Actuarial (loss) gain	<b>(55)</b>	555
Employer contributions	<b>202</b>	188
Administration expenses	<b>—</b>	(3)
Employee contributions	<b>81</b>	78
Benefits paid	<b>(105)</b>	(50)
<b>At 31 August 2022</b>	<b>4,502</b>	4,304

**19 Related party transactions**

Owing to the nature of the Academy's operations and the composition of the Board of Governors being drawn from local public and private sector organisations, it is possible that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

The Academy sponsors are the Royal Borough of Kensington and Chelsea (RBKC) and the London Diocesan Board for Schools (LDBS). During the year ended 31 August 2022, £567,531 (2021 – £180,991) was received from RBKC.

The Academy bought back a number of services from both sponsors during the year ended 31 August 2022 including commercial waste disposal, educational psychology and recruitment advertising. During the year ended 31 August 2022 payments to RBKC were £91,870, of which £7,200 related to services received in 2020/21 (2021 – £78,351). From April 2022, business rates of £33,693 were paid directly to RBKC by the ESFA and were deducted off the Academy's GAG funding. At year end a balance of £962 was owed to RBKC (2021 – £7,200).

Payments of £10,747 were made to LDBS during the year, which were at cost (2021 – £10,223).

During the year, the Academy incurred costs of £4,000 (2021 - £nil) in respect of We Rise Ltd. We Rise Ltd is a related party of the Academy as the Director of Careers, James Flitcroft, is a director of We Rise Ltd. The staff member was not involved in the decision to purchase the services from We Rise Ltd.

Aside from the late notification of the above related party transactions, the Academy has complied with the requirements of the Academy Trust Handbook in connection with these transactions.

**19 Related party transactions** (continued)

The Chelsea Academy Foundation (“the Foundation”) is a legally separate charity which is, nevertheless, closely associated with the Academy and has one common trustee with the Academy. The Foundation exists to raise funds to support access for all students, regardless of their financial means, to the range of extended curriculum. During the year, the Foundation agreed to fund £152,693 (2021 – £110,222) of the Academy’s expenditure. £152,693 of this balance was owed to the Academy as at 31 August 2022 (2021 – £45,222).

Other than the above and the transactions disclosed in note 9, there were no further related party transactions in the year (2021 – none).

**20 Capital commitments**

The Academy had capital commitments of £nil at 31 August 2022 (2021 – £nil).

**21 Reconciliation of net movement in funds to operating surplus excluding movements in fixed assets and pension scheme adjustments**

	2022 £'000	2021 £'000
Net movement in funds	3,388	(1,770)
Add back:		
. Amortisation	—	6
. Depreciation	916	908
. Pension finance costs	70	45
. Pension adjustment to staff costs	622	418
. Actuarial (gains) losses on pension scheme	(4,539)	767
Deduct:		
. Capital grant income	(437)	(96)
<b>Operating surplus for the year before transfers</b>	<b>20</b>	<b>278</b>
Transfers representing restricted funds utilised on fixed asset purchases	(17)	(30)
<b>Operating surplus for the year</b>	<b>3</b>	<b>248</b>

**22 Agency agreements**

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2022 the Academy received £22,889 (2021 – £27,638) and disbursed £12,345 (2021 – £30,969) from the fund. An amount of £20,603 (2021 – £10,059) is included in other creditors relating to undistributed funds.