

Registrar of Companies

**Chobham School Academy
(Stratford)**

**Annual Report and Financial
Statements**

31 August 2020

Company Limited by Guarantee
Registration Number
06846720 (England and Wales)



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Reference and administrative information

Members	Claire Pettett Gordon Edington Ian Crockford Lendlease Europe Limited Lord Harris of Peckham Victoria Quinlan William Hugill
Trustees	Claire Pettett Rev Jeremy Fraser William Hugill
Principal	Michael Whitworth
Governors	Alan Buxton Burphy Mompanga Zumu Carolyn English Claire Pettett (Chair) David John Brockbank Kamella Dorsett Matteo Lorenzi Michael Whitworth Rev Jeremy Fraser Sir Dan Moynihan (Chief Executive of Harris Federation) Tessa Livock
Company Secretary	Claire Marianne Pettett Lendlease 20 Triton Street Regent's Place London NW1 3BF
Registered address	4 th Floor Norfolk House Wellesley Road Croydon CR0 1LH
Company registration number	06846720 (England and Wales)
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL

Reference and administrative information

Bankers

Barclays
Level 21
1 Churchill Place
London
E14 5HP

Natwest Bank PLC
30 Tooting High Street
London
SW17 0XN

Trustees' report Year to 31 August 2020

The trustees of Chobham School Academy (Stratford) ('the Academy') present their statutory report together with the financial statements of the charitable company for the year to 31 August 2020. 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 27 to 32 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), effective from accounting periods commencing 1 January 2015 or later.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Chobham School Academy (Stratford) is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy. Lendlease Europe Limited is the principal sponsor and William Hugill is the junior sponsor of the Academy. The members of the Academy as defined in the Articles of Association are:

- ◆ the principal sponsor;
- ◆ up to four persons appointed by the principal sponsor;
- ◆ the junior sponsor;
- ◆ one person appointed by the Secretary of State;
- ◆ the chairman of the governors; and
- ◆ any other person appointed by the members.

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 they cease to be a member, such amounts as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Principal activities

The Academy's objects are specifically restricted to the following: to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad curriculum with a strong emphasis on, but in no way limited to Performing Arts and English and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

Trustees

The following trustees were in office at 31 August 2020 and served throughout the year except where shown.

Trustee	Resigned
Angela Forbes	Resigned 28 January 2020
Claire Pettett	
Rev Jeremy Fraser	
William Hugill	

The governance structure at the Academy is such that the trustees delegate responsibility for running the Academy to a Governing Body. The Governing Body reports to the Harris Federation, which is in line with the structure adopted by other schools run by the Harris Federation. As Chobham School Academy (Stratford) operates as a separate legal entity, the ultimate responsibility for decision making at the Academy rests with the board of trustees. The trustees aim to meet at least three times a year to approve a range of matters including the budget and approval of the accounts.

Governors

The following governors were in office at 31 August 2020 and served throughout the year except where shown.

Governor	Position	Appointed/Resigned
Claire Pettett	Chair, Sponsor Governor	Resigned 28 January 2020
David John Brockbank	Sponsor Governor	
Alan Buxton	Governor	
Kamella Dorsett	Parent Governor	
Carolyn English	Sponsor Governor	
Angela Forbes	Sponsor Governor	
Rev Jeremy Fraser	Sponsor Governor	
Rosie Hardie*	Teaching Staff Governor	Resigned 6 March 2020
Jeremy Lemer	Sponsor Governor	
Tessa Livock	Parent Governor	
Matteo Lorenzi	Teaching Staff, Governor	
Sir Dan Moynihan	Sponsor Governor	
Michael Whitworth	Principal	
Burphy Momponga Zumu	Sponsor Governor	

* Rosie Hardie resigned as a Teaching Staff Governor on 3 September 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Method of recruitment and appointment or election of trustees and governors

The articles of association provide for the appointment or election of governors as follows:

- ◆ up to nine sponsor governors;
- ◆ 1 sponsor governor appointed by the junior sponsor;
- ◆ 1 LA governor;
- ◆ three parent governors;
- ◆ three staff governors;
- ◆ the Principal; and
- ◆ any governors appointed by the Secretary of State.

Sponsor governors who are not employees of the Harris Federation, and the Principal, are appointed as trustees.

Policies and procedures adopted for the induction and training of trustees

We expect all trustees to undertake training as appropriate to their work at the Academy. New trustees will be provided with an induction programmed delivered partly in-house and partly through external sources as required. A log is kept of all trustee training and reviewed on a regular basis at trustee meetings. Governors also undertake the same training.

Organisational structure

The trustees of the Academy are appointed by the members of the charitable company. The trustees are responsible for strategic oversight of the Academy and are ultimately responsible for decision making.

The Academy is governed by a Governing Body constituted under a Memorandum of Association and Articles of Association. The Governing Body is responsible for ensuring that high standards of governance are maintained. It exercises its powers and functions with a view to fulfilling a largely strategic leadership role in the running of the Academy, addressing such matters as:

- ◆ Policy development and strategic direction;
- ◆ Ensuring compliance with legal requirements;
- ◆ Ensuring sound management and administration;
- ◆ Establishing and maintaining effective internal controls;
- ◆ Management of all resources;

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational structure (continued)

- ◆ Monitoring of the Academy's performance; and
- ◆ Assessing and managing risk.

Governors are responsible for setting general policy, adopting an annual School Development Plan and Budget and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments, subject to approval by the trustees.

The Principal is directly responsible for the day to day running of the Academy. The Senior Leadership Team controls the Academy at an executive level implementing the policies laid down by the governors and reporting back to them and providing evidence, reports and data analysis to Governing Body meetings, enabling governors to monitor effectively.

The Principal is the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

The remuneration of the Principal is based on an internal assessment of the scope of the individual's role and performance within that role. Remuneration is benchmarked against the remuneration paid to Principals within the Harris Federation to ensure that remuneration levels are consistent for the level of responsibility. Remuneration is agreed by the Remuneration Committee of the Harris Federation. All serving staff are employed by the Harris Federation.

Trade union facility time

Relevant union officials

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

Facility time is not provided by the Academy and therefore no employee spent time on facility time and no percentage of the pay bill was spent on facility time.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Related parties and other connected charities and organisations

The Academy works with the Department of Education and the ESFA and maintains links with the London Borough of Newham.

The Academy is run by the Harris Federation and is sponsored by Lendlease and William Hugill.

OBJECTIVES AND ACTIVITIES

Objects and aims

The sole activity of the charitable company is the operation of Chobham School Academy (Stratford); an Academy School providing education for pupils aged 3 to 18.

Objectives, strategies and activities

The Academy is a relatively new independent academy for students aged 3-18. Based at the heart of the East Village in the Olympic Park, the Academy aims to become a focal point for generations to come. We believe in the unlimited potential of every child, and our 'Chobham Pillars' reflect that relentless aim to secure outstanding outcomes for our students.

Our wonderful team of dedicated staff ensure that innovative teaching and learning is at the heart of our agenda. Our traditional approach ensures our learners are well mannered and self-disciplined. Students enjoy an innovative, creative curriculum which prepares them for the high aspirations fostered by all.

The Academy's specialism in English and Performing Arts ensure our students are excellent communicators. The Academy offers an extensive enrichment programme, which supplements the curriculum, ensuring a rich and varied experience for all. Please refer to the Strategic Report for a review of our activities during the year and our plans for the future.

Public Benefit

In setting the Academy's objectives and planning its activities, the Governing Body have given careful consideration to the Charity Commission's general guidance on public benefit. The trustees have complied with their duty to have due regard to the guidance on public benefit, published by the Charity Commission, in exercising their powers or duties.

STRATEGIC REPORT

Achievements and performance

Review of activities

- ◆ The Academy has managed well in the challenging circumstances brought about by the Covid 19 pandemic. During spring and summer terms 2020, the Academy put into place a full curriculum based upon virtual learning activities across both primary and secondary phases. This was well received by students and parents. Levels of engagement in virtual learning by students were high with over 90% regularly participating;
- ◆ in partnership with the Harris Federation, Chobham Academy provided its staff with an excellent professional development programme. This included extensive training in coaching for the school's middle and senior leadership groups;
- ◆ staff wellbeing was at the centre of the Academy's activities and Chobham achieved the Schools Wellbeing Award;
- ◆ the Key Stage 3 curriculum (Years 7 – 9) was rewritten to focus on our new learning priorities for Chobham students and staff;
- ◆ the quality of lessons delivered in the Academy was of a very high standard with over 90% judged to be good or outstanding;
- ◆ the Academy remains oversubscribed for entry into Reception and Year 7. We have raised the Year 7 admission number from 180 to 210 students each year; and
- ◆ in a challenging environment, the school remains fully staffed by subject specialists. We have made good use of the School Direct system to help recruit and train new teachers.

Going concern

The Academy Trust plans to transfer, in accordance with a legal transfer of undertakings, all activities, assets and liabilities of the Trust as a going concern to Harris Federation in 2021. For this reason, the Trustees do not deem it appropriate to continue to adopt the going concern basis for the preparation of the Academy Trust's financial statements and have therefore prepared the financial statements on a basis other than the going concern basis.

Financial review

Financial report for the period

Most of the Academy's income is obtained from the Education Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA and the associated expenditure are shown as restricted funds in the statement of financial activities.

STRATEGIC REPORT (continued)

Financial review (continued)

Financial report for the period (continued)

The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Total income for the year to 31 August 2020 amounted to £12,786,000 (2019 – £12,465,000). Total expenditure amounted to £13,312,000 (2019 – £13,175,000).

The Academy held fund balances of £30,186,000 at 31 August 2020 (2019 – £30,712,000). Included in this balance is the net book value of fixed assets of £29,655,000 (2019 – £30,299,000) and movements in tangible fixed assets are shown in note 9 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

Reserves policy

The trustees are developing a reserves policy for the Academy in order to provide sufficient working capital to cover delays between spending and receipts of grants and to provide resources to deal with unexpected emergencies.

The Academy held fund balances at 31 August 2020 of £30,186,000 (2019 – £30,712,000) comprising £416,000 (2019 – £340,000) of unrestricted general funds, £115,000 (2019 – £73,000) of restricted funds and fixed assets of £29,655,000 (2019 – £30,299,000).

Investment policy

The trustees are working towards developing an investment policy which would enable the Academy to make better use of surplus funds, whilst maintaining adequate account balances to meet cash flow fluctuations.

Principal risks and uncertainties

The Academy's principal risks have been identified and there is a risk register in place to mitigate these risks.

The directors have assessed the major risks and uncertainties to which the Academy is exposed, in particular:

- ♦ The risk of having to operate within tight financial constraints. The impact is being addressed by tight controls on spending through several cost saving initiatives including the pooling of resources and a purchasing strategy designed to maximise the advantages of the economies of scale. Staff levels are monitored closely in relation to recruitment.

STRATEGIC REPORT (continued)

Principal risks and uncertainties (continued)

- ◆ The potential for loss of key members in staff alongside a nationwide shortage of qualified teachers. This is addressed through a senior leadership succession plan alongside the Harris Federation Recruitment and Retention resource. This includes the expansion of the Initial Teacher Training programme to provide more newly qualified staff to academies.

Fundraising

The Chobham School Academy follows the fundraising practices as per section 13 of the Charities (Protection and Social Investment) Act 2016. Chobham School Academy does not currently work with any commercial or professional fundraisers. The Academy has received no complaints relating to fundraising during the year. If any complaints were received, these would be dealt with by the Governors and/or senior management.

Plans for future periods

In 2021, all assets, liabilities and activities associated with Chobham School Academy will be transferred to Harris Federation. This has had no impact on the day to day running of the School. The overriding priorities for the Academy during the 2020/21 academic year are:

- ◆ to implement our new Key Stage 3 curriculum so that students are engaged and make rapid progress;
- ◆ to compensate for any learning loss encountered during lockdown, particularly with regard to examination classes in Years 11 and 13;
- ◆ to ensure our Covid 19 management plan is effectively administered;
- ◆ to effectively relaunch the Academy's house system;
- ◆ to successfully launch the Academy's new Youth Leadership Team;
- ◆ to develop the Academy's social media presence and make best use of the school's YouTube channel;
- ◆ to achieve a target of 0.6 Progress 8 achievement at GCSE in 2021; and
- ◆ to achieve a target of 5 on the 'ALPs' measure for A Level progress in 2021.

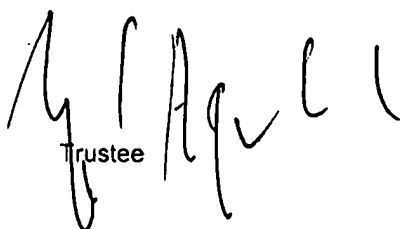
Trustees' report Year to 31 August 2020

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 on 19 January 2021 and signed on its behalf by:


Trustee

William Hugill

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that the Chobham School Academy (Stratford) 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 Accounting Officer is also responsible for reporting to the board of governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the trustees' report and in the statement of trustees' responsibilities.

The board of trustees was unable to meet formally during the year due to the COVID pandemic.

The governance structure at the Academy is such that the trustees delegate responsibility for running the Academy to a Governing Body. The Governing Body reports to the Harris Federation, which is in line with the structure adopted by other schools run by the Harris Federation. As Chobham School Academy (Stratford) operates as a separate legal entity, the ultimate responsibility for decision making at the Academy rests with the board of trustees. The trustees aim to meet at least twice a year to approve a range of matters including the budget and approval of the accounts.

Governance (continued)

The board of governors has formally met twice during the year. Due to the impact of the COVID pandemic, the trustees were not able to meet more often, however consider that they have discharged their duties by way of more regular but informal communication throughout the second half of the academic year. Attendance during the year at meetings of the governing body was as follows:

Governor	Meetings attended	Out of a possible
Alan Buxton	0	2
Angela Forbes	0	0
Burphy Momponga Zumu	1	2
Carolyn English	2	2
Claire Pettett	0	2
David John Brockbank	2	2
Jeremy Lemer	0	1
Kamella Dorsett	1	2
Matteo Lorenzi	1	2
Michael Whitworth	2	2
Rev Jeremy Fraser	1	2
Rosie Hardie	1	2
Sir Dan Moynihan	0	2
Tessa Livock	2	2

Governance reviews

The Academy follows the Federation Finance Handbook for 2019-20, which contains the following in the Financial Planning section:

Each year the governors must agree a planning cycle and timetable which allows for:

- ◆ A review of past activities, aims and objectives – “did we get it right?”
- ◆ Definition or redefinition of aims and objectives – “are the aims still relevant?”
- ◆ Development of the plan and associated budgets – “how do we go forward?”
- ◆ Implementation, monitoring and review of the plan – “who needs to do what by when to make the plan work and keep it on course”;
- ◆ Feedback into the next planning cycle – “what worked successfully and how can we improve?”

Governance (continued)

Governance reviews (continued)

The Finance and General Purposes Committee is a sub-committee of the main board of governors. Its purpose is to assist the governors with financial oversight and risk management.

Sub-committee member	Meetings attended	Out of a possible
David Brockbank	1	2
Alan Buxton	2	2
Carolyn English	2	2
Jeremy Lemer	0	2
Claire Pettett	2	2
Sir Dan Moynihan	0	2
Michael Whitworth	2	2

Review of value for money

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

The Accounting Officer considers how the Academy's use of its resources has provided good VFM during the academic year, and reports to the board of directors where VFM can be improved, including the use on benchmarking data where available. The Accounting Officer for the Academy has provided the framework for achieving VFM during the year by:

- ♦ Introducing a new contract review system to ensure all contracts with upcoming expiry dates are renewed at best value for money; and
- ♦ Employing in-house cover supervisors to save money and supply agency cover for absent teachers.

The purpose of the system of internal control

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

Capacity to handle risk

The board of trustees has reviewed the key risks to which the Academy 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 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The risk and control framework

The Academy'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:

- ◆ periodic financial reports which are reviewed and agreed by the board of trustees;
- ◆ regular reviews by the trustees 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 trustees have decided not to appoint an internal auditor within the Academy but to ask the Internal Auditors of the Harris Federation to carry out the same programme of work at the Academy that they perform in their own academies and to report their finding and recommendations to the trustees in an annual report. This report is first submitted to the Accounting Officer to add responses to the points raised and to explain to the trustees the work that will be done to maintain or improve internal control. These arrangements are consistent with the revised FRC Ethical Standard.

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 external auditor;
- ◆ the work performed by the Harris Federation Internal Auditor; and
- ◆ the work of the Senior Management Team within the Academy who have responsibility for the development and maintenance of the internal control framework.

Governance statement 31 August 2020

The risk and control framework (continued)

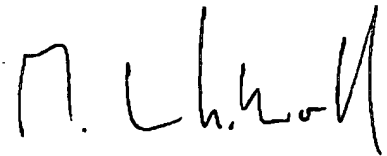
The Accounting Officer will advise the board of trustees of the implications of her review of the system of internal control and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the trustees and signed on their behalf by:



Trustee

Accounting Officer



Approved on:

William Hugill

14.1.21

Michael Whitworth.

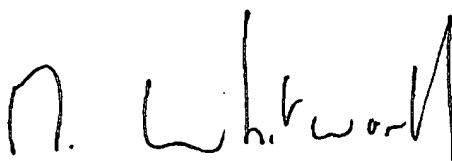
Statement on regularity, propriety and compliance 31 August 2020

As Accounting Officer of Chobham School Academy (Stratford), I have considered my responsibility to notify the Academy board of trustees and the Education Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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

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

Accounting Officer



Date:

19. 1. 21

Michael Whitworth.

Statement of trustees' responsibilities 31 August 2020

The trustees (who act as trustees for the charitable activities of Chobham School Academy (Stratford) and are also the directors of the Academy for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with 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:

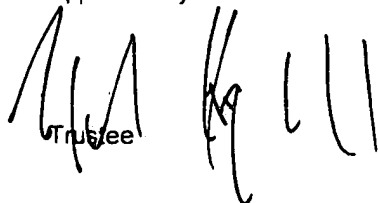
- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities' SORP 2015 and the Academies Accounts Direction 2019 to 2020;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom 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 proper accounting records that 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 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 preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the trustees on 19 January 2021 and signed on its behalf by:



Trustee

William Hugill

Independent auditor's report to the members of Chobham School Academy (Stratford)

Opinion

We have audited the financial statements of Chobham School Academy (Stratford) (the 'charitable company') for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 2015) and the Academies Accounts Direction 2019 to 2020.

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ◆ have been prepared in accordance with the Charities SORP 2015 and Academies Accounts Direction 2019 to 2020.

Basis for opinion

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

Conclusions relating to going concern

We draw attention to the accounting policy on page 27 of these financial statements which states that the Trustees of Chobham School Academy (Stratford) have prepared the financial statements on a basis other than a going concern basis. This is due to the planned legal transfer of all activities, assets and liabilities of the charitable company to Harris Federation in 2021. We consider that no adjustment to the book value of assets or liabilities is required as a result of this alternative basis of preparation. Our opinion is not modified in respect of this matter.

Other information (covers the reference and administrative details, the report of the trustees and strategic report and the governance statement)

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

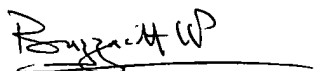
Auditor's responsibilities for the audit of the financial statements

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

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.



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

20 January 2021

Independent reporting accountant's assurance report on regularity to Chobham School Academy (Stratford) and the Education Skills Funding Agency

In accordance with the terms of our engagement letter dated 13 July 2018 and further to the requirements of the Education Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Chobham School Academy (Stratford) during the period from 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Chobham School Academy (Stratford) Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Chobham School Academy (Stratford) funding agreement with the Secretary of State for Education and the Academies Financial Handbook 2019, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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.

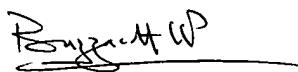
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Academy's income and expenditure.

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 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

20 January 2021

Statement of financial activities Year to 31 August 2020
(including the income and expenditure account)

	Notes	Un- restricted funds £'000	Restricted funds		2020 Total funds £'000	2019 Total funds £'000
			General funds £'000	Fixed assets fund £'000		
Income from:						
Donations and capital grants	1	1	—	34	35	64
Charitable activities						
· Funding for the Academy's educational operations	2	—	12,664	—	12,664	12,140
Other trading activities	3	75	12	—	87	261
Total income		76	12,676	34	12,786	12,465
Expenditure on:						
Charitable activities						
· Academy's educational operations	4	—	12,517	795	13,312	13,175
Total expenditure	4	—	12,517	795	13,312	13,175
Net income (expenditure)		76	159	(761)	(526)	(710)
Gross transfers between funds	12	—	(117)	117	—	—
Net movement in funds		76	42	(644)	(526)	(710)
Fund balances brought forward at 1 September		340	73	30,299	30,712	31,422
Fund balances carried forward at 31 August		416	115	29,655	30,186	30,712

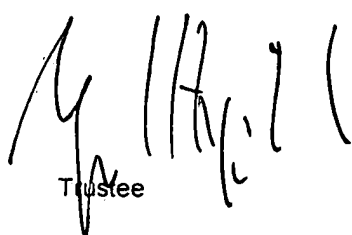
All of the charitable company's activities derived from continuing operations during the above two financial periods.

The charitable company has no recognised gains and losses other than those shown above and therefore no separate statement of recognised gains and losses is presented.

Balance sheet 31 August 2020

	Notes	2020 £'000	2020 £'000	2019 £'000	2019 £'000
Fixed assets					
Tangible fixed assets	9		29,655		30,299
Current assets					
Debtors	10	2,071		1,292	
Cash at bank and in hand		1,651		3,755	
		<u>3,722</u>		<u>5,047</u>	
Creditors: amounts falling due within one year	11	(3,191)		(4,634)	
Net current assets			<u>531</u>		<u>413</u>
Total net assets			<u>30,186</u>		<u>30,712</u>
Funds of the Academy					
Restricted funds					
Fixed assets fund	12	29,655		30,299	
Restricted income fund	12	<u>115</u>		<u>73</u>	
			29,770		30,372
Unrestricted funds					
General fund			<u>416</u>		<u>340</u>
Total funds			<u>30,186</u>		<u>30,712</u>

The financial statements on pages 24 to 43 were approved by the trustees, and authorised for issue on 19 January 2021 and are signed on their behalf by:



William Hugill

Trustee

Chobham School Academy (Stratford)
Company Limited by Guarantee
Registration Number: 06846720 (England and Wales)

Statement of cash flows Year to 31 August 2020

		2020 £'000	2019 £'000
Cash flows from operating activities			
Net cash used in operating activities	A	(1,988)	1,480
Cash flows from investing activities	B	(116)	(103)
Change in cash and cash equivalents in the year		(2,104)	1,377
Reconciliation of net cash flow to movement in net funds:			
Cash and cash equivalents at 1 September		3,755	2,378
Cash and cash equivalents at 31 August	C	1,651	3,755

A Reconciliation of net expenditure to net cash flow from operating activities

	2020 £'000	2019 £'000
Net expenditure for the year (as per the statement of financial activities)	(526)	(710)
Adjusted for:		
Depreciation (note 9)	794	761
Capital grants from DfE and other capital income (note 1)	(34)	(57)
(Increase) decrease in debtors	(779)	(402)
(Decrease) increase in creditors	(1,443)	1,888
Net cash used in operating activities	(1,988)	1,480

B Cash flows from investing activities

	2020 £'000	2019 £'000
Purchase of tangible fixed assets (note 9)	(150)	(160)
Capital grants from DfE/ESFA (note 1)	34	57
Net cash used in investing activities	(116)	(103)

C Analysis of cash and cash equivalents

	2020 £'000	2019 £'000
Cash at bank and in hand	1,651	3,755
Total cash and cash equivalents	1,651	3,755

D Analysis of changes in net debt

	At 1 September 2019 £'000	Cash flows £'000	At 31 August 2020 £'000
Cash	3,755	(2,104)	1,651
Total	3,755	(2,104)	1,651

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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Chobham School Academy (Stratford) meets the definition of a public benefit entity under FRS 102.

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 company to continue as a going concern.

In 2021, the Academy Trust will transfer, in accordance with a legal transfer of undertakings, all activities, assets and liabilities of the Trust as a going concern to Harris Federation. For this reason the Trustees do not deem it appropriate to continue to adopt the going concern basis for the preparation of the Academy Trust's financial statements and have therefore prepared the financial statements on a basis other than the going concern basis. No adjustments have been made to book values as a result of this transfer.

Income

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

Grants

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

Income (continued)

Grants (continued)

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.

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 (continued)

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.

All expenditure is stated net of recoverable VAT.

Tangible fixed assets

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.

All IT equipment costing more than £500 and all other assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

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.

Depreciation is charged on a straight line basis beginning in the year in which the asset is brought into use at the following annual rates:

♦ Freehold and long leasehold buildings	2% p.a.
♦ Furniture and equipment	25% p.a.
♦ Computer equipment	33% p.a.
♦ Motor vehicles	25% p.a.

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.

Debtors

Debtors are recognised at their settlement amount less any provision for non-recoverability. Prepayments are valued at the amounts prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand. Notice deposits are included on the balance sheet as short term deposits

Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy trust anticipates it will pay to settle the debt or the amount it has received as payments in advance for the goods or services it must provide. They have been discounted to the present value of the future cash payment where such discounting is material.

Leased assets

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

Financial instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 10. 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 liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 11. 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. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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 teachers employed at the Academy are provided by the Teachers' Pension Scheme ('TPS'). This is a defined benefit scheme, contracted out of the State Earnings – Related Scheme ('SERPS') and the assets are held separately from those of the Academy.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 16, 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.

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 Skills Funding Agency, Department for Education or other funders where the asset acquired or created is held for a specific purpose.

Restricted ESFA funds comprise all other grants received from the Education Skills Funding Agency.

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 areas of judgement (continued)

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.

The net book value of tangible fixed assets is based on the original cost/value of the asset net of provision for depreciation. The depreciation provision to date is based on the trustees' assessment of the estimated useful economic lives of such assets.

Other than the estimate discussed above, the trustees do not consider that there are any key judgements made in the preparation of the financial statements.

Agency Arrangements

The Academy acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the Academy does not have control over the charitable application of the funds. The Academy can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 18.

Notes to the Financial Statements Year to 31 August 2020

1 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Capital grants	—	34	34	57
Donations	1	—	1	7
	1	34	35	64

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000
Capital grants	—	57	57
Donations	7	—	7
	7	57	64

2 Funding for the Academy's educational operations

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
DfE / ESFA grants				
. General Annual Grant (GAG)	—	10,041	10,041	10,001
. Other DfE grants	—	1,611	1,611	958
	—	11,652	11,652	10,959
Other grants				
. LEA and other grants	—	843	843	1,087
Other income	—	169	169	94
	—	12,664	12,664	12,140

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000
DfE / ESFA grants			
. General Annual Grant (GAG)	—	10,001	10,001
. Other DfE grants	—	958	958
Other grants			
. LEA and other grants	—	1,087	1,087
Other income	—	94	94
	—	12,140	12,140

Notes to the Financial Statements Year to 31 August 2020

3 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Letting and other income	75	—	75	257
School meal income	—	12	12	4
	75	12	87	261

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000
Letting and other income	257	—	257
School meal income	—	4	4
	257	4	261

4 Expenditure

	Staff costs £'000	Premises £'000	Other costs £'000	Total 2020 £'000	Total 2019 £'000
Academy's educational operations					
. Direct costs	8,842	795	464	10,101	9,667
. Allocated support costs (note 5)	933	790	1,488	3,211	3,508
	9,775	1,585	1,952	13,312	13,175

	Staff costs £'000	Premises £'000	Other costs £'000	Total 2019 £'000
Academy's educational operations				
. Direct costs	8,313	761	593	9,667
. Allocated support costs (note 5)	1,108	962	1,438	3,508
	9,421	1,723	2,031	13,175

Net expenditure for the year includes:

	2020 £'000	2019 £'000
Operating leases:		
. Plant and machinery	21	21
Depreciation	794	761
Auditor's remuneration		
. Statutory audit	12	15
. Other services	2	2

5 Analysis of support costs

	2020 Total funds £'000	2019 Total funds £'000
Support staff costs	933	1,108
Technology costs	137	164
Premises costs	790	962
Legal costs – other	2	15
Other support costs	1,320	1,241
Governance costs	29	18
Total support costs	3,211	3,508

6 Comparative information

	Un- restricted funds £'000	Restricted funds		2019 Total funds £'000
		General funds £'000	Fixed assets fund £'000	
Income from:				
Donations and capital grants	7	—	57	64
Charitable activities				
· Funding for the Academy's educational operations	—	12,140	—	12,140
Other trading activities	257	4		261
Total income	264	12,144	57	12,465
Expenditure on:				
Charitable activities				
· Academy's educational operations	290	12,124	761	13,175
Total expenditure	290	12,124	761	13,175
Net income (expenditure)	(26)	20	(704)	(710)
Gross transfers between funds	—	(103)	103	—
Net movement in funds	(26)	(83)	(601)	(710)
Fund balances brought forward at 1 September	366	156	30,900	31,422
Fund balances carried forward at 31 August	340	73	30,299	30,712

7 Staff costs

(a) Staff costs

Staff costs during the period were:

	2020 £'000	2019 £'000
Wages and salaries	7,292	7,180
Social security costs	747	750
Pension costs	1,115	801
	9,154	8,731
Supply staff costs	448	656
Recruitment and other costs	173	34
	9,775	9,421

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

There were no non-statutory/non-contractual severance payments included in staff restructuring costs in the year ended 31 August 2020 (2019 – none).

(c) Staff numbers

The average number of persons (including the senior management team) employed by the charitable company during the year ended 31 August 2020 was as follows:

	2020 No.	2019 No.
Teachers	99	100
Administration and support	84	81
Management	19	19
	202	200

(d) Higher paid staff

The number of employees who earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions) during the year was as follows:

	2020 No.	2019 No.
£60,001 - £70,000	10	7
£70,001 - £80,000	4	3
£150,001 - £160,000	1	1

(e) Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension and NI contributions) received by key management personnel for their services to the Academy was £217,092 (2019 – £204,589).

8 Trustees' remuneration and expenses

The Principal only receives remuneration in respect of services provided undertaking the role of Principal and not in respect of their services as trustees. Other trustees did not receive any payments from the School. The value of trustees' remuneration and other benefits during whilst trustee was as follows:

	2020 £'000	2019 £'000
Michael Whitworth, Principal and trustee		
Remuneration	150-160	150-160
Employer's pension contribution	35-40	20-25

During the year ended 31 August 2020, no travel and subsistence expenses were reimbursed to trustees (2019 – £nil).

Other related party transactions involving the trustees are set out in note 15.

9 Tangible fixed assets

	Leasehold land and buildings £'000	Furniture, fittings and equipment £'000	Computer and office equipment £'000	Total funds £'000
Cost/valuation				
At 1 September 2019	34,136	367	569	35,072
Additions	—	2	148	150
At 31 August 2020	34,136	369	717	35,222
Depreciation				
At 1 September 2019	4,078	196	499	4,773
Charge in period	683	65	46	794
At 31 August 2020	4,761	261	545	5,567
Net book value				
At 31 August 2020	29,375	108	172	29,655
At 31 August 2019	30,058	171	70	30,299

The land on which the Academy building is situated has not been included in these financial statements because the site is designated for educational purposes and has no open market value.

Notes to the Financial Statements Year to 31 August 2020

10 Debtors

	2020	2019
	£'000	£'000
Trade debtors	3	163
Prepayments	—	82
Other debtors	86	39
VAT recoverable	1,852	775
Accrued income	130	233
	2,071	1,292

11 Creditors: amounts falling due within one year

	2020	2019
	£'000	£'000
Trade creditors	1,181	3,085
Other taxation and social security	189	184
ESFA creditor: abatement of GAG	344	344
Other creditors	732	327
Accruals and deferred income	745	694
	3,191	4,634

Deferred income

	2020	2019
	£'000	£'000
Deferred income at 1 September	285	372
Resources deferred in the year	(285)	285
Amounts released from previous years	328	(372)
Deferred income at 31 August	328	285

At the balance sheet date the Academy was holding funds in relation to ESFA grants received in advance and trips taking place in the year ended 31 August 2021.

12 Funds

	At 1 September 2019 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	At 31 August 2020 £'000
Restricted general funds					
General Annual Grant	72	10,041	(9,881)	(117)	115
Start up grants	1	—	(1)	—	—
Other DfE grants	—	752	(752)	—	—
LEA and other grants	—	1,883	(1,883)	—	—
	73	12,676	(12,517)	(117)	115
Restricted fixed assets funds					
ESFA capital grants	30,299	34	(795)	117	29,655
	30,299	34	(795)	117	29,655
Total restricted funds	30,372	12,710	(13,312)	—	29,770
Total unrestricted funds	340	76	—	—	416
Total funds	30,712	12,786	(13,312)	—	30,186

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

General Annual Grant (GAG)

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

Other funds

Other grants include funding received from the DfE and Local Education Authorities for specific purposes.

Fixed asset fund

The fixed asset fund includes grants received from the DfE and other sources to finance the development and building of the new academy and other tangible fixed assets.

Transfers between funds

Transfers from the ESFA General Annual Grant Fund and from general funds to the fixed asset fund relate to fixed assets purchases from these funds.

12 Funds (continued)

Comparative information

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

	At 1 September 2018 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	At 31 August 2019 £'000
Restricted general funds					
· General Annual Grant	—	10,001	(9,826)	(103)	72
· Start up grants	1	—	—	—	1
· Other DFE grants	—	958	(958)	—	—
· LEA and other grants	155	1,087	(1,242)	—	—
· Other restricted funds	—	98	(98)	—	—
	156	12,144	(12,124)	(103)	73
Restricted fixed assets funds					
· ESFA capital grants	30,900	57	(761)	103	30,299
	30,900	57	(761)	103	30,299
Total restricted funds	31,056	12,201	(12,885)	—	30,372
Total unrestricted funds	366	264	(290)	—	340
Total funds	31,422	12,465	(13,175)	—	30,712

13 Analysis of net assets between funds

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed asset fund £'000	Total 2020 £'000
Fund balances at 31 August 2020 are represented by:				
Tangible fixed assets	—	—	29,655	29,655
Current assets	416	3,306	—	3,722
Current liabilities	—	(3,191)	—	(3,191)
Total net assets	416	115	29,655	30,186
	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed asset fund £'000	Total 2019 £'000
Fund balances at 31 August 2019 are represented by:				
Tangible fixed assets	—	—	30,299	30,299
Current assets	340	4,707	—	5,047
Current liabilities	—	(4,634)	—	(4,634)
Total net assets	340	73	30,299	30,712

Notes to the Financial Statements Year to 31 August 2020

14 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.

15 Related party transactions

The principal sponsor of Chobham School Academy (Stratford) is Lendlease Europe Limited. During the year the Academy received £nil (2019 – £nil) from Lendlease Europe Limited to cover architectural fees and new software. During the year the Academy did not receive any unrestricted donations from members (2019 – none).

The Academy is run by the Harris Federation, through its subsidiary company, Harris Professional Services Limited. The staff at the Academy are employed by the Harris Federation and the cost of the staff and the cost of running the Academy is invoiced through Harris Professional Services. In addition, part of the School's ICT was provided by Harris Academies Project Management Limited, a subsidiary of the Harris Federation. The staff costs are invoiced at cost and the running costs are invoiced in line with the agreed rates for the other member schools of the Harris Federation.

The transactions between Chobham Academy (Stratford) and the Harris Federation and its subsidiaries were as follows:

2020				
	Income during the year £'000	Expenditure during the year £'000	Owed at 31 August £'000	Due at 31 August £'000
Harris Federation	12	186	130	—
Harris Professional Services Limited	—	10,030	1,053	—
	12	10,216	1,183	—
2019				
	Income during the year £'000	Expenditure during the year £'000	Owed at 31 August £'000	Due at 31 August £'000
Harris Federation	132	593	4	70
Harris Professional Services Limited	—	8,941	3,148	—
	132	9,534	3,152	70

The Academy complied with the requirements of the ESFA's Academies Financial Handbook when entering into the above transactions.

16 Pension and similar obligations

The School'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 London Borough of Newham. Both are defined-benefit schemes.

The staff are employed on Harris Federation contracts and make contributions into the LGPS along with Harris Federation staff. The pension obligation is therefore recorded in the Harris Federation Financial Statements.

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 2023.

16 Pension and similar obligations (continued)

Valuation of the Teachers' Pension Scheme (continued)

The employer's pension costs paid to TPS in the period amounted to £1,405,979 (2019: £1,044,353).

17 Commitments under operating leases

At 31 August 2020, the Academy's future minimum lease payments under non-cancellable operating leases was as follows:

	2020 £'000	2019 £'000
Amounts due within one year	9	13
Amounts due between two and five years inclusive	—	9
	9	22

18 Agency arrangements

The Academy distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2020 the Academy received £32,881 (2019 – £32,506) and disbursed £45,739 (2019 – £4,163) from the fund. An amount of £36,870 (2019 – £49,728) is included in other creditors relating to undistributed funds that will be dispersed to students in 2020/21.

19 Post balance sheet events

In 2021, all assets, liabilities and activities associated with Chobham School Academy will be transferred to Harris Federation. This has had no impact on the day to day running of the School.