

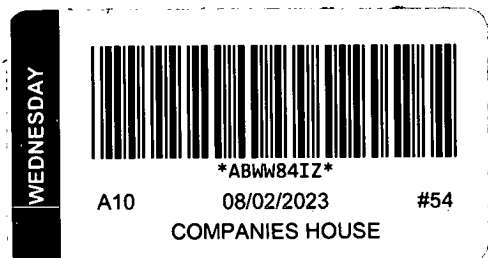
Companies House

**The Westminster Academy
(Westbourne Green)**

**Annual Report and Financial
Statements**

31 August 2022

Company Limited by Guarantee
Registration Number
05102934 (England and Wales)



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Reference and administrative information

Members

The principal sponsor	The Exilarch's Foundation
Representing the principal sponsor	David Dangoor
Representing the principal sponsor	Judy Dangoor
Representing the principal sponsor	Elizabeth Dangoor

Trustees

Chair of Trustees and Sponsor Trustee	Mike Karp
Vice Chair of Trustees and Sponsor Trustee	Tabassum Awan
Principal and Accounting Officer	Dr Paul Wood
Co-opted Trustee	Mark Beard
Sponsor Trustee	David Dangoor
Sponsor Trustee	Elizabeth Dangoor
Sponsor Trustee	Judy Dangoor
Sponsor Trustee	Alastair Metcalf
Sponsor Trustee	Angela Piddock
Parent Trustee	Anastasiya Karelina
Parent Trustee	Kamen Ivanov
Sponsor Trustee	Jeremy Sanders
Sponsor Trustee	Beth Fuller
Sponsor Trustee	Claire Badger
Sponsor Trustee	Hifsa Haroon Iqbal
Sponsor Trustee	Duncan Harman-Wilson

Senior Management Team

Principal	Paul Wood
Vice-Principals	Maka Baramidze
	Jaya Carrier
	Mark Rogers
Chief Operating Officer	Theresa Allotey

Registered address	Sir Naim Dangoor Centre 255 Harrow Road London W2 5EZ
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Company registration number	05102934
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Reference and administrative information

Auditor Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Bankers Barclays Bank Plc
Pall Mall Corporate Group
PO Box 15165
London
SW1A 1QF

Directors' report Year to 31 August 2022

The Trustees of The Westminster Academy (Westbourne Green) ('the Academy') present their annual report together with the financial statements and the auditor's reports of the charitable company for the year to 31 August 2022. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 35 to 41 of the attached financial statements and comply with the Academy's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Academy operates an academy for students aged 11 to 18 serving a catchment area in Westminster. It has a student capacity of 1,300 and had a roll of 1,128 in the school census captured on 20th January 2022.

Constitution

The Academy is a company limited by guarantee incorporated in England on 15 April 2004 (no. 05102934). The company's memorandum and articles of association are the primary governing documents of the Academy. Members of the company are nominated by the sponsors of the Academy, The Exilarch's Foundation, and by the Secretary of State for Education.

Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

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

Trustees' indemnities

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

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Trustees

The Trustees are directors of the charitable company for the purposes of the Companies Act 2006. The following Trustees were in office at 31 August 2022 and served throughout the year except where shown.

Trustee	Appointed/Resigned	Appointing body
Mike Karp (Acting Chair)		Sponsor Trustee
Tabassum Awan (Acting Vice Chair)		Sponsor Trustee
Paul Wood		Principal and Accounting Officer
Mark Beard		Co-opted Trustee
David Dangoor		Sponsor Trustee
Elizabeth Dangoor		Sponsor Trustee
Judy Dangoor		Sponsor Trustee
Shabir Randeree	Resigned 30 th June 2022	Sponsor Trustee
Alastair Metcalf		Sponsor Trustee
Angela Piddock		Sponsor Trustee
Anastasiya Karelina		Parent Trustee
Jeremy Sanders		Sponsor Trustee
Duncan Harman-Wilson		Sponsor Trustee
Kamen Ivanov	Appointed 17 th March 2022	Parent Trustee
Hifsa Haroon-Iqbal		Sponsor Trustee
Beth Fuller		Sponsor Trustee
Claire Badger		Sponsor Trustee

Method of recruitment and appointment or election of Trustees

The Trustees may appoint up to three co-opted Trustees. The number of Trustees shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. Subject to Articles 48-49 and 53, the Academy Trust shall have the following Trustees:

- ◆ up to 30 Trustees, appointed under Article 50;
- ◆ a minimum of two Parent Trustees elected or appointed under Articles 53 - 56B.

The Academy Trust may also have any Co-opted Trustee appointed under Article 58. Future Trustees shall be appointed or elected, as the case may be, under the Articles of Association adopted in March 2022.

Policies and procedures adopted for the induction and training of Trustees

The Board of Trustees is composed of highly experienced individuals. In terms of induction, all new Trustees are provided with an induction pack and advised of available training. New Trustees are also supported and mentored by experienced Trustees and by members of the Senior Leadership team.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational structure

The Board of Trustees determines the general policies and procedures of the Academy. The internal organisation and management of the Academy is delegated to the Principal supported by the Senior Leadership team, of which the Principal is a member. The Senior Leadership team undertakes the key leadership role overseeing educational and administrative functions in consultation with Middle Leaders. The day-to-day administration of the Academy is undertaken within the policies and procedures approved by the Board of Trustees. The Principal oversees the recruitment of all educational, administration and support staff. The Principal attends all Director and Board of Trustee meetings as well as Committee meetings.

Arrangements for setting pay and remuneration of key management personnel

When setting pay and remuneration of key management personnel, a review of similar educational establishments with similar characteristics and intake takes place. The Academy benchmarks via the appropriate educational groups and networking, but also researches current trends and adverts that are public. Any review of key management salaries is presented to representatives of the Board of Trustees for approval prior to implementation.

Trade union facility time

No time was spent by relevant union officials on paid trade union activities during contracted employment hours in the relevant period for purposes of reporting under the Trade Union (Facility Time Publication Requirements) Regulations 2017.

Connected organisations, including related party relationships

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

OBJECTIVES AND ACTIVITIES

Objectives, strategies and activities

The principal objectives and activities of the Academy are the operation of the Westminster Academy to provide education for students of different abilities between the ages of 11 and 18. The Academy has an International Business and Enterprise specialism.

The main objectives of the Academy are summarised below:

- ◆ To raise the standard of education achievement and progress of all students;
- ◆ To ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

- ◆ To improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- ◆ To provide value for money for the funds expended;
- ◆ To comply with all appropriate statutory and curriculum requirements;
- ◆ To maintain close links with industry and commerce;
- ◆ To maintain close links with the immediate and wider community; and
- ◆ To conduct our business in accordance with the highest standards of integrity, probity and openness.

Public Benefit

In setting the Academy's objectives and planning its activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

STRATEGIC REPORT

Achievements and performance

Review of activities

As throughout the pandemic, Westminster Academy colleagues responded to all changes in government guidance and expectations quickly and effectively. Almost all aspects of school have now resumed. Off-site links and student experiences are returning to pre-pandemic levels and new, exciting opportunities have occurred throughout the school year, as documented in this report and (more often) the weekly WA Newsletter.

Internal assessments throughout the year have continued to indicate that WA students are making satisfactory academic progress and, overall, have not been dramatically hindered by the periods of remote learning. Numerous targeted academic interventions have taken place throughout the school year (lunchtimes, after school, Saturdays, and school holidays). Predictions for external examinations are not significantly different from in previous years though, as with 2020 and 2021 assessments, curricular adjustments to the assessments will make comparisons with pre-2020 results difficult.

An inclusive and open discussion process resulted in a set of strategic priorities that reflect the WA community's desire to refocus on the fundamentals of learning and caring for young people after 2+ years of disruption to schooling.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Review of activities (continued)

This year was the first year for the RSE curriculum being embedded fully into the whole school curriculum, specifically through Tutor Touch Base and has largely been a success in terms of the increased level of professional development teachers have received that has opened many discussions around the "what" and the "how" of teaching the content. It has been positive to hear students engaging with the content and many students feel comfortable to express their views. The three Curriculum Drop Down Days have given us the opportunity to build relationships with organisations such as SASH and Brook to provide workshops and expertise to more sensitive topics. The discussions around the implementation of the curriculum have successfully led to re-thinking Personal Development and the use of the House System for the next academic year.

Following the external review conducted by school improvement specialists, B11, we have broadened the Key Stage 3 curriculum to span three years (Key Stage 3 will be Year 7 - 9). Trustees of Learning, alongside their Key Stage Coordinators have reviewed their current curriculum offer, benchmarked it to the expectations of the National Curriculum and created an ambitious, engaging, and relevant Key Stage 3 curriculum for September 2022. Alongside this, the current Year 9s have had the opportunity to choose triple science as an option for Key Stage 4 a year earlier to further support the learning and progress in that subject choice.

There have been opportunities for Directors of Learning and their Curriculum Coordinators to learn and develop their understanding of curriculum intent through a quality assurance pilot the Academic SLT have undertaken in the last two terms and through concerted discussions with these middle leaders.

The new Personal Development curriculum proposal including the restructuring of the House System was created to align with our strategic focus. It has gone through staff, parent and student consultations and will be in place from September 2022. There are plans in place for curriculum development to be an ongoing process throughout the academic year to ensure the robustness of what we are teaching.

The work of the pastoral and attendance team to bring attendance in line with the (slightly above) the national average of 91.5% has been a success for the Academy. Covid has had and continues to have such a significant impact on attendance we celebrate that so many students are now in the habit of regularly attending. First day contact continues, with home visits, pastoral support, and early help referrals for persistent attendees. In the academic year 2022 - 2023 we will look at ensuring our parental communication regarding attendance, reporting attendance, and offering support if further strengthened, provide more support and challenge to those that are persistently absent and look to reduce the attendance gap of both SEN students.

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Review of activities (continued)

This year, our approaches and systems for professional learning have struck an effective balance between school-wide and individual teacher needs. Subject-specific training has been prioritised throughout and this has been done both at a departmental level and externally. Staff feedback on professional learning is consistently very positive and is used to plan ongoing CPD (for example, the continued inclusion of external keynote speakers for INSET is following staff feedback). Finally, there are routine opportunities for celebrating best practice, including a Best Practice Directory, a weekly email and also a whole-staff showcase and celebration of professional learning.

The national roll out of the new Early Career Framework began in September 2021 and we have gone above and beyond this year offering the timetabling reductions for both first year trainees (statutory from September 2021) and second year trainees (statutory from September 2022). The early adoption of this second year trainee provision has meant that the cohort trainees who had significant disruptions to their training due to Covid have been given important extra support. Whilst we are changing the ECF model for next year to gain more flexibility in terms of the external curriculum content, the support internally for trainees and the quality assurance of mentoring has been very strong this year.

The reformed Performance Management system has operated very effectively across the year and fosters both accountability and professional development. Alongside a universal target for all teachers concerned with engagement in professional learning, staff now have the ability to select bespoke targets they are working towards, and then join into collaborative Professional Learning Communities to support them in meeting these targets. More opportunities for review have been built-in to the academic year following staff focus group feedback which also makes the process more meaningful and gives people the opportunity to engage more routinely with their targets.

Key financial performance indicators

The Key Performance Indicators used by the Trustees to assess the performance of the Academy against their stated objectives are as follows:

	2022	2021
Income per pupil	£8,677	£8,808
Staffing costs as a percentage of main grant income	83.33%	83.32%
Average teaching costs per pupil	£5,444	£5,662
Average non-teaching costs per pupil	£950	£510
Total learning resources per pupil	£1,007	£475

STRATEGIC REPORT (continued)

Achievements and performance (continued)

Going concern

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

Financial review

Financial report for the year

The Academy's main source of income is derived from the ESFA. The grants received during the year ended 31 August 2022 and the associated expenditure are shown in the Statement of Financial Activities on page 31.

Unrestricted income for the year amounted to £483,000 (2021 – £540,000) against net expenses incurred of £214,000 (2021 – £267,000) resulting in a surplus for the year of £269,000 (2021 – £273,000). There is an overall surplus of unrestricted funds of £1,398,000 (2021 – £1,129,000) carried forward at the end of the year.

Restricted general funds received amounted to £10,120,000 (2021 – £10,766,000) and comprised mainly of the General Annual Grant (GAG) receivable from ESFA. Restricted general fund expenditure for the year amounted to £10,608,000 (2021 – £9,795,000) resulting in a deficit on restricted general funds of £488,000 (2021 – surplus of £971,000) before transfers and the recognition of the pension adjustment.

At the year end, the Academy's pension liability is a proportion of the City of Westminster Fund and is valued in line with FRS102. Restricted general funds also include the Academy's share of these pension liabilities of £nil (2021 – £1,742,000). This is represented by the liability of £1,742,000 brought forward at 1 September 2021 (2021 – £1,727,000), resources expended of £453,000 (2021 – £337,000) and an actuarial gain of £2,195,000 (2021 – actuarial gain of £322,000) on the pension scheme.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an 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.

At 31 August 2022, the net book value of fixed assets was £23,377,000 (2021 – £24,154,000) and movements in tangible fixed assets are shown in note 13 to the accounts. These assets represent the restricted fixed asset fund and are used by the Academy in order to provide education and associated support services to pupils of the Academy and the wider community. The restricted fixed asset fund is reduced by annual depreciation charges over the expected useful lives of the assets concerned.

STRATEGIC REPORT (continued)

Financial review (continued)

Financial report for the year (continued)

In 2017, the Academy set up a wholly owned subsidiary, WA Land Limited ('WAL'), whose sole purpose is to exploit a property development opportunity on a site within the boundary of the land leased to the Academy for the purpose of providing affordable housing for teachers employed at the Academy.

For this purpose, WAL entered into a facility agreement with The Exilarch's Foundation (TEF) to fund its initial working capital requirements. The facility, for a sum of up to £360,000, has been provided on an interest free and unsecured basis. It is only repayable in the event of WAL entering into a development agreement with a developer on terms approved by TEF. The expenses incurred by company during the year amounted to £8,000 (2021 – £3,000) and at the year end, WAL was indebted to TEF in the amount of £nil (2021 – £nil). The decision was taken during the year that WAL will be wound up during 2023.

Impact of Covid 19

Westminster Academy was fortunate during 2020-21 that no financial uncertainties arose as a consequence of COVID-19 and, hence, the financial sustainability was unaffected and no steps needed to be taken to address any uncertainties. The trust's reserves policy was reviewed in July 2021 and no COVID-related impact was referenced. The Academy reserves were not affected by COVID and there was no change in the Academy's parameters for setting aside funds for future commitments.

Additional COVID-19 funding was received in the form of "COVID-19 Catch Up Premium", amounting to £81,120. This funding was used for a range of age-appropriate academic and pastoral interventions to support students, especially during periods of remote learning. Full details are documented in the Covid-19 Catch Up Premium Report that can be found on the Academy's website (<http://www.westminsteracademy.org.uk/195/key-information-and-policies/category/6/equalities-additional-intervention>).

Reserves policy

The Trustees have delegated to the Finance Team the responsibility to review the reserve levels of the Academy on a regular basis. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

It is the policy of the Trust that at no time will the level of total free reserves fall below the equivalent of the total Trust payroll for two months. This figure is currently (£1.18m) and represents approximately (15%) of GAG. Similarly, unless monies are being set aside for specific projects or significant risks are identified, it is not anticipated that total free reserves will exceed 25% of GAG, currently £2.2M.

The Academy needs to consider what an appropriate level of reserves should be to minimise the risk of entering a deficit position following unforeseen circumstances. That target is recommended to the Board of Trustees by the Finance and General Purposes Committee as part of the annual budget setting process.

STRATEGIC REPORT (continued)

Financial review (continued)

Reserves policy (continued)

The deficit on the Local Government Pension Scheme does not mean that an immediate liability crystallises. The deficit results in a cash flow effect for the Academy in the form of possible future increases in pension contributions, which, if required, will be met from the budgeted annual income. There is therefore no direct impact on the free reserves of the Academy because of recognising the deficit.

Investment policy

The Trustees' investment powers are governed by the memorandum and articles of association. There are currently no funds available for long term investment and any surplus funds which are retained are placed on short term deposit.

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances (a register of risk is kept via the new electronic system and is updated for each Audit Committee meeting). The Trustees have implemented a number of systems to assess risks that the Academy faces, especially in the operational areas (e.g. in relation to professional, financial, legal, physical, contractual, technological and environmental) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. data protection and safeguarding information) and internal financial controls in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The Trustees have also carefully considered a specific internal audit function and appointed Thompson Jenner LLP, 1 Colleton Crescent, Exeter, EX2 4DG, as the Internal Auditor who performs a range of financial checks. Thompson Jenner reported formally to the Audit Committee on the operation of the systems of control. The Trustees accept these arrangements to provide reasonable, but not absolute, assurance that assets are safeguarded and transactions are authorised and properly recorded and that any internal errors or irregularities are either prevented or detected in a timely basis.

FUNDRAISING

The Academy did not actively fundraise during the year to 31 August 2021 and does not hold any agreements with professional fundraisers or commercial participators. The costs for raising funds relates to expenses incurred by its subsidiary undertaking.

PLANS FOR FUTURE PERIODS

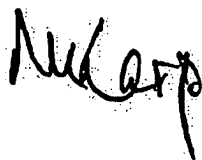
The Academy has now largely returned to normal "pre-pandemic" operations and is focused on ensuring that any so-called "learning gaps" are being addressed and that all students meet or exceed their academic potentials. A schoolwide discussion has been initiated during 2021-22 to determine strategic goals for the 2022-25 period. Those goals will then inform decisions about resource allocation.

AUDITOR

In so far as the Trustees are aware:

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

Trustees' report, incorporating a strategic report, approved by order of the members of the Board of Trustees and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Mike Karp', is written over a faint, dotted grid background.

(Chair of Trustees and Sponsor Trustee) Mike Karp

Date: 16/12/2022

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that The Westminster Academy (Westbourne Green) 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 have delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Academy and the Secretary of State for Education. The Principal is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

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

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

After 10 years of service to Westminster Academy, Shabir Randeree resigned as Chair of the Board on 30th June 2022. To ensure that the Academy was supported appropriately in terms of governance, Mike Karp was appointed as Acting Chair until his appointment could be formalised at the next Full Board meeting. This change in governance also saw Duncan Harman Wilson step down as Vice Chair and Tabassum Awan appointed in his place.

In line with the new Articles of Association adopted in March 2022, the Trustee roles of Alastair Metcalf and Angela Piddock were changed from LA Trustees to Sponsor Trustees.

Kamen Ivanov joined the Board as a Parent Trustee in March 2022.

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

Trustee	Meetings attended	Out of a possible
Mike Karp (Chair)	2	4
Tabassum Awan (Vice Chair)	4	4
Shabir Randeree (resigned June 22)	2	4
Duncan Harman-Wilson	4	4
Paul Wood	4	4
Mark Beard	3	4
David Dangoor	3	4
Elizabeth Dangoor	2	4
Judy Dangoor	2	4
Alastair Metcalf	2	4
Angela Piddock	2	4
Anastasiya Karelina	2	4
Jeremy Sanders	3	4
Hifsa Haroon-Iqbal	2	4
Beth Fuller	2	4
Claire Badger	2	4
Kamen Ivanov	1	2

Governance (continued)

Conflicts of interest

The Academy keeps a register of the relevant business and pecuniary interests of:

- ◆ Members
- ◆ Trustees
- ◆ Senior employees

This is to identify relevant material interests arising from close family relationships. The register is published online, detailing any interests of members, Trustees, and accounting officers.

The register is kept up to date at all times and referenced when working with new suppliers and/or contractors. All new business relationships are checked against the Companies House register to further ensure there are no conflicts of interest.

Governance reviews

In order to ensure that the governance of the Academy remains effective, each Trustee is required to complete a skills audit. This identifies their areas of expertise and allows for the board to determine which committee would be best served given the individual's skill set.

The Trustees receive Academy Data relating to student performance, staff turnover and Academy finances in a well constructed and easy to interpret data dashboard. This format is used at all committee meetings, to ensure clarity and consistency.

Governance at the Academy is also supported by external governance professionals. Our service level agreement included the provision of professional advice, Trustee training and clerking services and was used extensively throughout the course of the year.

Finance and General Purposes Committee

The Finance and General Purposes Committee is a sub-committee of the Board of Trustees. Its purpose is as follows:

- ◆ receive and monitor the Academy's financial reports;
- ◆ review the draft Budget Plan and make recommendations to the Board of Trustees for approval;
- ◆ agree contracts and purchases within the level of its delegated authority;
- ◆ agree virements within the Budget within the level of its delegated authority;
- ◆ ensure appropriate resourcing of the Improvement Plan targets;
- ◆ monitor reports with regard to the separate trading company, Academy Community (once it starts its trading activities);

Governance (continued)

Finance and General Purposes Committee (continued)

- ♦ monitor the application of the Agreement with the City of Westminster Council with regard to the activities of Academy Sport;
- ♦ receive and review Reports of the Academy's Health and Safety Committee, of Health and Safety inspections with regard to the maintenance, upkeep, and renewal of the premises and equipment;
- ♦ receive and monitor reports with regard to HR/staffing matters including pay performance management, discipline and employment related issues; and
- ♦ review and approve from time to time all policy statutory or other documents relating to the Committee's roles and responsibilities.

During the year there were no new Trustees appointed to this committee however, Tabassum Awan was appointed as Chair and Jeremy Sanders was appointed as Vice Chair.

Attendance at meetings in the year was as follows:

Committee member	Meetings attended	Out of a possible
Tabassum Awan (Chair)	2	3
Jeremy Sanders (Vice Chair)	2	3
Duncan Harman-Wilson	3	3
Paul Wood	3	3
David Dangoor	1	3
Elizabeth Dangoor	2	3
Judy Dangoor	1	3
Mike Karp	2	3
Alastair Metcalf	3	3

Audit Committee

The Audit Committee is also a sub-committee of the main Board of Trustees and is an advisory body with no executive powers. Its main functions are to:

- ♦ help promote the highest standards of propriety in the use of public funds and encourage proper accountability for the use of those funds;
- ♦ promote a climate of financial discipline and control which will help to reduce the opportunity for financial mismanagement;
- ♦ promote the development of internal controls systems which will help satisfy the Board of Trustees that the Academy will achieve its objectives and targets and is operating in accordance with any statutory requirements for the use of public funds within delegated authorities laid down by the Board of Trustees and the Academy's own rules on which matters should be referred to the Board of Trustees; and in a manner which will make most economic and effective use of resources available.

Governance (continued)

Audit Committee (continued)

- ◆ receive the Internal and External Audit Reviews; and
- ◆ review the Risk Register.

Attendance at meetings in the year was as follows:

Committee member	Meetings attended	Out of a possible
Shabir Randeree (Resigned June 22)	2	3
Duncan Harman-Wilson	3	3
Paul Wood	3	3
David Dangoor	1	3
Mike Karp (Vice Chair)	2	3
Alastair Metcalf (Chair)	3	3

Curriculum Committee

The Curriculum Committee is a sub-committee of the Board of Trustees. Its purpose is to:

- ◆ monitor the delivery of teaching and learning in relation to the Academy's Improvement Plan and the Academy's Self Evaluation with regard to the Ofsted Framework;
- ◆ receive and review assessment tracking and performance data in respect of the progress of the Academy's students; and
- ◆ to review and adopt or recommend to the Board of Trustees for adoption the statutory policies with regard to teaching and learning, and behaviour and discipline.

During the year, Claire Badger, Beth Fuller and Hifsa Haroon-Iqbal were appointed to the committee.

Attendance at meetings in the year was as follows:

Committee member	Meetings attended	Out of a possible
Judy Dangoor	4	4
Paul Wood	4	4
Elizabeth Dangoor	4	4
Angela Piddock	2	4
Mark Beard	2	4
Claire Badger (Chair)	3	4
Beth Fuller (Vice Chair)	3	4
Hifsa Haroon Iqbal	1	4

Review of value for money

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

The Accounting Officer considers how the trust's use of its resources has provided good value for money during the academic year, and reports to the board of Trustees where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the academy trust has delivered and improved value for money during the year by providing a fresh perspective on staffing levels and allocations in all areas of the school. In several instances, teaching and support positions were not refilled after resignations. The Accounting Officer also began preliminary discussions with the COO of a new, transparent and inclusive process to develop the annual operating budget in a way that places much greater emphasis on budgetary planning and, hence, most effective allocation of resources.

The Trustees' approach

Trustees have applied the four principles of best value:

- ◆ Challenge - Is the Academy's performance high enough? Why and how is a service provided? Do we still need it? Can it be delivered differently? What do parents want?
- ◆ Compare - How does the Academy's student performance and financial performance compare with all Academies? How does it compare with LEA schools? How does it compare with similar schools?
- ◆ Consult - How does the Academy seek the views of stakeholders about the services the Academy provides?
- ◆ Compete - How does the Academy secure efficient and effective services? Are services of appropriate quality, economic?

The Trustees and Academy managers apply these principles when making decisions about:

- ◆ the allocation of resources to best promote the aims and values of the Academy.
- ◆ the targeting of resources to best improve standards and the quality of provision.
- ◆ the use of resources to best support the various educational needs of all students.

Trustees, and the Academy managers, will:

- ◆ use data from other/similar schools using data provided by the LEA and the Government, e.g. benchmarking tools, quality of teaching and learning and levels of expenditure.
- ◆ challenge proposals, examining them for effectiveness, efficiency and cost, e.g. setting of annual student achievement targets.

Review of value for money (continued)

The Trustees' approach (continued)

- ◆ require suppliers to tender, ensuring best value whilst maintaining quality/suitability of services/products/ backup.
- ◆ consult with individuals and organisations on quality/suitability of the service we provide to parents and students and services we receive from providers, e.g. Sex and Relationships Education, student reports, OFSTED, external consultants, energy suppliers.

This will apply in particular to:

- ◆ staffing
- ◆ use of resources
- ◆ quality of teaching
- ◆ quality of learning
- ◆ purchasing
- ◆ students' welfare
- ◆ health and safety

Trustees and Academy managers do not waste time and resources on investigating minor areas where few improvements can be achieved, e.g. on making minor savings in costs, or on seeking tenders for minor supplies and services. Trustees recognise that the pursuit of minor improvements or savings is not cost effective if the administration involves substantial time or costs and that time wasted on minor improvements or savings can also distract management from more important or valuable areas.

Covid-19

With many of our suppliers being affected by the events of Covid-19 it has been difficult, in some cases, to secure best value for money. On occasion, delivery of projects or resources have been delayed due to the extended waiting times associated with lockdown and the furlough scheme. This has not affected our spending approach. Rather it prompted us to prioritise projects and to review carefully the needs of the academy to ascertain what needed to be purchased immediately and what might wait until our approved suppliers are in a position to support us again. It has also been an opportunity to seek out new suppliers, some of which have proven extremely helpful in our time of need. Overall then, whilst the Academy experienced a narrowing of supplier options due to COVID-19, there was no adverse impact on value for money and the Academy had no need to act to support suppliers in atypical ways because of the pandemic.

Review of value for money (continued)

Teaching and Learning

Trustees and the Academy Senior Leadership Team (SLT) constantly review the quality of curriculum provision and the quality of teaching and learning. Relevant data are shared by the SLT and discussed at each Board meeting. In the continued challenging context of the global COVID-19 pandemic, Westminster Academy has used its established 1:1 device programme and online learning platforms to maintain a full timetable of real-time learning in all subject areas. Trustees and the SLT also review, on an ongoing basis, the quality of the Academy physical environment and the Academy ethos and climate, in order to ensure a supportive, secure and safe environment conducive to learning and recreation which underpins academic success for our students.

Allocation of Resources

Trustees and Academy Leadership deploy staff to provide best value in terms of quality of teaching, quality of learning, adult to student ratio and curriculum management and to ensure appropriate facilities, equipment, materials and services provide students and staff with resources which support quality of teaching and learning.

The Board of Trustees have established finance policies to control purchasing and through the budget process agree the allocation of resources for the year.

Monitoring

In order to provide input and to monitor delivery of best value the Board of Trustees has established active Curriculum, Audit and Risk, and Finance and General Purposes committees.

Health & Safety

Trustees and Academy operational managers review the quality of the Academy environment and equipment, carrying out termly risk assessments supplemented by one off investigations where appropriate, in order to provide a safe working environment for students, staff and visitors. The Audit & Risk Committee meets once a term to review matters relating to Health and Safety and the COO includes Health & Safety updates in their written reports to the full Board.

The purpose of the system of internal control

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Academy's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place at the Academy for the year ended 31 August 2022 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 is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year ended 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees, and is reported on at the Audit and Risk Committee meetings.

The risk and control framework

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

- ◆ comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- ◆ regular reviews by the finance and 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;
- ◆ delegation of authority and segregation of duties; and
- ◆ identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint Thompson Jenner LLP, 1 Colleton Crescent, Exeter, EX2 4DG as internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. In particular, the checks carried out in the current period included ESFA grants received, payroll and pensions, procurement activities, major contracts, bank reconciliations and VAT.

During the current period, the checks identified two areas for improvement in:

- (i) the fixed asset register (specifically the rationalization of historical assets)
- (ii) the Finance policy (which needed to be updated to reflect current practice that had changed due to Covid-19)

These were subsequently actioned.

The internal auditor reports to the Board of Trustees through the finance and general purposes committee and audit committee three times a year on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

The risk and control framework (continued)

The internal auditor, Thompson Jenner LLP, 1 Colleton Crescent, Exeter, EX2 4DG, has delivered their schedule of work as planned, with no material control issues arising.

Review of effectiveness

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

- ◆ the work of the internal auditor;
- ◆ the work of the external auditor;
- ◆ the financial management and governance self-assessment process;
- ◆ the work of the Senior Management Team within the Academy who have responsibility for the development and maintenance of the internal control framework.

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

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



(Chair of Trustees) Mike Karp



(Accounting Officer) Dr Paul Wood

Approved on: 16/12/2022

Statement on regularity, propriety and compliance 31 August 2022

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

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

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



(Accounting Officer) Dr Paul Wood

Date: 20/12/2022

Statement of Trustees' responsibilities 31 August 2022

The Trustees (who act as directors of the Academy) are responsible for preparing the Trustees' report and the financial statements in accordance with the Annual Accounts Direction issued by the Education 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 Academy 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:

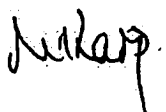
- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities' SORP (FRS 102) and the Academies Accounts Direction 2021 to 2022;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom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

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

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

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

Approved by order of the members of the Board of Trustees on 16/12/2022 and signed on its behalf by:



(Chair of Trustees and Sponsor Trustee) Mike Karp

Independent auditor's report on the financial statements 31 August 2022

Independent auditor's report to the members of The Westminster Academy (Westbourne Green)

Opinion

We have audited the financial statements of The Westminster Academy (Westbourne Green) (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 August 2022 which comprise the group statement of financial activities, the group and charitable parent company balance sheets, the group statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (the Charities SORP 2019) and the Academies Accounts Direction 2021 to 2022.

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

Conclusions relating to going concern (continued)

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the charitable parent company 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 by the charitable parent company, or returns adequate for our audit have not been received from branches not visited by us; or

Matters on which we are required to report by exception (continued)

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

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company 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 group's and the charitable parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Trustees either intend to liquidate the group or the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the group through discussions with management, and from our knowledge of the academy trust sector;
- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;

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

- ◆ we considered the legal and regulatory frameworks that are applicable to the group and determined that the most significant are the Companies Act 2006, the Charities SORP 2019, the Academies Accounts Direction 2021 to 2022, the Academy Trust Handbook 2021, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the group is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes
- ◆ of Trustees' meetings and the subsidiary company Trustees' meetings and papers provided to the Trustees.
- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

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

- ◆ making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

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

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reviewing the minutes of Trustees' meetings and subsidiary company Trustees' meetings;

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

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

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

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

Use of our report

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

Buzzacott LLP

22 December 2022

Hugh Swainson (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Independent reporting accountant's assurance report on regularity to The Westminster Academy (Westbourne Green) and the Education and Skills Funding Agency

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

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

Respective responsibilities of The Westminster Academy (Westbourne Green)'s Accounting Officer and the reporting auditor

The Accounting Officer is responsible, under the requirements of The Westminster Academy (Westbourne Green)'s funding agreement with the Secretary of State for Education dated 28 March 2007 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

Independent reporting accountant's report on regularity 31 August 2022

Approach (continued)

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

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

The work undertaken to draw to our conclusion includes:

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

Conclusion

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



Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Date: 22 December 2022

Consolidated statement of financial activities (including income and expenditure account) Year to 31 August 2022

	Notes	Unrestricted general fund £'000	Restricted funds		2022 Total funds £'000	2021 Total funds £'000
			General £'000	Fixed assets fund £'000		
Income from:						
Donations and capital grants	2	47	—	24	71	128
Charitable activities						
· Funding for the academy's educational operations	3	5	10,120	—	10,125	10,828
Other trading activities	4	429	—	—	429	423
Investments	5	2	—	—	2	—
Total		483	10,120	24	10,627	11,379
Expenditure on:						
Raising funds	6	—	—	—	—	3
Charitable activities						
· Academy's educational operations	7	214	10,608	864	11,686	10,917
Total		214	10,608	864	11,686	10,920
Net income (expenditure)		269	(488)	(840)	(1,059)	459
Transfers between funds	16	—	(63)	63	—	—
Other recognised gains and losses						
Actuarial gains on defined benefit pension scheme	22	—	2,195	—	2,195	322
Net movement in funds		269	1,644	(777)	1,136	781
Reconciliation of funds						
Total fund balances brought forward at 1 September 2021		1,129	446	24,154	25,729	24,948
Total fund balances carried forward at 31 August 2022		1,398	2,090	23,377	26,865	25,729

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

Balance sheets 31 August 2022

	Notes	Group 2022 £'000	Academy 2022 £'000	Group 2021 £'000	Academy 2021 £'000
Fixed assets					
Tangible fixed assets	13	23,377	23,377	24,154	24,154
		<u>23,377</u>	<u>23,377</u>	<u>24,154</u>	<u>24,154</u>
Current assets					
Debtors	14	485	485	561	561
Cash at bank and in hand		3,768	3,768	3,454	3,452
		<u>4,253</u>	<u>4,253</u>	<u>4,015</u>	<u>4,013</u>
Liabilities					
Creditors: amounts falling due within one year	15	(765)	(752)	(698)	(691)
Net current assets		<u>3,488</u>	<u>3,501</u>	<u>3,317</u>	<u>3,322</u>
Total assets less current liabilities		26,865	26,878	27,471	27,476
Net assets excluding pension scheme liability		26,865	26,878	27,471	27,476
Defined benefit pension scheme liability	22	—	—	(1,742)	(1,742)
Total net assets		26,865	26,878	25,729	25,734
Funds of the Academy					
Restricted funds					
Fixed assets fund	16	23,377	23,377	24,154	24,154
Restricted income fund	16	2,090	2,090	2,188	2,188
Pension reserve	16	—	—	(1,742)	(1,742)
Total restricted funds		25,467	25,467	24,600	24,600
Unrestricted income funds					
General fund	16	1,411	1,411	1,134	1,134
Funds retained with subsidiary	16	(13)	—	(5)	—
Total funds		26,865	26,878	25,729	25,734

The financial statements on pages 42 to 61 were approved by the Trustees, and authorised for issue on 16/12/2022 and are signed on their behalf by:



(Chair of Trustees and Sponsor Trustee) Mike Karp
The Westminster Academy (Westbourne Green)
Company Limited by Guarantee
Registration Number: 05102934 (England and Wales)

Consolidated statement of cash flows Year to 31 August 2022

	Note	2022 £'000	2021 £'000
Cash flows from operating activities			
Net cash provided by operating activities	A	375	980
Cash flows from investing activities	B	(61)	(267)
Change in cash and cash equivalents in the year		314	713
Cash and cash equivalents at the start of the year		3,454	2,741
Cash and cash equivalents at the end of the year		3,768	3,454

A Reconciliation of (expenditure) income to net cash provided by operating activities

	2022 £'000	2021 £'000
Net (expenditure) income for the year (as per the statement of financial activities)	(1,059)	459
Adjusted for:		
Depreciation (note 13)	864	858
Capital grants from DfE and other capital income	(24)	(73)
Interest receivable (note 5)	(2)	—
Defined benefit pension scheme cost less contributions payable (note 22)	421	310
Defined benefit pension scheme finance cost (note 22)	32	27
Decrease in debtors	76	125
Decrease in creditors	67	(726)
Net cash provided by operating activities	375	980

B Cash flows from investing activities

	2022 £'000	2021 £'000
Dividends, interest and rents from investments	2	—
Purchase of tangible fixed assets	(87)	(340)
Capital grants from DfE/ESFA	24	73
Net cash used in investing activities	(61)	(267)

C Analysis of cash and cash equivalents

	2022 £'000	2021 £'000
Cash at bank and in hand	3,768	3,454
Total cash and cash equivalents	3,768	3,454

Consolidated statement of cash flows Year to 31 August 2022

D Analysis of changes in net debt

	At 1 September 2021 £'000	Cash flows £'000	Other non- cash changes £'000	At 31 August 2022 £'000
Cash	3,454	314	—	3,768
Total	3,454	314	—	3,768

Principal accounting policies 31 August 2022

Statement of accounting policies

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

Basis of preparation

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

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

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 and the group to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy and the group has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy and the group's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements. The Trustees have considered the impact of Covid-19 when making their assessment.

Basis of consolidation

The consolidated accounts incorporate the financial statements of the Academy and its subsidiary company. All intra-group transactions, balances and unrealised gains on transactions between group companies are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred.

In the parent company financial statements, investments in subsidiaries are accounted for at cost less impairment.

Income

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

Income (continued)

Grants

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

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

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

Sponsorship income

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

Donations

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

Other income

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

Academy Sport

The Academy runs the community sports facility, Academy Sport, in partnership with Westminster City Council. All income and expenditure incurred relating to Academy Sport has been recognised in the financial statements. If a deficit arises in relation to Academy Sport, the Academy recognises Westminster City Council's share of the loss as income from the hire of facilities and in debtors, in line with the agreement between the Academy and Westminster City Council.

Expenditure

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

Expenditure on raising funds

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

Charitable activities

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

Governance costs

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

All expenditure is stated net of recoverable VAT.

Tangible fixed assets

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Academy's depreciation policy. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Tangible fixed assets (continued)

♦ Leasehold buildings	2% per annum
♦ Leasehold improvements	10% per annum
♦ Fixtures, fittings and equipment	25% per annum
♦ IT equipment	16.667% per annum

Leasehold improvements are included at cost and depreciation on these assets are not charged until they are brought into use.

A full year of depreciation is charged in the year of acquisition.

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.

Liabilities

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

Leased assets

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

Investments

The Academy's shareholding in its wholly owned subsidiary, WA Land Limited, is included in the balance sheet at the cost of the share capital owned less any impairment.

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

Financial Instruments (continued)

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14 and 15. 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.

Work in progress

Work in progress comprises the costs incurred to date in exploiting a property development opportunity on a site leased to the Academy, for the purpose of providing affordable housing for teachers employed at the Academy. Work in progress is stated at the lower of cost and estimated selling price less costs to complete and sell.

Any excess of the carrying amount of work in progress over its estimated selling price less costs to complete and sell is recognised as an impairment loss in the statement of financial activities. Reversals of impairment losses are also recognised in the statement of financial activities.

Taxation

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

Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 22, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

Pensions benefits (continued)

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

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

Fund accounting

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

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

Restricted general funds comprise all other revenue grants received from the Education and Skills Funding Agency and other funders.

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

Critical accounting estimates and areas of judgement (continued)

Critical accounting estimates and assumptions (continued)

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The Academy's accounting policy for tangible fixed assets is set out on page 37. The carrying value of fixed assets as at 31 August 2022 was £23,377,000 (2021 – £24,154,000) and the depreciation charge for the year was £864,000 (2021 – £858,000). The estimated useful economic lives of fixed assets are based on management's judgement and experience. Asset lives and residual values are reviewed annually and an adjustment is made for any material difference arising from the difference between the actual and estimated useful lives. Historically, however, any changes to the estimates of useful economic lives of any assets have not been material.

1 General Annual Grant (GAG)

Under the funding agreement with the Secretary of State the Academy was subject to limits at 31 August 2020 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

During 2021, The Academy has accepted a new funding agreement which has no limit on the GAG which can be carried forward.

2 Donations and capital grants

	Unrestricted Funds £'000	Restricted funds £'000	Restricted Fixed asset funds £'000	2022 Total funds £'000	2021 Total Funds £'000
Capital grants	—	—	24	24	30
Donated fixed assets	—	—	—	—	43
Other Donations	47	—	—	47	55
2022 Total funds	47	—	24	71	128

	Unrestricted Funds £'000	Restricted funds £'000	Restricted Fixed asset funds £'000	2021 Total funds £'000
Capital grants	—	—	30	30
Donated fixed assets	—	—	43	43
Other Donations	55	—	—	55
2021 Total funds	55	—	73	128

3 Funding for the academy's educational operations

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	2021 Total funds £'000
DfE / ESFA revenue grants				
General Annual Grant (GAG) (note 1)	—	9,002	9,002	9,370
Other DfE / ESFA				
· Pupil Premium	—	512	512	531
· Others	—	198	198	511
	—	9,712	9,712	10,412
Other government grants				
Local authority grants	—	249	249	214
	—	249	249	214
COVID-19 additional funding (DfE/ESFA)				
Catch-up and recovery premium	—	77	77	81
Other DfE/ESFA COVID-19 funding	—	82	82	12
COVID-19 additional funding (non-DfE /ESFA)				
Other COVID-19 funding	—	—	—	47
	—	159	159	140
Other income from the academy's educational operations	5	—	5	62
2022 Total funds	5	10,120	10,125	10,828

The trust received £82,000 of funding for catch-up and recovery premium and costs incurred in respect of this funding totalled £82,000.

3 Funding for the academy's educational operations (continued)

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000
<i>DfE / ESFA revenue grants</i>			
General Annual Grant (GAG) (note 1)	—	9,370	9,370
Other DfE / ESFA			
· Pupil Premium	—	531	531
· Others	—	511	511
	—	10,412	10,412
<i>Other government grants</i>			
Local authority grants	—	214	214
	—	214	214
<i>COVID-19 additional funding (DfE/ESFA)</i>			
Catch-up premium	—	81	81
Other DfE/ESFA COVID-19 funding	—	12	12
COVID-19 additional funding (non-DfE /ESFA)			
Other COVID-19 funding	—	47	47
	—	140	140
Other income from the academy's educational operations	62	—	62
2021 Total funds	62	10,766	10,828

4 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	2021 Total funds £'000
Hire of facilities	108	—	108	250
Catering and Trip income	164	—	164	90
Miscellaneous income	157	—	157	83
2022 Total funds	429	—	429	423

	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000
Hire of facilities	250	—	250
Catering income	90	—	90
Trip income	—	—	—
Miscellaneous income	83	—	83
2021 Total funds	423	—	423

Notes to the Financial Statements Year to 31 August 2022

5 Investment Income

	Unrestricted funds £'000	2022 Total funds £'000	2021 Total funds £'000
2022 Total funds: Interest receivable	2	2	—
		Unrestricted funds £'000	2021 Total funds £'000
2021 Total funds: Interest receivable		—	—

6 Expenditure

	Staff costs £'000	Non pay expenditure		2022 Total funds £'000	2021 Total funds £'000
		Premises £'000	Other costs £'000		
Expenditure on raising funds					
.. Allocated Support costs	—	—	—	—	3
Academy's educational operations					
.. Direct costs	6,373	864	784	8,021	7,997
.. Allocated support costs	1,912	793	960	3,665	2,920
2022 Total funds	8,285	1,657	1,744	11,686	10,920

	Staff costs £'000	Non pay expenditure		2021 Total funds £'000
		Premises £'000	Other costs £'000	
Expenditure on raising funds				
.. Allocated Support costs	—	—	3	3
Academy's educational operations				
.. Direct costs	6,353	858	786	7,997
.. Allocated support costs	1,501	639	780	2,920
2021 Total funds	7,854	1,497	1,569	10,920

Notes to the Financial Statements Year to 31 August 2022

6 Expenditure (continued)

	2022 £'000	2021 £'000
Net income for the year includes:		
Operating leases	18	23
Depreciation	864	858
Net interest on defined benefit pension liability	32	27
Fees payable to auditor		
Statutory audit	13	12
Other services	6	9

7 Charitable activities - academy's educational operations

	2022 Total funds £'000	2021 Total funds £'000
Direct costs	8,021	7,997
Support costs	3,665	2,920
	11,686	10,917

	2022 Total funds £'000	2021 Total funds £'000
Analysis of support costs		
Support staff costs	1,912	1,501
Technology costs	196	237
Premises costs	793	639
Legal costs – other	—	11
Other support costs	727	511
Governance costs	37	21
Total support costs	3,665	2,920

Notes to the Financial Statements Year to 31 August 2022

8 Comparative information

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

	Notes	Unrestricted general fund £'000	Restricted funds		2021 Total funds £'000
			General £'000	Fixed assets fund £'000	
<i>Income from:</i>					
Donations and capital grants	2	55	—	73	128
Charitable activities					
Funding for the academy's educational operations	3	62	10,766	—	10,828
Other trading activities	4	423	—	—	423
Investments	5	—	—	—	—
Total		540	10,766	73	11,379
<i>Expenditure on:</i>					
Raising funds	6	3	—	—	3
Charitable activities					
Academy's educational operations	7	264	9,795	858	10,917
Total		267	9,795	858	10,920
<i>Net income (expenditure)</i>		273	971	(785)	459
Transfers between funds	16	—	(267)	267	—
<i>Other recognised gains and losses</i>					
Actuarial gains on defined benefit pension scheme	22	—	322	—	322
Net movement in funds		273	1,026	(518)	781
<i>Reconciliation of funds</i>					
Total fund balances brought forward at 1 September 2020		856	(580)	24,672	24,948
Total fund balances carried forward at 31 August 2021		1,129	446	24,154	25,729

9 Staff

(a) Staff costs

Staff costs during the year were:

	2022 Total funds £'000	2021 Total funds £'000
Wages and salaries	5,645	5,199
Social security costs	633	554
Pension costs	1,463	1,233
	7,741	6,986
Supply teacher costs	544	868
	8,285	7,854

9 Staff (continued)

(b) Staff numbers

The average numbers of persons (including senior management team) employed by the Academy during the year was as follows:

Charitable activities	2022 No.	2021 No.
Teachers	86	95
Administration and support	48	37
Management	10	11
	144	143

(c) Higher paid staff

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

	2022 No.	2021 No.
£60,001 - £70,000	8	8
£70,001 - £80,000	2	2
£80,001 - £90,000	—	1
£90,001 - £100,000	1	1
£140,001 - £150,000	1	—

(d) Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy was £464,077 (2021 - £584,282).

10 Trustees' remuneration and expenses

Principal and staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the academy in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

	2022 £'000	2021 £'000
Dr Paul Wood, CEO and Principal		
. Remuneration	140-150	90-95
. Employer's pension contributions	30-35	15-20
Alex James, Staff Trustee		
. Remuneration	—	40-45
. Employer's pension contributions	—	5-10

There were no expenses reimbursed to Trustees in the year ended 31 August 2022 or the year ended 31 August 2021.

Other related party transactions involving the Trustees are set out in note 23.

11 Trustees' and Officers' insurance

In accordance with normal commercial practice the Academy 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 per year. It is not possible to quantify the Trustees and Officers indemnity element from the overall cost of the RPA scheme.

12 Commercial trading operations

The Academy holds 100% of the share capital (1 ordinary share of £1) of WA Land Limited, company number 10584444 (England and Wales). The Trustees have taken the decision to wind up the company following the year end. The aggregate amount of capital and reserves and the results of the last financial year were as follows:

	2022 £'000	2021 £'000
Turnover	—	—
Cost of sales	—	—
Gross profit	—	—
Administrative expenses	(8)	(3)
(Loss) profit on ordinary activities before taxation	(8)	(3)
Tax	—	—
(Loss) profit on ordinary activities after taxation	(8)	(3)

The assets and liabilities of the subsidiary were:

	2022 £'000	2021 £'000
Current assets	2	2
Creditors: amounts falling due within one year	(15)	(7)
Total assets less liabilities	(13)	(5)

13 Tangible fixed assets

Group and Academy	Leasehold land and buildings £'000	Leasehold improvements £'000	Furniture and equipment £'000	Computer equipment £'000	Total funds £'000
Cost/valuation					
At 1 September 2021	31,118	1,733	1,594	767	35,212
Additions	—	22	65	—	87
At 31 August 2022	31,118	1,755	1,659	767	35,299
Depreciation					
At 1 September 2021	8,703	250	1,542	563	11,058
Charge in year	622	144	44	54	864
At 31 August 2022	9,325	394	1,586	617	11,922
Net book value					
At 31 August 2022	21,793	1,361	73	150	23,377
At 31 August 2021	22,415	1,483	52	204	24,154

Notes to the Financial Statements Year to 31 August 2022

13 Tangible Fixed Assets (continued)

The land on which the Academy is sited is leased from Westminster City Council on a 125 year lease commencing on 31 March 2008 at a peppercorn rent. The land is designated for educational use and no value has been attributed to this land in the financial statements.

14 Debtors

	Group 2022 £'000	Academy 2022 £'000	Group 2021 £'000	Academy 2021 £'000
Trade debtors	44	44	—	—
VAT recoverable	161	161	303	303
Other debtors	70	70	88	88
Prepayments and accrued income	210	210	170	170
	485	485	561	561

15 Creditors: amounts falling due within one year

	Group 2022 £'000	Academy 2022 £'000	Group 2021 £'000	Academy 2021 £'000
Trade creditors	176	176	247	240
Taxation and social security	166	166	145	145
Other creditors	197	183	183	183
Accruals and deferred income	226	226	123	123
	765	751	698	691

Deferred income

Deferred Income at 1 September 2021	47	47	16	16
Amounts released from previous years	(47)	(47)	(16)	(16)
Resources deferred in the year	107	107	47	47
Deferred Income at 31 August 2022	107	107	47	47

Deferred income of £47,000 relates to rates relief income received in advance.

Notes to the Financial Statements Year to 31 August 2022

16 Funds

Group	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
Restricted general funds					
General Annual Grant (GAG)	2,096	9,002	(9,037)	(63)	1,998
Other DfE/ESFA grants					
Pupil Premium	—	512	(512)	—	—
Catch-up and recovery premium	—	77	(77)	—	—
Other DfE/ESFA COVID-19 funding	—	82	(82)	—	—
Other grants	92	447	(447)	—	92
Pension reserve	(1,742)	—	(453)	2,195	—
	446	10,120	(10,608)	2,132	2,090
Restricted fixed asset funds					
DfE Group capital grants	21,954	24	(748)	—	21,230
Capital expenditure from GAG	1,519	—	(49)	63	1,533
Private sector capital sponsorship	681	—	(67)	—	614
	24,154	24	(864)	63	23,377
Total restricted funds	24,600	10,144	(11,472)	2,195	25,467
Unrestricted funds					
General funds	1,134	483	(206)	—	1,411
WA Land Limited	(5)	—	(8)	—	(13)
Total unrestricted funds	1,129	483	(214)	—	1,398
Total funds	25,729	10,627	(11,686)	2,195	26,865

Notes to the Financial Statements Year to 31 August 2022

16 Funds (continued)

Academy	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
Restricted general funds					
General Annual Grant (GAG)	2,096	9,002	(9,037)	(63)	1,998
Pupil Premium	—	512	(512)	—	—
Catch-up and recovery premium	—	77	(77)	—	—
Other DfE/ESFA COVID-19 funding	—	82	(82)	—	—
Other grants	92	447	(447)	—	92
Pension reserve	(1,742)	—	(453)	2195	
	<u>446</u>	<u>10,120</u>	<u>(10,608)</u>	<u>2,132</u>	<u>2,090</u>
Restricted fixed asset funds					
DfE Group capital grants	21,954	24	(748)	—	21,230
Capital expenditure from GAG	1,519	—	(49)	63	1,533
Private sector capital sponsorship	681	—	(67)	—	614
	<u>24,154</u>	<u>24</u>	<u>(864)</u>	<u>63</u>	<u>23,377</u>
Total restricted funds	<u>24,600</u>	<u>10,144</u>	<u>(11,472)</u>	<u>2,195</u>	<u>25,467</u>
Unrestricted funds					
General funds	1,134	483	(206)	—	1,411
Total unrestricted funds	<u>1,134</u>	<u>483</u>	<u>(206)</u>	<u>—</u>	<u>1,411</u>
Total funds	<u>25,734</u>	<u>10,627</u>	<u>(11,678)</u>	<u>2,195</u>	<u>26,878</u>

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

ESFA revenue grant fund and other restricted funds

General Annual Grant (GAG)

Under the updated funding agreement with the Secretary of State in 2021, the Academy is no longer subject to a limit on the amount of GAG that it could carry forward at 31 August 2021 or 2022.

Fixed asset fund

The restricted fixed asset funds comprise funds received from the ESFA and the principal sponsor that have been used to finance the construction costs of the Academy and other facilities as well as funding other fixed asset acquisitions.

Pension reserve

The pension reserve relates to the Academy's share of the LGPS scheme.

Notes to the Financial Statements Year to 31 August 2022

16 Funds (continued)

Comparative information

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

Group	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2021 £'000
<i>Restricted general funds</i>					
General Annual Grant (GAG)	1,055	9,370	(8,062)	(267)	2,096
Pupil Premium	—	531	(531)	—	—
Catch-up premium	—	81	(81)	—	—
Other DfE/ESFA COVID-19 funding	—	12	(12)	—	—
Other COVID-19 funding	—	47	(47)	—	—
Other grants	—	—	—	—	—
Other restricted funds	92	725	(725)	—	92
Pension reserve	(1,727)	—	(337)	322	(1,742)
	<u>(580)</u>	<u>10,766</u>	<u>(9,795)</u>	<u>55</u>	<u>446</u>
<i>Restricted fixed asset funds</i>					
DfE Group capital grants	22,623	73	(742)	—	21,954
Capital expenditure from GAG	1,301	—	(49)	267	1,519
Private sector capital sponsorship	748	—	(67)	—	681
	<u>24,672</u>	<u>73</u>	<u>(858)</u>	<u>267</u>	<u>24,154</u>
 <i>Total restricted funds</i>	 <u>24,092</u>	 <u>10,839</u>	 <u>(10,653)</u>	 <u>322</u>	 <u>24,600</u>
 <i>Unrestricted funds</i>					
General funds	858	540	(264)	—	1,134
WA Land Limited	(2)	—	(3)	—	(5)
<i>Total unrestricted funds</i>	<u>856</u>	<u>540</u>	<u>(267)</u>	<u>—</u>	<u>1,129</u>
 <i>Total funds</i>	 <u>24,948</u>	 <u>11,379</u>	 <u>(10,920)</u>	 <u>322</u>	 <u>25,729</u>

Notes to the Financial Statements Year to 31 August 2022

16 Funds (continued)

Comparative information (continued)

Academy	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2021 £'000
<i>Restricted general funds</i>					
General Annual Grant (GAG)	1,055	9,370	(8,062)	(267)	2,096
Pupil Premium	—	531	(531)	—	—
Catch-up premium	—	81	(81)	—	—
Other DfE/ESFA COVID-19 funding	—	12	(12)	—	—
Other COVID-19 funding	—	47	(47)	—	—
Other restricted funds	92	725	(725)	—	92
Pension reserve	(1,727)	—	(337)	322	(1,742)
	<u>(580)</u>	<u>10,766</u>	<u>(9,795)</u>	<u>55</u>	<u>446</u>
<i>Restricted fixed asset funds</i>					
DfE Group capital grants	22,623	73	(742)	—	21,954
Capital expenditure from GAG	1,301	—	(49)	267	1,519
Private sector capital sponsorship	748	—	(67)	—	681
	<u>24,672</u>	<u>73</u>	<u>(858)</u>	<u>267</u>	<u>24,154</u>
<i>Total restricted funds</i>	<u>24,092</u>	<u>10,839</u>	<u>(10,653)</u>	<u>322</u>	<u>24,600</u>
<i>Unrestricted funds</i>					
General funds	858	540	(264)	—	1,134
<i>Total unrestricted funds</i>	<u>858</u>	<u>540</u>	<u>(264)</u>	<u>—</u>	<u>1,134</u>
<i>Total funds</i>	<u>24,950</u>	<u>11,379</u>	<u>(10,917)</u>	<u>322</u>	<u>25,734</u>

17 Analysis of net assets between funds

Group	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Fund £'000	Total 2022 £'000
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	—	—	23,377	23,377
Current assets	1,398	2,855	—	4,253
Current liabilities	—	(765)	—	(765)
Total net assets	<u>1,398</u>	<u>2,090</u>	<u>23,377</u>	<u>26,865</u>

Notes to the Financial Statements Year to 31 August 2022

17 Analysis of net assets between funds (continued)

	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Fund £'000	Total 2022 £'000
Academy				
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	—	—	23,377	23,377
Current assets	1,411	2,855	—	4,253
Current liabilities	—	(765)	—	(765)
Total net assets	1,411	2,090	23,377	26,878

	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Fund £'000	Total 2021 £'000
Group				
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	—	—	24,154	24,154
Current assets	1,136	2,879	—	4,015
Current liabilities	(7)	(691)	—	(698)
Pension scheme liability	—	(1,742)	—	(1,742)
Total net assets	1,129	446	24,154	25,729

	Unrestricted funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Fund £'000	Total 2021 £'000
Academy				
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	—	—	24,154	24,154
Current assets	1,134	2,879	—	4,013
Current liabilities	—	(691)	—	(691)
Pension scheme liability	—	(1,742)	—	(1,742)
Total net assets	1,134	446	24,154	25,734

18 Capital commitments

	2022 £'000	2021 £'000
Contracted for, but not provided in the financial statements	—	—

19 Commitments under operating leases

Operating leases

At 31 August 2022, the total of the Group and Academy's future minimum lease payments under non-cancellable operating leases was as follows:

	2022 £'000	2021 £'000
Amounts due within one year	—	23
Amounts due between two and five years inclusive	—	—
	—	23

20 Contingent liabilities

WA Land Limited (WAL) has a facility agreement, for a sum up to £360,000, with The Exilarch's Foundation (TEF), to fund its initial working capital requirements for the development of a site leased to Westminster Academy, which has been provided on an interest free and unsecured basis. It is only repayable in the event of WAL entering into a development agreement with a developer on terms approved by TEF. Previously, WAL had been in negotiations to develop the site with a development partner. However, as at 31 August 2022 negotiations have ceased and there is no development agreement or developer partner to undertake development of the site.

Should WAL enter into a development agreement with a developer on terms approved by TEF, £225,000 would be repayable to TEF.

21 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.

22 Pension and similar obligations

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

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

Contributions amounting to £115,585 were payable to the schemes at 31 August 2022 (2021 - £111,765) and are included within creditors.

22 Pension and similar obligations (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 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; and
- ◆ the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to TPS in the period amounted to £900,000 (2021: £790,883).

A copy of the valuation report and supporting documentation is on the [Teachers' Pension Scheme website](#).

22 Pension and similar obligations (continued)

Valuation of the Teachers' Pension Scheme (continued)

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

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined-benefit scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £200,000, of which employer's contributions totalled £142,000 and employees' contributions totalled £58,000. LGPS contribution rates for employees range between a low of 5.5% and a high of 12.5%. The exact contribution rate payable is determined by reference to the employees pensionable pay. The employer contribution rate is 13.5%.

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

	At 31 August 2022 %	At 31 August 2021 %
Principal Actuarial Assumptions		
Rate of increase in salaries	4.1	3.9
Rate of increase for pensions in payment / inflation	3.1	2.9
Discount rate for scheme liabilities	4.3	1.7
Inflation assumption (CPI)	3.1	1.0

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

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

Notes to the Financial Statements Year to 31 August 2022

22 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

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

	Fair value at 31 August 2022 £'000	Fair value at 31 August 2021 £'000
Equities	5,513	6,490
Bonds	1,297	1,102
Property	1,054	556
Other	243	309
Total market value of assets	8,108	8,457
Present value of scheme liabilities		
Funded	(6,055)	(10,199)
Surplus (deficit) in the scheme	2,053	(1,742)

The LGPS has reported a surplus of £2,053,000 at 31 August 2022. As there is uncertainty regarding the recoverability of the surplus, recognition of the surplus on the balance sheet has been restricted to £nil by adjusting the actuarial gain.

Sensitivity analysis – resultant pension liability from a change in actuarial assumptions	2022 £'000	2021 £'000
Discount rate +0.1%	(136)	(227)
Discount rate -0.1%	136	233
Mortality assumption – 1 year increase	242	429
Mortality assumption – 1 year decrease	(242)	(411)
Pension increases and deferred revaluation +0.1%	126	220
Pension increases and deferred revaluation -0.1%	(126)	(216)

Amounts recognised in statement of financial activities	2022 £'000	2021 £'000
Current service cost	563	445
Net interest cost	32	27
Total operating charge	595	472
Analysis of pension finance income/(costs)		
Expected return on pension scheme assets	140	115
Interest on pension liabilities	(172)	(142)
Pension finance costs	(32)	(27)

22 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

Changes in the present value of defined benefit obligations were as follows:	2022 £'000	2021 £'000
At 1 September 2021	10,199	8,960
Current service cost	563	445
Interest cost	172	142
Employee contributions	58	56
Change in financial assumptions	(4,822)	1,138
Change in demographical assumptions	7	(108)
Other actuarial gains	—	(194)
Benefits paid	(141)	(240)
Other experience	19	—
At 31 August 2022	6,055	10,199

Changes in the fair value of the Academy's share of scheme assets:	2022 £'000	2021 £'000
Fair value of scheme assets at 1 September 2021	8,457	7,233
Interest income	140	115
Actuarial (loss) gain	(548)	1,158
Employer contributions	142	135
Employee contributions	58	56
Benefits paid	(141)	(240)
At 31 August 2022	8,108	8,457

23 Related party transactions

Owing to the nature of the Academy's operations 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 a member of the Trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

The following related party transactions took place in the period of account:

David Dangoor is a Trustee of The Exilarch's Foundation ('TEF'). During the year, the Academy received pledges of £nil (2021: £40,000) from TEF. There were no outstanding amounts at the year end.

In 2017, ('WAL') entered into a facility agreement, for a sum of up to £180,000 and in 2018 was increased to £360,000, with TEF to fund its initial working capital requirements. This facility has been provided on an interest free and unsecured basis. It is only repayable in the event of WAL entering into a development agreement with a developer on terms approved by TEF. At the year end, WAL was indebted to TEF in the amount of £225,000 (2021: £225,000).

24 Agency arrangements

The Academy distributes 16-19 bursary funds to students as an agent for the ESFA. In the year ended 31 August 2022, the Trust received £16,623 (2021 - £20,778) and disbursed ££26,511 (2021 - £10,559) from the fund. £16,830 remained undistributed at 31 August 2022 and is included in other creditors (2021 - £26,718).