

**Company Registration Number: 07584611 (England & Wales)**

**OAKWOOD PARK GRAMMAR SCHOOL**

**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Julie Murton, Chair Michael Stevens, Vice Chair Kevin Moody, Head Teacher Anne Lewell, Deputy Head Teacher
<b>Trustees</b>	Julie Murton, Chair Michael Stevens, Vice Chair Graham Twist, Community Governor Kevin Moody, Head Teacher and Accounting Officer Shiren Razey, Community Governor Thomas Abbott, Community Governor Steven Mattingley, Community Governor Simon Lake, Community Governor (resigned 4 March 2020) Ed McGrath, Parent Governor Wendy Ball, Parent Governor Michael Younger, Parent Governor (resigned 10 February 2020) Alison Temple, Community Governor Jill Williams, Staff Governor Maria Goodhew, Staff Governor Alexandra Castle, Parent Governor (appointed 13 November 2019)
<b>Company registered number</b>	07584611
<b>Company name</b>	Oakwood Park Grammar School
<b>Principal and registered office</b>	Oakwood Park Maidstone Kent ME16 8AH
<b>Company secretary</b>	Kevin Moody
<b>Senior management team</b>	Kevin Moody, Head Teacher Judith Bevan, Deputy Headteacher Anne Lewell, Deputy Headteacher Sara Bryant, Business Manager Abbie Hern, Director of 6th form
<b>Independent auditors</b>	MHA MacIntyre Hudson Statutory Auditors Victoria Court 17-21 Ashford Road Maidstone Kent ME14 5DA

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**OAKWOOD PARK GRAMMAR SCHOOL**  
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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Bankers** Natwest  
3 High Street  
Maidstone  
Kent  
ME14 1XU

**Solicitors** Brachers LLP  
Somerfield House  
59 London Rd  
Maidstone  
Kent  
ME16 8JH

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**OAKWOOD PARK GRAMMAR SCHOOL**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Academy Trust operates an academy for pupils aged 11 to 18 serving a catchment area in Kent. It has a pupil capacity of 1100 and had a roll of 1105 in the school census on 1st October 2020.

**Structure, governance and management**

**a. Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Oakwood Park Grammar School are also the directors of the charitable company for the purposes of company law. The charitable company operates as Oakwood Park Grammar School.

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

**b. Members' liability**

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

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

- The members may appoint up to 20 Trustees.
- Staff Trustees may be appointed by the Members but cannot exceed one third of the total number of Trustees. These Trustees are appointed through election.
- There will be a minimum of two Parent Trustees. The Parent Trustees must be a parent to a registered student of the school. These Trustees are appointed through election.
- The term of office for a Trustee shall be 4 years. The Trustee may be re-appointed or re-elected subject to eligibility. These Trustees are nominated and then approved and co-opted.

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

When appointed Trustees will meet initially on a one-to-one basis with the Head Teacher and Chair. An induction process will follow with training via Governor Services. The appointed Trustee will sit on committees dependent upon vacancy, availability, skillset and interests.

**e. Organisational structure**

The organisation details are available in the Terms of Reference. This includes Scheme of Delegation and individual Terms of Reference for committees.

TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020

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Structure, governance and management (continued)

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

The Head Teacher's performance is monitored by a subcommittee of the Governing Body consisting of two Governors who are advised by an external consultant. Detailed targets are set and renewed annually. The Head Teacher produces an annual report on his and the leadership team performance review. The Head Teacher makes recommendation to the sub-committee. Pay is then linked to the review and recommendations before approval from the sub-committee.

**g. Trade union facility time**

**Relevant union officials**

Number of employees who were relevant union officials during the year	1
Full-time equivalent employee number	1

**Percentage of time spent on facility time**

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

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

	£	
Total cost of facility time	800	
Total pay bill	4,046,000	
Percentage of total pay bill spent on facility time	-	%

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours	-	%
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**h. Related parties and other connected charities and organisations**

Owing to the nature of the Academy's operations and the composition of the Board of Trustees being drawn from local public and private section organisations, transactions may take place with organisations with which a Trustee has an interest.

All transactions involving such organisation are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Objectives and activities (continued)**

**Objectives and activities**

**a. Objects and aims**

- High quality teaching that engages and challenges all students to become more independent and successful in their learning.
- Excellent standards of behaviour from all our students to create a positive climate for learning based respect and tolerance of others.
- A wide range of exceptional opportunities for all our students to extend their learning beyond the classroom.
- Personalised Information Advice and Guidance for all our students at every stage of their school career and beyond so they can develop their learning and contribute to the wider community.
- Outstanding professional development opportunities for all our staff; they too are learners.

**b. Objectives, strategies and activities**

The objectives of the school as stated in the School Development Plan are:

- To continue to ensure that everything we do is led by the school's mission statement to create an Exceptional Learning Experience.
- To continue to develop the school as an outward looking community.
- To secure the best possible resources for the school, deployed effectively to support learning.

During this year to achieve the objectives:

- Continue to progress with the 2 year KS4 Curriculum
- Continue to increase attainment of 9-7 at GCSE and A\* - B at A Level.
- Develop and enhance our enrichment provision so that all students are participation in sporting, music, drama and cultural activities.
- Continue to develop our IAG provision.
- Continue to develop Student Voice so it plays a major role in the evaluation of learning.
- Continue to develop Assessment for Learning within the school so all students know what the need to do to improve and move to the next level.
- Monitor and review our mentoring of all students so everyone's individual needs are catered for.
- Continue to develop international links with other schools.
- Establish more links with schools and different organisations.
- Sound budget management.

**c. Public benefit**

The primary objective of Oakwood Park Grammar School is to provide education and establish, maintain and develop a broad and balanced curriculum for the general public. The Academy does not have to provide a financial return to shareholders.

The Trustees have given careful consideration to the Charity Commission's general guidance of Public Benefit.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Strategic report**

**Achievements and performance**

Oakwood Park Grammar School continues with high achievements as shown below:

At GCSE:

- 97% of grades in English and Maths were at a strong pass (9-5)
- 54% of all grades were 9-7
- 59% of students gained 5+ grades at 9-7

At A Level:

- 70% of all grades were at A\*/B

The average points per student equated to a B grade.

36% of students who went to university secured a place at a Russell Group or top 20 university.

**a. Key performance indicators**

Oakwood Park Grammar School prepares the annual budget as per financial regulations. Each budget heading is analysed for previous expenditure trends and anticipated expenditure for the coming year before the final budget has been decided.

During the year detailed monitoring is prepared on a monthly basis for all expenditure including staffing. This is compared to the original and current budget set, with any variances investigated.

Where appropriate benchmarking against expenditure in similar organisation is completed.

Oakwood Park Grammar School uses government performance table to compare examination results and ranking with other similar academies and schools.

Funding is based on student numbers and this is therefore a key performance indicator. It is anticipated that the student numbers will continue. The Sixth Form management team has been strengthened and this has been reflected in the recruitment and retention of students from other schools.

**b. Going concern**

After making appropriate enquiries and having had due consideration of the impact of COVID-19, as disclosed in the next section, the board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Strategic report (continued)**

**Achievements and performance (continued)**

**c. Impact of COVID-19 virus**

The school continued to provide education to the students by means of virtual learning during the Covid-19 Lockdown period. The school ensured that all students had appropriate technology and that staff had the necessary training to deliver the virtual learning. The students could not participate in practical elements of learning e.g. experiments, PE, Art during this time. Public examinations were cancelled and student grades for GCSE and A Level were provided using Centrally Assessed Grades. All school trips were cancelled, this included curriculum and extra curriculum.

The school continues as a going concern and has no issues with regards to sustainability.

During a normal year, the students would fundraise during Spring and Summer Terms for their two chosen charities. Due to the pandemic the fundraising efforts have been hampered but they managed to raise £2k for each charity.

The reorganisation of the school into bubbles has enabled the school to offer a full curriculum for all year groups 7 – 13. There are some limitations in subjects like Art in Years 7 and 8 where the subject is not delivered in specialist rooms, but Computing, Music and Drama (in Year 9) are. There are some limitations on Science and the ability to deliver live experiments. Physical Education continues but has limitations at the sports available. The staggering of lunch time and departure has also impacted on the availability of clubs and extra-curricular activities.

The school has maintained to operate on an administrative basis as all staff have the technology to work remotely. There has not been any impact on the school's reserves as all Covid expenditure has been absorbed through the revenue budget and provision for ongoing Covid expenditure has been made.

The school consistently review operations with regarding to all government advise and edicts. All stakeholders are advised on any changes within the school operations.

National free school meals support

The school administered the FSM voucher system during the pandemic lockdown. The school ensured that all appropriate students received their vouchers in a timely manner. Additionally, prior to the instigation of the national scheme the school set up their own voucher scheme for the students to ensure they received access to supermarket vouchers.

Review of value for money

The school continued to pay suppliers within the normal timescales. Where companies could not perform their contracts due to the premises being closed the school liaised with them and arranged for school access. There was no adverse effect on the value for money due to COVID-19 and PPN.

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**OAKWOOD PARK GRAMMAR SCHOOL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Strategic report (continued)**

**Financial review**

**a. Reserves policy**

At 31 August 2020 the total funds comprised:

Unrestricted	£13,259
Restricted: Fixed asset funds	£14,448,156
Pension reserve	(£2,365,000)
Other	£525,364
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	£12,621,779

To mitigate the risk of delayed funding, the Governors feel it prudent to maintain a free reserve equivalent at minimum to one month's payroll expenditure. To mitigate the risk of future income reduction and to provide a fund for building development, the Governors may provide further reserves determined on an annual basis in the spring term. Reserves are determined with reference to the in-year financial performance of the school and an assessment of the key risks and future investment requirements.

**b. Investment policy**

Oakwood Park Grammar School does not have any investment. The decision on how to utilise any rollover is included within the budget setting process and discussed with the Governing Body.

**c. Principal risks and uncertainties**

As an Academy there are limited risks and uncertainties and not all can be controlled by the Academy. The principal risks that could affect the Academy are:

Governing Funding

Changes in funding and support from the ESFA, statutory staffing costs including pension contributions and capital funding allocation will increase ongoing financial pressure for the Academy. This will impact on the five year plan and financial stability.

Student Strategy

The Academy continues to ensure popularity with current and prospective students by:

- Providing high quality learning and teaching
- Maintaining high standards of success rates and inspection outcomes
- Continuing to invest in resources and learning environment

**Fundraising**

Oakwood Park Grammar School participates in charity fundraising only. The school does not participate in professional fundraising.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Plans for future periods**

Oakwood Park Grammar School continues to develop the school building and associated environment. The school continues to submit further Capital Funding bids to improve sports facilities.

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

Oakwood Park Grammar School Trust Fund is administered at Oakwood Park Grammar School. This fund operates outside the school accounts and is a registered charity. The relevant accounts are submitted to the Charity Commission

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

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

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



**Julie Murton**  
Chair of Trustees

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**OAKWOOD PARK GRAMMAR SCHOOL**  
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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

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

The Board of Trustees has delegated the day-to-day responsibility to the Head Teacher as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Oakwood Park Grammar School and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 3 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Julie Murton, Chair	3	3
Kevin Moody, Head Teacher and Accounting Officer	3	3
Michael Stevens, Vice Chair	2	3
Graham Twist, Community Governor	1	3
Shiren Razey, Community Governor	3	3
Thomas Abbott, Community Governor	3	3
Steven Mattingley, Community Governor	2	3
Simon Lake, Community Governor	2	2
Ed McGrath, Parent Governor	3	3
Wendy Ball, Parent Governor	3	3
Michael Younger, Parent Governor	0	1
Alison Temple, Community Governor	3	3
Jill Williams, Staff Governor	3	3
Maria Goodhew, Staff Governor	3	3
Alexandra Castle, Parent Governor	3	3

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**OAKWOOD PARK GRAMMAR SCHOOL**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

Mrs Murton continues as the Chair and Mr Stevens as Vice Chair.

The following changes to the governing body occurred during the year:

- New Governors – Alexandra Castle
- Resignations – Michael Younger, Simon Lake
- Term Expiration – Graham Twist 31/08/2019
- Term Renewal – Graham Twist 01/09/2020

The school continues to meet the required number of Governors for a quorum.

The finance and general purposes committee is a sub-committee of the main board of trustees. Its purpose is to:

- Oversee monitoring and scrutinise all of the Academy's finance practices as outlined in the Academies Financial Handbook
- Oversee the Academy premises maintenance and practices
- Ensure the Academy are following all procedures in accordance with the Health and Safety Policy
- To oversee all personnel aspects including pay committee

The FPPC met four times, with a full report given to the subsequent Full Governing Body meeting. In addition, the Chair and Business Manager meet regularly throughout the year. During the year Alexandra Castle joined the committee and Michael Younger resigned.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Julie Murton, Chair	4	4
Kevin Moody, Head Teacher and Accounting Officer	4	4
Michael Stevens, Vice Chair	3	4
Ed McGrath, Parent Governor	3	4
Thomas Abbott, Community Governor	3	4
Steven Mattingley, Chair FPPC and Community Governor	4	4
Graham Twist, Community Governor	2	4
Alexandra Castle, Parent Governor	2	3
Michael Younger, Parent Governor	1	3

**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of value for money**

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

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

- Reviewing resource contract and renegotiating where possible
- Reviewing all teaching and curriculum requirements
- Reviewing staffing levels prior to reappointment of vacancies
- Complete financial management self assessment

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Oakwood Park Grammar School for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

**The risk and control framework**

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

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

The board of Trustees has considered the need for a specific internal audit function and has decided to appoint MHA MacIntyre Hudson as internal auditor.

**GOVERNANCE STATEMENT (CONTINUED)**

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

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

- testing of payroll systems
- testing of purchase systems
- testing of control account/ bank reconciliations

On a quarterly basis, the internal auditor reports to the board of Trustees through the finance and general purposes committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

**Review of effectiveness**

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

- on discharge of the Board of Trustees financial decisions to help the committee consider actions and assess year on year progress
- the work of the internal auditor;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

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

and signed



.....  
**Julie Murton**  
Chair of Trustees



.....  
**Kevin Moody**  
Accounting Officer

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**OAKWOOD PARK GRAMMAR SCHOOL**  
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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Oakwood Park Grammar School I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2019.

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



.....  
**Kevin Moody**  
Accounting Officer  
Date:

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**OAKWOOD PARK GRAMMAR SCHOOL**  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

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

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

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

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

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

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



.....  
**Julie Murton**  
Chair of Trustees

Date:

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
OAKWOOD PARK GRAMMAR SCHOOL**

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**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Academy Trust's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
OAKWOOD PARK GRAMMAR SCHOOL (CONTINUED)**

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**Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Other information includes the Reference and Administrative Details, the Trustees' Report, incorporating the Strategic Report and the Directors' Report, the Governance Statement, the Statement on Regularity, Propriety and Compliance and the Trustees' Responsibilities Statement. 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.

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

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

- the information given in the Trustees' Report (incorporating the Strategic Report and the Directors' Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

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

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

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

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

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**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
OAKWOOD PARK GRAMMAR SCHOOL (CONTINUED)**

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**Responsibilities of trustees**

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

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

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

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

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

**Use of our report**

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

**Duncan Cochrane-Dyett BSc BFP FCA (Senior Statutory Auditor)**

for and on behalf of

**MHA MacIntyre Hudson**

Statutory Auditors

Victoria Court

17-21 Ashford Road

Maidstone

Kent

ME14 5DA

Date:

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**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO OAKWOOD PARK GRAMMAR SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 28 June 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Oakwood Park Grammar School during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Oakwood Park Grammar School's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Oakwood Park Grammar School's funding agreement with the Secretary of State for Education dated 6 January 2011 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

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**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO OAKWOOD PARK GRAMMAR SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw our conclusions includes:

- reviewing the minutes of meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy Trust, with reference to the income streams and other information available to us as auditors of the Academy Trust;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- consideration of governance issues; and
- evaluating the internal control procedures and reporting lines, and testing as appropriate and making appropriate enquiries of the Internal Reviewer.

**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant  
**MHA MacIntyre Hudson**

Statutory Auditors  
Victoria Court  
17-21 Ashford Road  
Maidstone  
Kent  
ME14 5DA

Date:

**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted general funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Income from:</b>						
Donations and capital grants	4	-	-	1,985,908	1,985,908	81,225
Charitable activities	5	6,434	5,262,028	-	5,268,462	4,942,659
Other trading activities	6	54,017	-	-	54,017	184,144
<b>Total income</b>		<b>60,451</b>	<b>5,262,028</b>	<b>1,985,908</b>	<b>7,308,387</b>	<b>5,208,028</b>
<b>Expenditure on:</b>						
Raising funds	7	49,704	-	-	49,704	189,067
Charitable activities	7	9,670	5,042,916	233,453	5,286,039	5,022,038
<b>Total expenditure</b>		<b>59,374</b>	<b>5,042,916</b>	<b>233,453</b>	<b>5,335,743</b>	<b>5,211,105</b>
<b>Net income</b>		<b>1,077</b>	<b>219,112</b>	<b>1,752,455</b>	<b>1,972,644</b>	<b>(3,077)</b>
Transfers between funds	17	-	37,783	(37,783)	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>1,077</b>	<b>256,895</b>	<b>1,714,672</b>	<b>1,972,644</b>	<b>(3,077)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial (losses)/gains on defined benefit pension schemes	25	-	240,000	-	240,000	(357,000)
<b>Net movement in funds</b>		<b>1,077</b>	<b>496,895</b>	<b>1,714,672</b>	<b>2,212,644</b>	<b>(360,077)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		12,182	(2,336,531)	12,733,484	10,409,135	10,769,212
Net movement in funds		1,077	496,895	1,714,672	2,212,644	(360,077)
<b>Total funds carried forward</b>	17	<b>13,259</b>	<b>(1,839,636)</b>	<b>14,448,156</b>	<b>12,621,779</b>	<b>10,409,135</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 25 to 52 form part of these financial statements.

**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07584611**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	14	<b>12,465,317</b>	12,617,170
		<u>12,465,317</u>	<u>12,617,170</u>
<b>Current assets</b>			
Debtors	15	<b>2,083,471</b>	102,438
Cash at bank and in hand		<b>670,026</b>	333,866
		<u>2,753,497</u>	<u>436,304</u>
Creditors: amounts falling due within one year	16	<b>(232,035)</b>	(206,339)
<b>Net current assets</b>		<b>2,521,462</b>	229,965
<b>Net assets excluding pension liability</b>			
Defined benefit pension scheme liability	25	<b>(2,365,000)</b>	(2,438,000)
<b>Total net assets</b>		<b>12,621,779</b>	10,409,135
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Restricted fixed asset funds	17	<b>14,448,156</b>	12,733,484
Restricted general funds	17	<b>525,364</b>	101,469
		<u>14,973,520</u>	<u>12,834,953</u>
Restricted funds excluding pension liability	17	<b>14,973,520</b>	12,834,953
Restricted general funds - pension reserve	17	<b>(2,365,000)</b>	(2,438,000)
		<u>12,608,520</u>	<u>10,396,953</u>
<b>Total restricted funds</b>	17	<b>12,608,520</b>	10,396,953
<b>Unrestricted funds</b>	17	<b>13,259</b>	12,182
		<u>12,621,779</u>	<u>10,409,135</u>
<b>Total funds</b>		<b>12,621,779</b>	10,409,135

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**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07584611**

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**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2020**

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The financial statements on pages 21 to 52 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:



.....  
**Julie Murton**  
Chair of Trustees

The notes on pages 25 to 52 form part of these financial statements.

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**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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	<b>Note</b>	<b>2020</b> £	2019 £
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	19	<b>(1,568,148)</b>	254,964
<b>Cash flows from investing activities</b>	20	<b>1,904,308</b>	60,992
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>		<b>336,160</b>	315,956
Cash and cash equivalents at the beginning of the year		<b>333,866</b>	17,910
<b>Cash and cash equivalents at the end of the year</b>	21, 22	<b>670,026</b>	333,866
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 25 to 52 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**1. General information**

Oakwood Park Grammar School is a company limited by guarantee, incorporated in England and Wales. The address of the registered office and principal place of operation are detailed on page 1. The nature of the Academy Trust's operations and Principal activity are detailed in the Trustees Report.

**2. 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.

**2.1 Basis of preparation of financial statements**

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Oakwood Park Grammar School meets the definition of a public benefit entity under FRS 102. The financial statements are prepared in sterling which is the functional currency of the Academy Trust and rounded to the nearest pound.

**2.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. In particular, the Trustees have taken in to consideration the impact of COVID-19 on the Academy Trust's operations. The Trustees have performed a robust analysis of the forecasted financial performance of the Academy Trust and the effectiveness of available measures to assist in mitigating the impact of COVID-19. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**2. Accounting policies (continued)**

**2.3 Income**

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

• **Grants**

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

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

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

• **Donations**

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

• **Other income**

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

**2.4 Expenditure**

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**2. Accounting policies (continued)**

**2.5 Interest receivable**

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

**2.6 Taxation**

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

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

**2.7 Tangible fixed assets**

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Land and buildings were valued on the 1 May 2011 by DVS in accordance with the RICS Valuation Standards Global and UK, 7th Edition, as published by the Royal Institution of Chartered Surveyors, and this is the valuation used in the accounts.

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

Depreciation is provided on the following basis:

Freehold property	-	2% straight line
Furniture and fixtures	-	10% straight line
Computer equipment	-	20% straight line

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**2. Accounting policies (continued)**

**2.8 Debtors**

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

**2.9 Cash at bank and in hand**

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

**2.10 Liabilities**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy 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.

**2.11 Provisions**

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

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

**2.12 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 bases are as follows:

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

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

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

**2.13 Operating leases**

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**2. Accounting policies (continued)**

**2.14 Pensions**

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

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

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

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

**2.15 Fund accounting**

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

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. 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.

Any change in the valuation of Freehold Property (see Note 14) would impact the total net assets of the Academy Trust.

**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

	<b>Restricted fixed asset funds 2020 £</b>	<b>Total funds 2020 £</b>
Capital grants	1,985,908	<b>1,985,908</b>
	<b>Restricted fixed asset funds 2019 £</b>	<b>Total funds 2019 £</b>
Capital grants	81,225	81,225

**5. Charitable Activities - Funding for the Academy Trust's education operations**

	<b>Unrestricted funds 2020 £</b>	<b>Restricted general funds 2020 £</b>	<b>Total funds 2020 £</b>
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	5,152,219	<b>5,152,219</b>
Pupil Premium	-	64,669	<b>64,669</b>
Other DfE / ESFA revenue grants	-	43,780	<b>43,780</b>
	-	5,260,668	<b>5,260,668</b>
<b>Other government grants</b>			
Local Authority revenue grants	-	1,360	<b>1,360</b>
	-	1,360	<b>1,360</b>
<b>Other funding</b>			
Other Educational income	6,434	-	<b>6,434</b>
<b>Total 2020</b>	<b>6,434</b>	<b>5,262,028</b>	<b>5,268,462</b>

**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**5. Charitable Activities - Funding for the Academy Trust's education operations (continued)**

	Unrestricted funds 2019 £	Restricted general funds 2019 £	Total funds 2019 £
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	4,756,891	4,756,891
Pupil Premium	-	62,589	62,589
Other DfE / ESFA revenue grants	-	64,773	64,773
	-	4,884,253	4,884,253
<b>Other government funds</b>			
Local Authority revenue grants	-	11,698	11,698
	-	11,698	11,698
<b>Other funding</b>			
Other Educational income	5,708	41,000	46,708
Total 2019	5,708	4,936,951	4,942,659

There are no unfulfilled conditions or other contingencies attached to the government grants above.

**6. Income from other trading activities**

	Unrestricted funds 2020 £	Total funds 2020 £
School trips	54,017	54,017
	Unrestricted funds 2019 £	Total funds 2019 £
School trips	184,144	184,144

**OAKWOOD PARK GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**7. Total Expenditure**

	Staff costs 2020 £	Premises costs 2020 £	Other costs 2020 £	Total 2020 £
Expenditure on raising funds:				
Direct costs	-	-	49,704	<b>49,704</b>
Charitable activities:				
Direct costs	3,348,254	-	200,942	<b>3,549,196</b>
Support costs	907,575	545,716	283,552	<b>1,736,843</b>
<b>Total 2020</b>	<b>4,255,829</b>	<b>545,716</b>	<b>534,198</b>	<b>5,335,743</b>

	Staff costs 2019 £	Premises costs 2019 £	Other costs 2019 £	Total 2019 £
Expenditure on raising funds:				
Direct costs	-	-	189,067	189,067
Charitable activities:				
Direct costs	2,892,532	-	246,962	3,139,494
Support costs	1,100,670	488,692	293,182	1,882,544
<b>Total 2019</b>	<b>3,993,202</b>	<b>488,692</b>	<b>729,211</b>	<b>5,211,105</b>

In 2019, of the total expenditure of £5,211,105, £189,067 was from unrestricted funds, £4,778,444 was from restricted general funds and £243,594 was from restricted fixed asset funds.

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**8. Analysis of expenditure by charitable activities**

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Educational operations	3,549,196	1,736,843	<b>5,286,039</b>
<b>Total 2020</b>	<u>3,549,196</u>	<u>1,736,843</u>	<u><b>5,286,039</b></u>

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Educational operations	3,139,494	1,882,544	5,022,038
<b>Total 2019</b>	<u>3,139,494</u>	<u>1,882,544</u>	<u>5,022,038</u>

**Analysis of support costs**

	Educational operations 2020 £	Total funds 2020 £
Pension income	46,000	<b>46,000</b>
Staff costs	861,575	<b>861,575</b>
Depreciation	233,453	<b>233,453</b>
Technology costs	36,460	<b>36,460</b>
Premises costs	312,263	<b>312,263</b>
Other costs	219,722	<b>219,722</b>
Governance costs	27,370	<b>27,370</b>
<b>Total 2020</b>	<u>1,736,843</u>	<u><b>1,736,843</b></u>

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**8. Analysis of expenditure by charitable activities (continued)**

**Analysis of support costs (continued)**

	Education operations 2019 £	Total funds 2019 £
Pension income	50,000	50,000
Staff costs	1,050,670	1,050,670
Depreciation	231,411	231,411
Technology costs	35,238	35,238
Premises costs	257,281	257,281
Other costs	234,380	234,380
Governance costs	23,564	23,564
Total 2019	<u>1,882,544</u>	<u>1,882,544</u>

**9. Governance costs**

	2020 £	2019 £
Auditors' remuneration - Audit of the financial statements	<b>9,270</b>	9,500
Auditors' remuneration - Other services	<b>6,525</b>	10,135
Professional fees	<b>10,650</b>	2,234
Legal fees	<b>350</b>	-
Governance internal audit costs	<b>575</b>	1,695
	<u><b>27,370</b></u>	<u>23,564</u>

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**10. Net income**

Net income for the year includes:

	<b>2020</b>	2019
	£	£
Operating lease rentals	<b>15,016</b>	33,470
Depreciation of tangible fixed assets	<b>231,411</b>	231,411
Governance internal audit costs	<b>575</b>	1,695
Fees paid to auditors for:		
- Audit of the financial statements	<b>9,270</b>	9,500
- Other services	<b>6,525</b>	10,135
	<b>=====</b>	<b>=====</b>

**11. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2020</b>	2019
	£	£
Wages and salaries	<b>3,088,132</b>	3,052,433
Social security costs	<b>324,392</b>	305,268
Pension costs	<b>797,305</b>	517,475
	<b>=====</b>	<b>=====</b>
	<b>4,209,829</b>	3,875,176
Agency staff costs	-	41,026
Staff restructuring costs	-	27,000
Defined benefit pension scheme finance cost	<b>46,000</b>	50,000
	<b>=====</b>	<b>=====</b>
	<b>4,255,829</b>	3,993,202
	<b>=====</b>	<b>=====</b>

Staff restructuring costs comprise:

	<b>2020</b>	2019
	£	£
Severance payments	-	27,000
	<b>=====</b>	<b>=====</b>
	-	27,000
	<b>=====</b>	<b>=====</b>

**b. Non-statutory/non-contractual staff severance payments**

There were no non-contractual staff severance payments during the year (2019 - 1 payment totalling £10,000).

NOTES TO THE FINANCIAL STATEMENTS  
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11. Staff (continued)

b. Non-statutory/non-contractual staff severance payments (continued)

c. Staff numbers

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

	2020 No.	2019 No.
Teachers	51	51
Administration and support	31	39
Management	4	3
	<u>86</u>	<u>93</u>

d. Higher paid staff

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

	2020 No.	2019 No.
In the band £70,001 - £80,000	2	2
In the band £100,001 - £110,000	1	1
	<u>1</u>	<u>1</u>

e. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £422,027 (2019: £315,811).

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**12. Trustees' remuneration and expenses**

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

		<b>2020</b>	2019
		<b>£</b>	<b>£</b>
K Moody	Remuneration	<b>105,000 -</b>	100,000 -
		<b>110,000</b>	105,000
	Pension contributions paid	<b>25,000 -</b>	15,000 -
		<b>30,000</b>	20,000
J Williams	Remuneration	<b>35,000 -</b>	30,000 -
		<b>40,000</b>	35,000
	Pension contributions paid	<b>5,000 -</b>	5,000 -
		<b>10,000</b>	10,000
M Goodhew	Remuneration	<b>40,000 -</b>	40,000 -
		<b>45,000</b>	45,000
	Pension contributions paid	<b>10,000 -</b>	5,000 -
		<b>15,000</b>	10,000

During the year ended 31 August 2020, no Trustee expenses have been incurred (2019 - £NIL).

**13. Trustees' and Officers' insurance**

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees 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 2020 was included in the total insurance cost.

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**14. Tangible fixed assets**

	Freehold property £	Assets under construction £	Plant and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>					
At 1 September 2019	13,869,700	-	303,062	163,022	14,335,784
Additions	-	41,780	9,894	29,926	81,600
At 31 August 2020	<u>13,869,700</u>	<u>41,780</u>	<u>312,956</u>	<u>192,948</u>	<u>14,417,384</u>
<b>Depreciation</b>					
At 1 September 2019	1,340,703	-	231,767	146,144	1,718,614
Charge for the year	198,243	-	30,720	4,490	233,453
At 31 August 2020	<u>1,538,946</u>	<u>-</u>	<u>262,487</u>	<u>150,634</u>	<u>1,952,067</u>
<b>Net book value</b>					
At 31 August 2020	<u><u>12,330,754</u></u>	<u><u>41,780</u></u>	<u><u>50,469</u></u>	<u><u>42,314</u></u>	<u><u>12,465,317</u></u>
At 31 August 2019	<u><u>12,528,997</u></u>	<u><u>-</u></u>	<u><u>71,295</u></u>	<u><u>16,878</u></u>	<u><u>12,617,170</u></u>

Included in freehold property is freehold land at valuation of £3,680,800 (2019 - £3,680,800) which is not depreciated.

**15. Debtors**

	2020 £	2019 £
<b>Due within one year</b>		
Other debtors	32,577	29,322
Prepayments and accrued income	2,050,894	73,116
	<u><u>2,083,471</u></u>	<u><u>102,438</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**16. Creditors: Amounts falling due within one year**

	<b>2020</b>	2019
	£	£
Trade creditors	<b>2,658</b>	17,847
Other taxation and social security	<b>76,641</b>	73,864
Other creditors	<b>81,555</b>	61,420
Accruals and deferred income	<b>71,181</b>	53,208
	<hr/> <b>232,035</b> <hr/>	<hr/> 206,339 <hr/>
	<b>2020</b>	2019
	£	£
<b>Deferred income</b>		
Deferred income at 1 September	<b>25,567</b>	82,913
Resources deferred during the year	-	25,567
Amounts released from previous periods	<b>(25,567)</b>	(82,913)
<b>Deferred income at 31 August</b>	<hr/> - <hr/>	<hr/> 25,567 <hr/>

At the Balance Sheet date, the Academy Trust was holding funds totalling £NIL (2019: £25,567) received for school trips occurring in the next academic year.

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**17. Statement of funds**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
General funds	12,182	60,451	(59,374)	-	-	13,259
<b>Restricted general funds</b>						
General Annual Grant (GAG)	101,469	5,152,219	(4,766,107)	37,783	-	525,364
Pupil Premium	-	64,669	(64,669)	-	-	-
Local Authority revenue grants	-	1,360	(1,360)	-	-	-
Other DfE / ESFA revenue grants	-	43,780	(43,780)	-	-	-
Pension reserve	(2,438,000)	-	(167,000)	-	240,000	(2,365,000)
	<u>(2,336,531)</u>	<u>5,262,028</u>	<u>(5,042,916)</u>	<u>37,783</u>	<u>240,000</u>	<u>(1,839,636)</u>
<b>Restricted fixed asset funds</b>						
NBV of fixed assets	12,617,170	-	(233,453)	81,600	-	12,465,317
DfE / ESFA capital grants	116,314	1,985,908	-	(119,383)	-	1,982,839
	<u>12,733,484</u>	<u>1,985,908</u>	<u>(233,453)</u>	<u>(37,783)</u>	<u>-</u>	<u>14,448,156</u>
<b>Total Restricted funds</b>	<u>10,396,953</u>	<u>7,247,936</u>	<u>(5,276,369)</u>	<u>-</u>	<u>240,000</u>	<u>12,608,520</u>
<b>Total funds</b>	<u><u>10,409,135</u></u>	<u><u>7,308,387</u></u>	<u><u>(5,335,743)</u></u>	<u><u>-</u></u>	<u><u>240,000</u></u>	<u><u>12,621,779</u></u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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

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

The Unrestricted General fund has been created to recognise the income and expenditure in respect of activities undertaken by the Academy Trust.

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

The Pupil Premium fund has been established to recognise the restricted funding from the Education and Skills Funding Agency to raise the attainment of disadvantaged pupils and close the gap between them and their peers.

The Other DfE / ESFA revenue grants fund has been created to recognise the restricted funding received from the Department for Education/Education and Skills Funding Agency which fall outside the scope of core funding.

The Local Authority revenue grants fund has been set up to recognise the income received from Suffolk County Council as a contribution towards the cost of the Academy Trust's revenue expenditure. Funding received for Special Educational Needs is also recognised within Local Authority revenue grants. These funds are to assist with the costs incurred providing disadvantaged students with the additional educational resources that they require.

The LGPS deficit (pension reserve) fund represents the pension deficit inherited from the Local Authority upon conversion to Academy Trust status, and through which all the pension scheme movements are recognised. The fund is in deficit, but given the nature of the liability this is not payable immediately. Plans are in place to meet the deficit.

The NBV of Fixed Assets fund has been set up to recognise the tangible assets held by the Academy Trust and is equivalent to the net book value of tangible fixed assets. Depreciation of tangible fixed assets is allocated to this fund.

The DfE / ESFA Capital grants fund has been created to recognise capital grants received for the purpose of the acquisition of tangible fixed assets. As tangible fixed assets are purchased, a transfer is made to the NBV of owned Fixed Assets fund. Capital grants received and receivable but not yet spent on fixed assets are held as current assets in the restricted fixed asset fund.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

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

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Unrestricted funds</b>						
General funds	11,397	189,852	(189,067)	-	-	12,182
<b>Restricted general funds</b>						
General Annual Grant (GAG)	(237,038)	4,756,891	(4,418,384)	-	-	101,469
Pupil Premium	-	62,589	(62,589)	-	-	-
Local Authority revenue grants	-	11,698	(11,698)	-	-	-
Other DfE / ESFA revenue grants	-	64,773	(64,773)	-	-	-
Other education income	-	41,000	(41,000)	-	-	-
Pension reserve	(1,901,000)	-	(180,000)	-	(357,000)	(2,438,000)
	<u>(2,138,038)</u>	<u>4,936,951</u>	<u>(4,778,444)</u>	<u>-</u>	<u>(357,000)</u>	<u>(2,336,531)</u>
<b>Restricted fixed asset funds</b>						
NBV of fixed assets	12,828,348	-	(231,411)	20,233	-	12,617,170
DfE / ESFA capital grants	67,505	81,225	(12,183)	(20,233)	-	116,314
	<u>12,895,853</u>	<u>81,225</u>	<u>(243,594)</u>	<u>-</u>	<u>-</u>	<u>12,733,484</u>

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Total Restricted funds</b>	10,757,815	5,018,176	(5,022,038)	-	(357,000)	10,396,953
<b>Total funds</b>	10,769,212	5,208,028	(5,211,105)	-	(357,000)	10,409,135

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

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

	Unrestricted funds 2020 £	Restricted general funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	12,465,317	<b>12,465,317</b>
Current assets	245,294	525,364	1,982,839	<b>2,753,497</b>
Creditors due within one year	(232,035)	-	-	<b>(232,035)</b>
Defined benefit pension scheme liability	-	(2,365,000)	-	<b>(2,365,000)</b>
<b>Total</b>	<b>13,259</b>	<b>(1,839,636)</b>	<b>14,448,156</b>	<b>12,621,779</b>

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

	Unrestricted funds 2019 £	Restricted general funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	12,617,170	12,617,170
Current assets	12,182	307,808	116,314	436,304
Creditors due within one year	-	(206,339)	-	(206,339)
Defined benefit pension scheme liability	-	(2,438,000)	-	(2,438,000)
<b>Total</b>	<b>12,182</b>	<b>(2,336,531)</b>	<b>12,733,484</b>	<b>10,409,135</b>

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**19. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	<b>2020</b>	2019
	£	£
Net income/(expenditure) for the period (as per Statement of Financial Activities)	<b>1,972,644</b>	(3,077)
<b>Adjustments for:</b>		
Depreciation	<b>233,453</b>	231,411
Capital grants from DfE and other capital income	<b>(1,985,908)</b>	(81,225)
Defined benefit pension scheme cost less contributions payable	<b>121,000</b>	130,000
Defined benefit pension scheme finance cost	<b>46,000</b>	50,000
(Increase)/decrease in debtors	<b>(1,981,033)</b>	76,711
Increase/(decrease) in creditors	<b>25,696</b>	(148,856)
<b>Net cash (used in)/provided by operating activities</b>	<b>(1,568,148)</b>	254,964

**20. Cash flows from investing activities**

	<b>2020</b>	2019
	£	£
Purchase of tangible fixed assets	<b>(81,600)</b>	(20,233)
Capital grants from DfE Group	<b>1,985,908</b>	81,225
<b>Net cash provided by investing activities</b>	<b>1,904,308</b>	60,992

**21. Analysis of cash and cash equivalents**

	<b>2020</b>	2019
	£	£
Cash in hand	<b>670,026</b>	333,866
<b>Total cash and cash equivalents</b>	<b>670,026</b>	333,866

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**22. Analysis of changes in net debt**

	<b>At 1 September 2019 £</b>	<b>Cash flows £</b>	<b>At 31 August 2020 £</b>
Cash at bank and in hand	333,866	336,160	670,026
	<u>333,866</u>	<u>336,160</u>	<u>670,026</u>

**23. Contingent liabilities**

During the period of the funding agreement, should any asset for which a capital grant was received be sold or otherwise disposed of, in the event of the Academy not reinvesting the proceeds, it will be required to pay the grant related proportion of the proceeds to the ESFA.

Should the funding agreement be terminated for any reason, the Academy shall repay to the ESFA the current value of the academy's land and buildings and other assets, to the extent that such assets were funded by sums received from the ESFA.

**24. Capital commitments**

	<b>2020 £</b>	<b>2019 £</b>
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	<u>1,005,650</u>	<u>-</u>

**25. Pension commitments**

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

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

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**25. Pension commitments (continued)**

**Teachers' Pension Scheme**

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

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

**Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £500,305 (2019 - £355,984).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy 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.

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25. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £176,000 (2019 - £173,000), of which employer's contributions totalled £138,000 (2019 - £135,000) and employees' contributions totalled £ 38,000 (2019 - £38,000). The agreed contribution rates for future years are 20.0 per cent for employers and between 5.5 and 12.5 per cent for employees.

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

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

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	3.30	3.70
Rate of increase for pensions in payment/inflation	2.30	2.20
Discount rate for scheme liabilities	1.60	1.85
Inflation assumption (CPI)	2.30	2.20
Inflation assumption (RPI)	3.30	3.20

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

	2020	2019
	Years	Years
<i>Retiring today</i>		
Males	21.8	22.1
Females	23.8	24.0
<i>Retiring in 20 years</i>		
Males	23.2	23.7
Females	25.2	25.8

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**25. Pension commitments (continued)**

**Sensitivity analysis**

	<b>2020</b>	2019
	<b>£000</b>	£000
Discount rate +0.1%	<b>(118)</b>	(115)
Discount rate -0.1%	<b>121</b>	118
Mortality assumption - 1 year increase	<b>199</b>	200
Mortality assumption - 1 year decrease	<b>(192)</b>	(192)

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

	<b>2020</b>	2019
	<b>£</b>	£
Equities	<b>1,819,000</b>	1,870,000
Gilts	<b>19,000</b>	20,000
Other bonds	<b>362,000</b>	247,000
Property	<b>308,000</b>	320,000
Cash	<b>85,000</b>	73,000
Absolute return fund	<b>214,000</b>	213,000
<b>Total market value of assets</b>	<b>2,807,000</b>	2,743,000

The actual return on scheme assets was £209,000 (2019 - £116,000).

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

	<b>2020</b>	2019
	<b>£</b>	£
Current service cost	<b>(259,000)</b>	(222,000)
Past service cost	-	(43,000)
Interest income	<b>50,000</b>	67,000
Interest cost	<b>(96,000)</b>	(117,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(305,000)</b>	(315,000)

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**25. Pension commitments (continued)**

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

	2020 £	2019 £
<b>At 1 September</b>	<b>5,181,000</b>	4,414,000
Current service cost	<b>259,000</b>	222,000
Interest cost	<b>96,000</b>	117,000
Employee contributions	<b>38,000</b>	38,000
Actuarial (gains)/losses	<b>(341,000)</b>	405,000
Benefits paid	<b>(61,000)</b>	(58,000)
Past service costs	-	43,000
<b>At 31 August</b>	<b>5,172,000</b>	5,181,000

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

	2020 £	2019 £
<b>At 1 September</b>	<b>2,743,000</b>	2,513,000
Interest income	<b>50,000</b>	67,000
Actuarial (losses)/gains	<b>(101,000)</b>	48,000
Employer contributions	<b>138,000</b>	135,000
Employee contributions	<b>38,000</b>	38,000
Benefits paid	<b>(61,000)</b>	(58,000)
<b>At 31 August</b>	<b>2,807,000</b>	2,743,000

**Reconciliation of opening to closing Defined Benefit Pension Scheme liability**

	2020 £	2019 £
Balance brought forward	<b>2,438,000</b>	1,901,000
Defined benefit pension scheme cost less contributions payable	<b>121,000</b>	130,000
Defined benefit pension scheme finance cost	<b>46,000</b>	50,000
Actuarial losses/(gains)	<b>240,000</b>	357,000
<b>Balance carried forward</b>	<b>2,845,000</b>	2,438,000

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The amounts recognised in the Balance Sheet are as follows

	2020 £	2019 £
Present value of the defined benefit obligation	(5,172,000)	(5,181,000)
Fair value of the scheme assets	2,807,000	2,743,000
	<u>(2,365,000)</u>	<u>(2,438,000)</u>

**26. Operating lease commitments**

At 31 August 2020 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	15,016	17,180
Later than 1 year and not later than 5 years	12,665	23,357
	<u>27,681</u>	<u>40,537</u>

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	2020 £	2019 £
Operating lease rentals	<u>33,470</u>	<u>26,368</u>

**27. Other financial commitments**

At the balance sheet date, the school had outstanding financial commitments of £1,336,598 relating to the maintenance and up keep of the school.

**28. Members' liability**

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

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**29. Related party transactions**

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook (AFH) and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

During the year, the Trust incurred costs of £1,428 (2019 - £1,353) with Astra Security Systems Limited, a company of which G Twist (Community Trustee) is a director and shareholder. There was £Nil outstanding at the year end (2019 - £131).

During the year, the Trust received £Nil (2019: £41,000) in donations from Oakwood Park Grammar School Trust, a charity under common trusteeship of K Moody, G Twist, J Murton and M Housden. At the year end, there were no amounts owed to or from the Trust. As a connected charity, its charitable objects are to the furtherance of the education and benefit of the children attending Oakwood Park Grammar School. The Trustees assist families and students where a lack of income prevents them from purchasing uniforms or attending school trips. Per its most recent publicly available financial statements, the charity had net assets of £137,881 and made a loss of £42,855.

During the year, the Trust made purchases of £Nil (2019: £3,250) from Firebird Training Limited, a company of which Alison Temple, a Trustee, is a director. At the year end, there were no amounts owed to or from the Trust.

**30. Agency arrangements**

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2020 the Trust received £14,925 (2019 - £13,415) and disbursed £13,568 (2019- £13,415) from the fund. An amount of £1,357 is being carried forward.