

Company Registration No. 07458631 (England and Wales)

**WELLINGTON SCHOOL**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Haines Watts**

Chartered Accountants  
Bridge House  
157A Ashley Road  
Hale  
Altrincham  
Cheshire  
WA14 2UT



# **WELLINGTON SCHOOL**

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# WELLINGTON SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

Mrs A Christopher  
Mr A Bryce-Clegg (resigned 25/02/2020)  
Mr S Carter  
Mr D Lindop  
Mrs J Wilks (appointed 11/09/2019)

### Trustees

Mrs A Christopher (Chair)  
Mrs L Bangee  
Mr S Beeley\* (Headteacher and Accounting Officer)  
Mr A Bryce-Clegg (resigned 25/02/2020)  
Mr G Clements  
Mr M Colledge (Vice Chair from 08/10/2020)  
Mr R Fleetwood (Vice Chair until 07/10/2020)  
Mr K Myers  
Mr W Riley (Staff Trustee)  
Mrs L Speed  
Mr J Sykes  
Mr C Spurling (appointed 23/09/2020)

### Company Secretary

Eversheds Sutherland

### Senior Management Team:

Headteacher	S Beeley
First Deputy Headteacher	S Fenwick
Deputy Headteacher	E Copeland
Assistant Headteacher	R Chard
Assistant Headteacher	L Cooper
Assistant Headteacher	C Holt
Assistant Headteacher	K Shelley
Assistant Headteacher	L Stephens (Maternity leave 2019/20)
Assistant Headteacher	Z Hitchens (Maternity cover 2019/20)

### Company Name

Wellington School

### Principal and Registered Office

Wellington School, Wellington Road, Timperley, Altrincham, Cheshire, WA15 7RH

### Company Registration Number

07458631 (England and Wales)

### Independent Auditor

Haines Watts, Bridge House, 157A Ashley Road, Hale, Altrincham, Cheshire, WA14 2UT

### Bankers

NatWest, Stamford New Road, Altrincham, Cheshire, WA14 1DB

### Solicitors

Eversheds Sutherland, One Wood Street, London, EC2V 7WS

# WELLINGTON SCHOOL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

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The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2020. The annual report serves the purpose of both a trustees' report, and a directors' report under company law.

The trust operates an academy for pupils aged 11 to 18 in Timperley, Altrincham. It has a pupil capacity of 1,491 and had a roll of 1,406 at the school autumn 2019 census date.

#### **Structure, governance and management**

##### Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Wellington School are also the directors of the charitable company for the purposes of company law. The charitable company is known as Wellington School.

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 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.

##### Trustees' indemnities

Professional indemnity insurance is in place to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business.

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

The members may appoint up to 12 trustees.

The members may appoint staff trustees through such process as they may determine, provided that the total number of trustees (including the principal) who are employees of the academy trust does not exceed one third of the total number of trustees.

The trustees may appoint the Local Authority trustee.

The principal shall be treated for all purposes as being an ex officio trustee.

The parent trustees shall be elected by parents of registered pupils at the academy. A parent trustee must be a parent of a pupil at the academy at the time when he/she is elected.

The board of trustees shall make all necessary arrangements for, and determine all other matters relating to, an election of parent trustees, including any question of whether a person is a parent of a registered pupil at the academy. Any election of parent trustees which is contested shall be held by secret ballot.

The arrangements made for the election of a parent trustee shall provide for every person who is entitled to vote in the election to have an opportunity to do so by post or, if they prefer, by having their ballot paper returned to the academy trust by a registered pupil at the academy.

Where a vacancy for a parent trustee is required to be filled by election, the board of trustees shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered pupil at the academy is informed of the vacancy and that it is required to be filled by election, informed that they are entitled to stand as a candidate, and vote at the election, and given an opportunity to do so.

The number of parent trustees required shall be made up by parent trustees appointed by the board of trustees if the number of parents standing for election is less than the number of vacancies.

In appointing a parent trustee, the board of trustees shall appoint a person who is the parent of a registered pupil at the academy, or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

# WELLINGTON SCHOOL

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

Trustees may appoint up to three co-opted trustees, a co-opted trustee being one that is appointed as a trustee by another trustee that have not themselves been so appointed.

Members may not co-opt an employee of the academy trust if it would mean that the total number of employees would rise above one third of total membership.

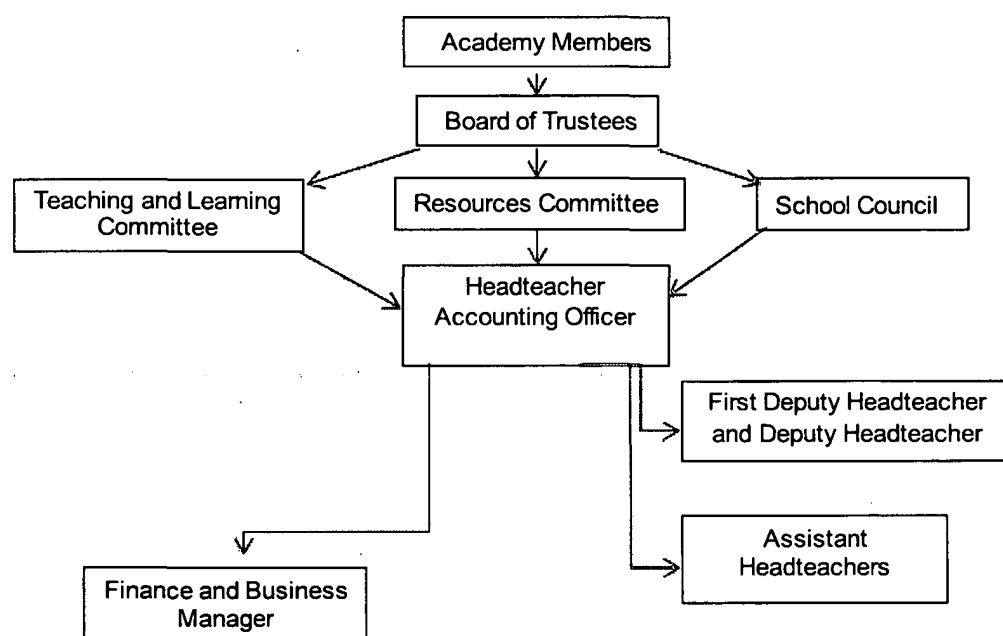
The Secretary of State may appoint additional trustees if the school's performance falls below specific criteria.

Future trustees shall be appointed or elected, as the case may be, in accordance with the Articles of Association.

#### Policies and procedures adopted for the induction and training of trustees

Trustees receive an induction pack and any training required from time to time as deemed necessary at the academy trust's expense. The trustees have a working group which co-ordinates the training needs of the board of trustees.

#### Organisational structure



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

The senior leaders are the headteacher, two deputy headteachers and five assistant headteachers. These senior leaders are responsible for delivering the teaching and learning programme as laid down by the trustees and reporting back to them. As a group the senior leaders are responsible for the authorisation of spending within agreed budgets and the appointment of staff, though appointment boards for posts in the leadership team always contain at least one trustee.

The broader leadership team includes the senior leadership team and the fifteen curriculum area managers. These managers are responsible for the day to day operation and organisation of the teaching staff, facilities and students.

# WELLINGTON SCHOOL

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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

The trustees of the academy receive no pay or remuneration for performing their duties as trustees.

The pay of the leadership team including the headteacher is set in line with the current school teachers pay and conditions document.

#### Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0	0

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Provide the total cost of facility time	0
Provide the total pay bill	0
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x100	0%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100	0%
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#### Related parties and other connected charities and organisations

Transactions with related parties are disclosed in note 24 to the financial statements.

#### **Objectives and activities**

Wellington School (the academy trust) has the specific purpose of advancing, 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 and balanced curriculum.

#### Objects and aims

The main objectives of the academy during the year ended 31 August 2020 are summarised below:

- To ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care.
- To raise the standard of educational achievements of all pupils.
- 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 links with industry and commerce.
- To conduct the academy's business in accordance with the highest standards of integrity, probity and openness.

#### Objectives, strategies and activities

# **WELLINGTON SCHOOL**

## **TRUSTEES' REPORT (CONTINUED)**

### ***FOR THE YEAR ENDED 31 AUGUST 2020***

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The academy's main strategy is encompassed in its mission statement which is 'Enabling every member of our community to flourish in an environment where high aspiration is expected and 'character' is acknowledged as the foundation of success.' To this end our aims are to:

- Create happy and successful young people
- Enable our students to be the best they can be
- Develop the skills and attributes (character) in our students to live and work in tomorrow's global society
- Fulfil the academic potential of ALL our students
- Instil the values and morals to be able to contribute to our community and beyond

We reach these aims by the completion of the following activities:

- Tuition and learning opportunities for all students to attain appropriate academic qualifications.
- Training opportunities for all staff.
- Secondments and placing of students with industrial and commercial partners.
- A programme of sporting and after school leisure activities for all students.
- A career advisory service to help students obtain employment or move on to higher education.

Criteria and measures used to assess success are detailed within the School Improvement Plan, action plans are established and success is measured regularly.

#### Equal opportunities policy

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

#### Disabled persons

Disabled toilets are installed and door widths are adequate to enable wheelchair access to all the main areas of the academy. The policy of the academy is to support recruitment and retention of students and employees with disabilities. The academy does this by adapting the physical environment, by making support resources available and through training and career development.

#### Public benefit

The academy trust's sole purpose is to advance, for the public benefit, education as described in principal purpose above. The academy trust's 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

Examinations in 2020 were cancelled and instead The Office of Qualifications and Examinations Regulation (Ofqual) established a system for teachers to estimate grades.

The results for the last academic year ended 31 August 2020 were extremely pleasing. They were, of course, awarded using Centre Assessed Grades (CAGs). This generated outcomes a little above what we had predicted at the time of school closure in March. For A-Level, this resulted in an ALPS grade 2 and, at GCSE, a Progress 8 score of 0.62 and an Attainment 8 score of 57.06. On this occasion more than ever, students gaining their preferred choice of post-16 or post-18 destination ultimately outweighed the results themselves.

The school continues to be one of the highest performing non-selective schools within Trafford.

To ensure that standards are continually raised the academy operates a programme of monitoring which includes lesson observation, pupil and staff interviews and scrutiny of pupils' work. The academy undertakes a comparison of results from entry aged 11 through to GCSE and from GCSE to A level to assess the added value. The academy also participates in national programmes looking at added value through the key stages, e.g. the ALPS programme of information to compare A level performance.

# WELLINGTON SCHOOL

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### Financial key performance indicators (KPIs)

The KPIs below are designed to analyse financial and commercial risk.

	2019/20	2018/19
Revenue income per pupil	£5,464	£5,083
Number of pupils funded	1,396	1,395
GAG income % total revenue income	86%	90%
Working capital	£4,508,000	£4,393,000
Working capital % total reserves	33%	32%
Surplus/(Deficit) % of total income	(0.2%)	(15%)
Total pay % of DfE/ESFA income	87%	86%
Total pay % of revenue income	81%	80%

#### Going concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

#### **Financial review**

The vast majority 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 educational purposes. The grants received from the ESFA during the year ended 31 August 2020 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The academy also receives grants for fixed assets from the ESFA and other organisations. In accordance with the Charities Statement of Recommended Practice, "Accounting and Reporting by Charities" SORP 2015 (FRS102), such grants are shown in the statement of financial activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2020, total incoming resources of £8,274,000 exceeded expenditure of £8,133,000, with net income of £141,000, following actuarial losses this is reduced to net expenditure of £14,000. Significant capital income has been recognised in year £646,000, of which £618,000 is due to the award of Condition Improvement Funding (CIF) to support a roofing refurbishment project with a total cost of £736,000.

The free reserves as at 31 August 2020 were £4,508,000; this is restricted funds, excluding the pension reserve and restricted fixed asset funds, plus unrestricted funds.

At 31 August 2020 the net book value of fixed assets was £11,099,000 and movements in tangible fixed assets are shown in note 12 to the financial statements.

The academy continues to account for the deficit in the Local Government Pension Scheme in respect of its non-teaching staff transferred on conversion. The deficit is incorporated within the statement of financial activity with details in note 19 to the financial statements.

# **WELLINGTON SCHOOL**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2020**

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#### Financial and operational impact of COVID-19 pandemic

Following the outbreak of the global coronavirus pandemic, all schools across the UK were instructed to close by government on 20 March 2020 to the majority of pupils. The trust remained open for the remainder of the academic year for a small number of key worker and vulnerable children. Whilst the trust was closed to the majority of pupils, education and welfare support continued to be provided by various means including online teaching tools, email and phone communications and in some cases posting of paper learning resources. All trust teaching staff rose to the challenge of adapting their pedagogy for digital delivery at short notice, support staff too adapted to remote working where possible. Examinations in 2020 were cancelled and instead Ofqual established a system for teachers to estimate grades.

During the period of school closure to the majority of pupils, the government confirmed that schools would continue to receive their funding allocations as normal, thus reducing financial uncertainty for the trust. Other less significant financial implications included, loss of revenue income from catering and lettings, however these were compensated by savings arising from the closure, due to activities and events not taking place.

All government schemes available to the trust were fully utilised including the national free school meal voucher system and the digital devices for disadvantaged children to access remote education scheme.

Due to the school closure the trust was forced to cancel several overseas and domestic trips, and seek refunds from travel providers. Where refunds were not possible, the school submitted insurance claims. In total seven insurance claims were processed and paid in full.

Additional expenditure incurred on supplies relating to COVID-19 totalled £17,000. Lettings were also halted due to the pandemic, causing a loss of income of approximately £6,000. £5,000 of guaranteed catering income was also lost due to the school closures.

#### Reserves policy

The trustees review the reserve levels of the academy termly. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves. The academy's current level of free reserves (total funds less the amount held in fixed assets and pension reserves) is £4,508,000. The amount is kept secure for a time when it is needed to self-finance a scheme of ongoing major capital projects.

During the year ended 31 August 2020 a number of significant works/purchases were completed including; refurbishment of the 6th from study centre £54,000, reconfiguration of music practice rooms £8,000, engineering equipment £6,000, LED lighting £18,000 and new flooring £26,000. Unfortunately, due to the impact of the COVID-19 pandemic some other scheduled works were postponed until the next financial year. The CIF funded roof refurbishment works commenced in summer 2020, with £257,000 expenditure incurred in 2019/20.

Trustees have approved further building refurbishment programmes for the next financial year. These include, retractable tiered theatre seating, sound and lighting equipment and refurbishment of the dining hall serving areas. The CIF funded roof works will continue, with the trust contributing £118,000 in total to this project.

The trustees are also aware that additional roof works will be required in the future to fully replace the oldest pitched roofs, the cost of this replacement has been estimated at £431,000. There could also be the need in future to invest in a new drainage system with the estimated cost of £600,000.

The trustees have decided that as all free reserves are more than accounted for, it is also prudent to build an additional reserve of restricted funds of at least £1,000,000 to safeguard against unforeseen circumstances, late ESFA payments, emergencies and other catastrophes. The academy is acutely aware that total funding in subsequent periods is uncertain and likely to fall in these difficult times. As such, the building of a base amount should not only be allowed but encouraged in order to safeguard the quality of the education received at Wellington School, particularly as there are no restrictions on the level of surplus retained by academies since 31 August 2013. Wellington School has signed the appropriate Deed of Variation to its Funding Agreement to this effect.

In addition, the liability due to the academy's participation in the Local Government Pension Scheme (LGPS) and in accordance with Financial Reporting Standard No. 102 has added a burden of £2,267,000 to the academy. This is of major concern to the trustees and should be provided for.

# **WELLINGTON SCHOOL**

## **TRUSTEES' REPORT (CONTINUED)**

### **FOR THE YEAR ENDED 31 AUGUST 2020**

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Total funds at 31 August 2020 were £13,700,000. £11,459,000 of this is the fixed asset fund and can only be realised through the sale of fixed assets, restricted general funds were deficit £441,000 (£1,826,000 less the pension liability of £2,267,000) and unrestricted general funds were £2,682,000

#### Investment policy

The governing body has a duty to maximise income by the use of high-interest or deposit accounts and to keep the minimum necessary funds in any non-interest bearing accounts. The mandate to the bank should ensure that investments are only made within the bank and funds are only moved between the school's authorised accounts. The finance and business manager is responsible for monitoring the balance in each type of bank account and for investing short term surpluses in high interest or money market accounts at the bank. Any investments should only be made in accordance with the policy approved by the governing body. All investments should be compatible with charitable status and ensure the complete integrity of funds.

#### 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. The trustees have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. compulsory DBS vetting of new staff and supervision of school grounds at break and lunchtime) and internal financial controls in order to minimise risk. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

The school has a risk register and risk review process. The objectives are to determine an approach and, where it is considered necessary, put in place measures of control and mitigation in order to manage risk.

The principal risks are seen as the loss of reputation through falling standards, falling student rolls and failure to safeguard our students.

Key controls in place are:

- An organisational structure with defined roles, responsibilities and authorisation levels
- Terms of reference for the committees of the board of trustees
- Financial planning, budgeting and regular management reporting highlighting areas of financial risk
- Formal written and published policies for employees
- Vetting procedures as required by law for the protection of the vulnerable
- HR support from a nationally recognised firm of solicitors
- Clear marketing strategy lead by the senior leadership team
- Robust system of performance management and departmental line management
- Continual insistence on high standards and expectations

The academy has recognised its share of the Local Government Pension Scheme (LGPS) assets and liabilities in accordance with Financial Reporting Standard No. 102. A deficit has been recognised at 31 August 2020. Future contribution rates are adjusted so as to reduce this deficit.

#### **Fundraising**

Wellington School writes to parents of its pupils on an annual basis to request donations to its school fund account. Donations are collected via an online payment tool, direct debit or by cash/cheque.

#### **Plans for future years**

The academy will continue striving to improve the levels of performance of its students at all levels with a consideration of alternative provision for a small number and will continue its efforts to ensure its students gain employment, a place in higher education or a higher level apprenticeship once they leave.

Past results and achievements are reviewed and analysed, these are used to inform future SIP objectives and action plans. Resources are allocated accordingly to ensure objectives can be met.

# WELLINGTON SCHOOL

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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During the year ended 31 August 2020 the trust faced unprecedented changes as a result of the outbreak of COVID-19. In future years the risks and uncertainties regarding the virus will need to be continually managed. It is expected that there will be further operational and financial impacts, depending on how the virus situation changes and the government's control measures in response. The trust will need to ensure it can provide adequate infection control, remote learning when required and cover any staff sickness/self-isolation absences. The trust is in a strong position financially which provides trustees comfort that the trust will be able to successfully manage the challenges ahead.

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

During the year ended 31 August 2020 neither the academy trust nor its trustees has acted as a custodian trustee.

#### **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 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.

The audit business Haines Watts has been appointed as the company's auditor. The audit report has therefore been issued by Haines Watts.

This trustee's report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 3 December 2020 and signed on the board's behalf by:



Mrs A Christopher  
Chair of trustees

# WELLINGTON SCHOOL

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Wellington School has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss. As trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

### The board of trustees

The board of trustees has delegated the day-to-day responsibility to headteacher 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 the responsibilities assigned to it in the funding agreement between Wellington School and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described in the trustees' report and in the statement of trustees' responsibilities. The board of trustees has met three times during the year. Attendance during the meetings of the full board of trustees was as follows:

Trustee	Meetings attended	Out of possible
Mrs A Christopher (Chair)	3	3
Mrs L Bangee	2	3
Mr S Beeley (Headteacher and Accounting Officer)	3	3
Mr A Bryce-Clegg (Chair resigned 25/02/2020)	1	2
Mr G Clements	3	3
Mr M Colledge	2	3
Mr R Fleetwood (Vice Chair)	3	3
Mr K Myers	2	3
Mr W Riley (staff trustee)	3	3
Mrs L Speed	3	3
Mr J Sykes	3	3

In addition to the scheduled three meetings a year the board of trustees held 6 additional virtual meetings between April 2020 and July 2020. The focus of these meetings was the COVID-19 pandemic including review of risk assessments, procedures for school closure, remote learning and full re-opening from September 2020.

Trustees of Wellington School are fully involved in the life of the academy. They offer a wide variety of expertise which covers all aspects of the business world and the delivery of the curriculum. As a result, support can be assured for all staff in their work to create an excellent learning environment for the pupils. Wellington School is an academy trust and therefore a registered business. In this context trustee expertise in the business world is invaluable.

The governing body comprises leaders in business, educationalists, lawyers, accountants and parents. A number of long-serving trustees initially joined the governing body as parent governors and were co-opted after their children had left Wellington School. This indicates the passion our trustees feel for the success of the pupils, long after their own children have moved to the next stage of their lives.

The current chair was first elected to the governing body during the year. The time, support and knowledge which she affords Wellington is outstanding and is recognised by all as a major contribution to the life of the school.

Trustees meet regularly as a full board, but also in committees to determine policy in personnel matters, curriculum, community and the environment and finance. In addition to supporting the initiatives of the academy, trustees also question and hold to account the school leadership team. The undoubted success of Wellington School results directly from trustees determining the strategic direction of the academy, with leadership delivering the aims and objectives of the highest standard.

An annual review is conducted to assess the impact and effectiveness of the board of trustees. The board completes a skills audit and holds an annual strategy meeting.

# WELLINGTON SCHOOL

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

The resources committee (also audit committee) is a sub-committee of the main board of trustees. Its purpose is to report to the full board of trustees on a timely basis the finance of the academy. Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of possible
Mr A Bryce-Clegg (resigned 25/02/2020)	1	2
Mr M Colledge	3	3
Mr S Beeley (Headteacher and Accounting Officer)	3	3
Mr R Fleetwood	3	3
Mr K Myers	3	3

#### Review of value for money

The headteacher 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 each 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 improved value for money during the year by:

- Improving educational results

The results for the last academic year ended 31 August 2020 were extremely pleasing. They were, of course, awarded using Centre Assessed Grades (CAGs). This generated outcomes a little above what we had predicted at the time of school closure in March. For A-Level, this resulted in an ALPS grade 2 and, at GCSE, a Progress 8 score of 0.62 and an Attainment 8 score of 57.06. On this occasion more than ever, students gaining their preferred choice of post-16 or post-18 destination ultimately outweighed the results themselves.

- Financial governance and oversight

The trust's accounting officer has clear oversight of all spending decisions. The school finance and business manager is a chartered accountant and one member of the resources committee is a chartered accountant. The resources committee receives regular financial reports to allow effective budget monitoring.

- Better purchasing

During the year the school has continued to achieve value for money by reviewing its existing contracts and re-negotiating services at a lower cost where possible. The trust benchmarks itself against similar schools to identify areas to make savings. In the year ending 31 August 2020 insurance premiums were reduced by 25% by renegotiating with the provider and benchmarking to the risk protection arrangement (RPA). The trust regularly accesses DfE (Department for Education) resources including benchmarking tools and buying guides. The school finance and business manager is Chair of a local business leader forum, gaining knowledge and sharing best practice with other schools.

- Better income generation

During the year the school generated income through the letting of its premises to five different external organisations. Lettings have generated £11,000 (£18,000 2018/19). The school also was successful in a grant application for £8,000 to support pupil wellbeing activities.

- Reviewing controls and managing risk

The school seeks to manage and minimise risks by ensuring that where appropriate it employs the services of accredited professionals e.g. legal advice is provided by contract from a leading national firm of solicitors which ensures that HR and legal matters are dealt with correctly.

# WELLINGTON SCHOOL

## GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 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 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 in Wellington School 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 trust is exposed together with the operation, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process of identifying, evaluating and managing the academy trust's significant risks that have been in place for the year ended 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

### The risk and control framework

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees
- Regular reviews by the resources 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
- Identification and management of risks

The board of trustees procured an internal audit service from Redrambler Ltd, this is in line with the newly revised FRC Ethical Standard for auditors. On a termly basis, the internal audit findings are reported to the board of trustees, through the resources committee on the operation of the systems of control. In 2019/20 just one internal audit was conducted due to the school closure on 20 March 2020. No material financial control weaknesses were identified from the review performed. During the period of school closure, financial controls continued to operate business as usual, trustees were provided with regular financial reports. Due to staff illness and absence the finance team were unable to facilitate the other 2 planned term visits however the trustees continued to receive financial information and are satisfied that the internal financial controls remained effective throughout the year.

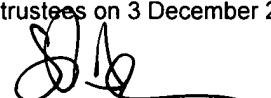
### Review of effectiveness

As accounting officer, Mr S Beeley has responsibility for reviewing the effectiveness of the system of internal control. During the period in question the review has been informed by

- The work of the internal auditor
- The work of the external auditor
- The work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

Approved by order of the members of the board of trustees on 3 December 2020 and signed on its behalf by:

  
Mrs A Christopher  
Chair of trustees

  
Mr S Beeley  
Accounting officer

# **WELLINGTON SCHOOL**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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As accounting officer of Wellington School, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy trust's 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 Academies Financial Handbook.

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



**Mr S Beeley**  
**Accounting officer**

Date: 3 December 2020

# WELLINGTON SCHOOL

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2020**

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The trustees (who are also the directors of Wellington School for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2019 to 2020 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

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

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

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

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

Approved by order of the members of the board of trustees on 3 December 2020 and signed on its behalf by:



**Mrs A Christopher**  
Chair of trustees

# **WELLINGTON SCHOOL**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WELLINGTON SCHOOL FOR THE YEAR ENDED 31 AUGUST 2020**

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### **Opinion**

We have audited the accounts of Wellington School for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, 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), the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 the 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 accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts 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 have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

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

### **Other information**

The trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

# **WELLINGTON SCHOOL**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WELLINGTON SCHOOL (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **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 including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated 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 academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated 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 accounts 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 statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

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

### **Auditor's responsibilities for the audit of the accounts**

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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

# WELLINGTON SCHOOL

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WELLINGTON SCHOOL (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### 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.



**John Whittick BSc FCA (Senior Statutory Auditor)**

**for and on behalf of Haines Watts**

**Chartered Accountants**

**Statutory Auditor**

Bridge House

Ashley Road

Hale

Altrincham

WA14 2UT

Date: 

# **WELLINGTON SCHOOL**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO WELLINGTON SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY**

***FOR THE YEAR ENDED 31 AUGUST 2020***

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In accordance with the terms of our engagement letter dated 8 August 2014 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Wellington School during the period 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 Wellington School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Wellington School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Wellington School and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Wellington School's accounting officer and the reporting accountant**

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

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 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 ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

# WELLINGTON SCHOOL

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO WELLINGTON SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

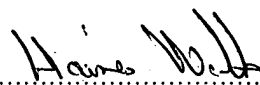
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The work undertaken to draw to our conclusion includes:

- We have confirmed that the activities conform to the academy trust's framework of authorities. As identified by review of minutes, management accounts, discussion with the accounting officer and other key management personnel.
- We have carried out an analytical review as part of the consideration of whether general activities of the academy trust are within the academy trust's framework of authorities.
- We have considered the evidence supporting the accounting officer's statement on regularity, propriety and compliance and have evaluated the general control environment of the academy trust and extended the procedures required for financial statements to include regularity.
- We have assessed and tested a sample of the specific control activities over regularity of a particular activity. In performing sample testing of expenditure, we have considered whether the activity is permissible within the academy trust's framework of authorities. We confirm that each item tested has been appropriately authorised in accordance with the academy trust's delegated authorities and that the internal delegations have been approved by the governing body, and conform to the limits set by the Department for Education.
- Formal representations have been obtained from the governing body and the accounting officer acknowledging their responsibilities including disclosing all non-compliance with laws and regulations specific to the authorising framework, access to accounting records, provision of information and explanations, and other matters where direct evidence is not available.
- In performing sample testing of expenditure, we have reviewed against specific terms of grant funding within the funding agreement. We have reviewed the list of suppliers and have considered whether supplies are from related parties and have reviewed minutes for evidence of declaration of interest, and whether or not there was involvement in the decision to order from this supplier.
- We have performed sample testing of other income and tested whether activities are permitted within the academy trust's charitable objects.

### Conclusion

In the course of our work nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 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.



**Haines Watts**  
**Reporting Accountant**

Date: 27/10

# WELLINGTON SCHOOL

## STATEMENT OF CONSOLIDATED FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted funds £000	Restricted funds: General £000	Fixed asset £000	Total 2020 £000	Total 2019 £000
<b>Income and endowments from:</b>						
Donations and capital grants	3	-	-	646	646	102
Charitable activities:						
- Funding for educational operations	4	-	7,131	-	7,131	6,668
Other trading activities	5	470	-	-	470	397
Investments	6	27	-	-	27	26
<b>Total</b>		<u>497</u>	<u>7,131</u>	<u>646</u>	<u>8,274</u>	<u>7,193</u>
<b>Expenditure on:</b>						
Charitable activities:						
- Educational operations	8	453	7,227	453	8,133	7,654
<b>Total</b>	7	<u>453</u>	<u>7,227</u>	<u>453</u>	<u>8,133</u>	<u>7,654</u>
<b>Net income/(expenditure)</b>		44	(96)	193	141	(461)
Transfers between funds	17	-	(104)	104	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial losses on defined benefit pension schemes	19	-	(155)	-	(155)	(646)
<b>Net movement in funds</b>		44	(355)	297	(14)	(1,107)
<b>Reconciliation of funds</b>						
Total funds brought forward		2,638	(86)	11,162	13,714	14,821
Total funds carried forward		<u>2,682</u>	<u>(441)</u>	<u>11,459</u>	<u>13,700</u>	<u>13,714</u>

# WELLINGTON SCHOOL

## STATEMENT OF CONSOLIDATED FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

Comparative year information		Unrestricted	Restricted funds:		Total
Year ended 31 August 2019		funds	General	Fixed asset	2019
	Notes	£000	£000	£000	£000
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	-	102	102
Charitable activities:					
- Funding for educational operations	4	-	6,668	-	6,668
Other trading activities	5	397	-	-	397
Investments	6	26	-	-	26
<b>Total</b>		<b>423</b>	<b>6,668</b>	<b>102</b>	<b>7,193</b>
<b>Expenditure on:</b>					
Charitable activities:					
- Educational operations	8	364	6,814	476	7,654
<b>Total</b>	<b>7</b>	<b>364</b>	<b>6,814</b>	<b>476</b>	<b>7,654</b>
<b>Net income/(expenditure)</b>		<b>59</b>	<b>(146)</b>	<b>(374)</b>	<b>(461)</b>
Transfers between funds	17	-	(112)	112	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	19	-	(646)	-	(646)
<b>Net movement in funds</b>		<b>59</b>	<b>(904)</b>	<b>(262)</b>	<b>(1,107)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		2,579	818	11,424	14,821
Total funds carried forward		2,638	(86)	11,162	13,714

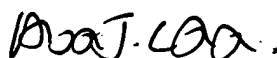
# WELLINGTON SCHOOL

## BALANCE SHEET

AS AT 31 AUGUST 2020

		2020	2019
	Notes	£000	£000
<b>Fixed assets</b>			
Tangible assets	12	11,099	11,162
<b>Current assets</b>			
Stocks	13	6	6
Debtors	14	804	189
Cash at bank and in hand		4,508	4,438
		5,318	4,633
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	15	(450)	(240)
<b>Net current assets</b>		4,868	4,393
<b>Net assets excluding pension liability</b>		15,967	15,555
Defined benefit pension scheme liability	19	(2,267)	(1,841)
<b>Total net assets</b>		13,700	13,714
<b>Funds of the academy trust:</b>			
<b>Restricted funds</b>	17		
- Fixed asset funds		11,459	11,162
- Restricted income funds		1,826	1,755
- Pension reserve		(2,267)	(1,841)
<b>Total restricted funds</b>		11,018	11,076
<b>Unrestricted income funds</b>	17	2,682	2,638
<b>Total funds</b>		13,700	13,714

The accounts were approved by the trustees and authorised for issue on 3 December 2020 and are signed on their behalf by:



Mrs A Christopher  
Chair of trustees

Company Number 07458631

# WELLINGTON SCHOOL

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £000	£000	2019 £000	£000
<b>Cash flows from operating activities</b>					
Net cash (used in)/provided by operating activities	20		(213)		107
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		27		26	
Capital grants from DfE Group		646		102	
Purchase of tangible fixed assets		<u>(390)</u>		<u>(214)</u>	
<b>Net cash provided by/(used in) investing activities</b>			<u>283</u>		<u>(86)</u>
<b>Net increase in cash and cash equivalents in the reporting period</b>			70		21
Cash and cash equivalents at beginning of the year			<u>4,438</u>		<u>4,417</u>
<b>Cash and cash equivalents at end of the year</b>			<u><u>4,508</u></u>		<u><u>4,438</u></u>

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 1 Accounting policies

Wellington School is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the trustees' report.

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.

##### 1.1 Basis of preparation

The accounts of the academy trust, 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.

Wellington School meets the definition of a public benefit entity under FRS 102.

##### 1.2 Going concern

The trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

##### 1.3 Income

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

###### Grants receivable

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

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

###### Sponsorship income

Sponsorship income provided to the academy trust 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.

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

---

#### 1 Accounting policies

##### Other income

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

##### Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

#### 1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

##### Expenditure on raising funds

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

##### Charitable activities

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

#### 1.5 Tangible fixed assets and depreciation

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of an asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on such assets is charged directly to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 1 Accounting policies

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

Land and buildings	Land - nil, buildings - 50 years straight line
Computer equipment	4 years straight line
Fixtures, fittings & equipment	4 years straight line
Motor vehicles	5 years straight line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold land and buildings.

Astroturf and roofing improvements included within land and buildings are depreciated over 10 years and 30 years respectively.

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.

#### 1.6 Liabilities

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

#### 1.7 Leasing and hire purchase commitments

Rentals payable under operating leases are charged on a straight line basis over the period of the lease.

#### 1.8 Stock

Stock consists of purchased goods for resale including catering stocks. Stocks are valued at the lower of cost and net realisable value. Items donated for resale or distribution are not included in the financial statements until they are sold or distributed.

#### 1.9 Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

#### 1.10 Pensions benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the academy trust.

# **WELLINGTON SCHOOL**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **1 Accounting policies**

The TPS is an unfunded scheme and contributions are calculated 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 based on quadrennial valuations using a prospective unit credit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income or expenditure 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.

#### **1.11 Fund accounting**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education 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 restricted funds received and include grants from the Education & Skills Funding Agency/Department for Education.

#### **1.12 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 26.

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 2 Critical accounting estimates and areas of judgement

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

##### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### 3 Donations and capital grants

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
Capital grants	-	646	646	102

#### 4 Funding for the academy trust's educational operations

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
<b>DfE / EFA grants</b>				
General annual grant (GAG)	-	6,566	6,566	6,412
Other DfE / ESFA grants	-	505	505	203
	-	7,071	7,071	6,615
<b>Other government grants</b>				
Local authority grants	-	60	60	53
<b>Total funding</b>	-	7,131	7,131	6,668

Local authority grants comprise high needs funding of £57,000 (2019: £51,000), growth funding of £3,000 (2019: £nil) and pupil premium funding of £nil (2019: £2,000).

There were no unfulfilled conditions or other contingencies in respect of government grant funding.

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 5 Other trading activities

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
Hire of facilities	11	-	11	18
Trips and similar income	459	-	459	379
	<u>470</u>	<u>-</u>	<u>470</u>	<u>397</u>

### 6 Investment income

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
Short term deposits	<u>27</u>	<u>-</u>	<u>27</u>	<u>26</u>

### 7 Expenditure

	Staff costs £000	Premises & equipment £000	Other costs £000	Total 2020 £000	Total 2019 £000
<b>Academy's educational operations</b>					
- Direct costs	5,189	408	857	6,454	6,069
- Allocated support costs	989	217	473	1,679	1,585
	<u>6,178</u>	<u>625</u>	<u>1,330</u>	<u>8,133</u>	<u>7,654</u>
<b>Total expenditure</b>	<u>6,178</u>	<u>625</u>	<u>1,330</u>	<u>8,133</u>	<u>7,654</u>

#### Net income/(expenditure) for the year includes:

	2020 £000	2019 £000
Fees payable to auditor for:		
- Audit	7	7
- Other services	1	1
Operating lease rentals	12	16
Interest on net pension obligations	36	29
Depreciation of tangible fixed assets	453	476

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 8 Charitable activities

	Unrestricted funds £000	Restricted funds £000	Total 2020 £000	Total 2019 £000
Direct costs - educational operations	453	6,001	6,454	6,069
Support costs - educational operations	-	1,679	1,679	1,585
	<u>453</u>	<u>7,680</u>	<u>8,133</u>	<u>7,654</u>
<b>Analysis of costs</b>			<b>2020 £000</b>	<b>2019 £000</b>
<b>Direct costs</b>				
Teaching and educational support staff costs			5,171	4,736
Staff development			18	28
Depreciation and amortisation			408	428
Educational supplies and services			753	739
Examination fees			104	138
			<u>6,454</u>	<u>6,069</u>
<b>Support costs</b>			<b>2020 £000</b>	<b>2019 £000</b>
Support staff costs			989	918
Depreciation and amortisation			45	48
Maintenance of premises and equipment			172	190
Cleaning			8	9
Energy costs			84	91
Rent and rates			54	48
Insurance			38	50
Security and transport			5	7
Catering			30	
Interest on defined benefit pension scheme			36	29
Other support costs			209	187
Governance costs			9	8
			<u>1,679</u>	<u>1,585</u>

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2020 £000	2019 £000
Wages and salaries	4,427	4,258
Social security costs	433	380
Pension costs	1,184	868
Staff costs	6,044	5,506
Agency staff costs	94	132
Staff development and other staff costs	40	44
Total staff expenditure	6,178	5,682

#### Staff numbers

The average number of persons employed by the academy trust during the year was as follows:

	2020 Number	2019 Number
Teachers	89	87
Administration and support	69	70
Management	8	8
	166	165

#### Higher paid staff

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

	2020 Number	2019 Number
£60,001 - £70,000	-	1
£70,001 - £80,000	2	1
£90,001 - £100,000	1	1

#### Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £760,000 (2019: £662,000).

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 10 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment, and not in respect of their services as trustees. During the year, no travel and subsistence payments were reimbursed to trustees (2019: £nil).

The value of trustees' remuneration and other benefits was as follows:

S Beeley (Accounting Officer and Principal)	£95,001 - £100,000 (2019: £90,001 - £95,000)
W Riley (Staff trustee - appointed 04/03/2019)	£40,001 - £45,000 (2019: £20,001 - £25,000)

The value of trustees' retirement benefits was as follows:

S Beeley (Accounting Officer and Principal)	£20,001 - £25,000 (2019: £15,001 - £20,000)
W Riley (Staff trustee - appointed 04/03/2019)	£10,001 - £15,000 (2019: £1 - £5,000)

Other related party transactions involving the trustees are set out within the related parties note.

#### 11 Insurance for trustees and officers

In accordance with normal commercial practice, the academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2020 was included in the total cost of a combined insurance premium.

#### 12 Tangible fixed assets

	Land and buildings	Assets under construction	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£000	£000	£000	£000	£000	£000
<b>Cost</b>						
At 1 September 2019	13,189	-	689	895	57	14,830
Additions	3	257	18	112	-	390
At 31 August 2020	13,192	257	707	1,007	57	15,220
<b>Depreciation</b>						
At 1 September 2019	2,271	-	582	763	52	3,668
Charge for the year	309	-	52	89	3	453
At 31 August 2020	2,580	-	634	852	55	4,121
<b>Net book value</b>						
At 31 August 2020	10,612	257	73	155	2	11,099
At 31 August 2019	10,918	-	107	132	5	11,162

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 12 Tangible fixed assets

The land and buildings are freehold.

An independent valuation was carried out on 17 August 2020 by FHP Property Consultants. The fair value, adopting the Depreciated Replacement Cost (DRC) method of valuation was £27,511,000 comprised of £22,995,000 buildings and £4,516,000 land. The trustees do not wish to adopt the revaluation model under FRS102.

### 13 Stocks

	2020 £000	2019 £000
Catering stock	6	6

### 14 Debtors

	2020 £000	2019 £000
Trade debtors	2	12
VAT recoverable	49	39
Prepayments and accrued income	753	138
	804	189

### 15 Creditors: amounts falling due within one year

	2020 £000	2019 £000
Trade creditors	31	14
Other creditors	14	13
Accruals and deferred income	405	213
	450	240

### 16 Deferred income

	2020 £000	2019 £000
Deferred income is included within:		
Creditors due within one year	74	127
Deferred income at 1 September 2019	127	92
Released from previous years	(127)	(92)
Resources deferred in the year	74	127
<b>Deferred income at 31 August 2020</b>	<b>74</b>	<b>127</b>

Deferred income at 31 August 2020 and 31 August 2019 related to trips income received in advance for the forthcoming year.

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 17 Funds

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2020 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	1,755	6,566	(6,391)	(104)	1,826
Other DfE / ESFA grants	-	505	(505)	-	-
Other government grants	-	60	(60)	-	-
Pension reserve	(1,841)	-	(271)	(155)	(2,267)
	<u>(86)</u>	<u>7,131</u>	<u>(7,227)</u>	<u>(259)</u>	<u>(441)</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	10,360	-	(217)	-	10,143
DfE group capital grants	212	646	(18)	104	944
Capital expenditure from GAG	590	-	(218)	-	372
	<u>11,162</u>	<u>646</u>	<u>(453)</u>	<u>104</u>	<u>11,459</u>
<b>Total restricted funds</b>	<u>11,076</u>	<u>7,777</u>	<u>(7,680)</u>	<u>(155)</u>	<u>11,018</u>
<b>Unrestricted funds</b>					
General funds	2,638	497	(453)	-	2,682
<b>Total funds</b>	<u>13,714</u>	<u>8,274</u>	<u>(8,133)</u>	<u>(155)</u>	<u>13,700</u>

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

Restricted general funds are those resources that have been designated restricted by the grant provider in meeting the objects of the academy and are restricted to both the day to day running of the academy and capital expenditure.

Restricted fixed asset funds are those funds relating to the long term assets of the academy used in delivering the objects of the academy.

Unrestricted funds are those which the board of trustees may use in the pursuance of the academy's objectives and are expendable at the discretion of the trustees.

The transfer from General Annual Grant restricted general funds to restricted fixed asset funds is to meet the cost of fixed asset additions for which there was no specific capital funding in the year.

The difference between the net book value of tangible fixed assets and the restricted fixed asset fund relates to unspent CIF income due to be spent throughout the course of 2020/21.

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.

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 17 Funds

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

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2019 £000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	1,784	6,412	(6,329)	(112)	1,755
Other DfE / ESFA grants	-	203	(203)	-	-
Other government grants	-	53	(53)	-	-
Pension reserve	(966)	-	(229)	(646)	(1,841)
	<u>818</u>	<u>6,668</u>	<u>(6,814)</u>	<u>(758)</u>	<u>(86)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	10,577	-	(217)	-	10,360
DfE group capital grants	29	102	(31)	112	212
Capital expenditure from GAG	818	-	(228)	-	590
	<u>11,424</u>	<u>102</u>	<u>(476)</u>	<u>112</u>	<u>11,162</u>
<b>Total restricted funds</b>	<u>12,242</u>	<u>6,770</u>	<u>(7,290)</u>	<u>(646)</u>	<u>11,076</u>
<b>Unrestricted funds</b>					
General funds	<u>2,579</u>	<u>423</u>	<u>(364)</u>	<u>-</u>	<u>2,638</u>
<b>Total funds</b>	<u>14,821</u>	<u>7,193</u>	<u>(7,654)</u>	<u>(646)</u>	<u>13,714</u>

### 18 Analysis of net assets between funds

	Unrestricted Funds £000	Restricted funds: General £000	Fixed asset £000	Total Funds £000
<b>Fund balances at 31 August 2020 are represented by:</b>				
Tangible fixed assets	-	-	11,099	11,099
Current assets	2,682	2,276	360	5,318
Creditors falling due within one year	-	(450)	-	(450)
Defined benefit pension liability	-	(2,267)	-	(2,267)
<b>Total net assets</b>	<u>2,682</u>	<u>(441)</u>	<u>11,459</u>	<u>13,700</u>

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Analysis of net assets between funds

	Unrestricted Funds £000	Restricted funds: General      Fixed asset £000      £000		Total Funds £000
<b>Fund balances at 31 August 2019 are represented by:</b>				
Tangible fixed assets	-	-	11,162	11,162
Current assets	2,638	1,995	-	4,633
Creditors falling due within one year	-	(240)	-	(240)
Defined benefit pension liability	-	(1,841)	-	(1,841)
<b>Total net assets</b>	<b>2,638</b>	<b>(86)</b>	<b>11,162</b>	<b>13,714</b>

### 19 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2016.

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

#### Teachers' Pension Scheme

##### Introduction

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.

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 19 Pension and similar obligations

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to the TPS in the period amounted to £806,000 (2019: £524,000).

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

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

#### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 18.6% for employers and 5.5% to 12.5% for employees.

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

Total contributions made	2020 £000	2019 £000
Employer's contributions	143	142
Employees' contributions	49	51
Total contributions	192	193

Principal actuarial assumptions	2020 %	2019 %
Rate of increase in salaries	3.1	3.1
Rate of increase for pensions in payment/inflation	2.3	2.3
Discount rate for scheme liabilities	1.7	1.8

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 19 Pension and similar obligations

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

	2020 Years	2019 Years
Retiring today		
- Males	20.5	20.6
- Females	23.1	23.1
Retiring in 20 years		
- Males	22.0	22.0
- Females	25.0	24.8

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

Sensitivity analysis Changes in assumptions at 31 August 2020	Approximate % increase to employer liability	Approximate monetary amount (£000)
0.5% decrease in Real Discount Rate	11%	664
0.5% increase in Pension Increase Rate	10%	611
0.5% increase in the Salary Increase Rate	1%	43

#### The academy trust's share of the assets in the scheme

	2020 Fair value £000	2019 Fair value £000
Equities	2,564	2,469
Bonds	603	545
Cash	339	327
Property	264	290
Total market value of assets	3,770	3,631

The actual return on scheme assets was £57,000 (2019: £164,000).

#### Amount recognised in the Statement of Financial Activities

	2020 £000	2019 £000
Current service cost	378	303
Past service cost	-	39
Interest income	(66)	(96)
Interest cost	102	125
Total operating charge	414	371

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 19 Pension and similar obligations

Changes in the present value of defined benefit obligations	2020 £000	2019 £000
At 1 September 2019	5,472	4,338
Current service cost	378	303
Interest cost	102	125
Employee contributions	49	51
Actuarial loss	146	714
Benefits paid	(110)	(98)
Past service cost	-	39
At 31 August 2020	6,037	5,472

### Changes in the fair value of the academy trust's share of scheme assets

	2020 £000	2019 £000
At 1 September 2019	3,631	3,372
Interest income	66	96
Actuarial (loss)/ gain	(9)	68
Employer contributions	143	142
Employee contributions	49	51
Benefits paid	(110)	(98)
At 31 August 2020	3,770	3,631

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 20 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2020 £000	2019 £000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	141	(461)
Adjusted for:		
Capital grants from DfE and other capital income	(646)	(102)
Investment income receivable	(27)	(26)
Defined benefit pension costs less contributions payable	235	200
Defined benefit pension scheme finance cost	36	29
Depreciation of tangible fixed assets	453	476
(Increase) in debtors	(615)	(30)
Increase in creditors	210	21
<b>Net cash (used in)/provided by operating activities</b>	<b>(213)</b>	<b>107</b>

#### 21 Analysis of changes in net funds

	1 September 2019 £000	Cash flows £000	31 August 2020 £000
Cash	4,438	70	4,508

#### 22 Commitments under operating leases

At 31 August 2020 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2020 £000	2019 £000
Amounts due within one year	14	12
Amounts due in two and five years	24	-
	<b>38</b>	<b>12</b>

#### 23 Capital commitments

	2020 £000	2019 £000
Expenditure contracted for but not provided in the accounts	488	-

At the year end date, the academy trust had committed to purchasing benches at a cost of £9,830 and on-going CIF works of £478,283.

# WELLINGTON SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 24 Related party transactions

No related party transactions took place in the period of account other than certain trustees' remuneration and expenses already disclosed in note 10.

#### 25 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

#### 26 Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds for the ESFA. In the accounting period ending 31 August 2020 the trust received £8,519 (2019: £9,137) and disbursed £7,677 (2019: £11,882) from the fund. An amount of £13,744 (2019: £12,902) is included in other creditors relating to undistributed funds that are repayable to the ESFA.