

Company Registration Number: 07563361 (England & Wales)

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)
TRUSTEE'S REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020



RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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RICKMANSWORTH SCHOOL
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mr Mark Fletcher (appointed 4 December 2019) Mr T Harrison Mrs N Hussein Mr A Walker Mrs S Wilson (appointed 4 December 2019)
Trustees / Governors	Mr A Walker, Chair of Governors Mr Q Latif, Co-Opted Governor and Vice Chair of Governors (appointed Vice Chair 1 July 2020) Mr U Hassan, Parent Governor (resigned Vice Chair of Governors 1 July 2020) Mr Matthew Fletcher, Headteacher/Accounting Officer (appointed 1 September 2019) Mrs V Batchelder, Parent Governor (appointed 29 January 2020) Mr J Bowers, Parent Governor Mrs J Chasseguet, Staff Governor Mr G Cox, Community Governor Ms J Dufton, Parent Governor Mr Mark Fletcher, Parent Governor (resigned 16 September 2020) Mr P Harman, Community Governor (resigned 29 January 2020) Mr T Harrison, Community Governor Mrs N Hussein, Community Governor, Chair of Finance & Audit Committee Mr A Jones, Staff Governor (appointed 11 December 2019) Ms J Leon, Parent Governor (resigned 1 July 2020) Mr A La Grange, Staff Governor Mrs J Prytherch, Parent Governor (appointed 6 May 2020) Mrs G Robson, Community Governor (resigned 11 December 2020) Mr D Wellings, Community Governor Mrs S Wilson, Community Governor (resigned 1 July 2020)
Company registered number	07563361
Company name	Rickmansworth School
Principal and registered office	Scots Hill Croxley Green Rickmansworth Hertfordshire WD3 3AQ
Company Secretary	Mrs E Gritten (appointed 16 September 2020)
Senior Management Team	Mr Matthew Fletcher, Head Teacher Mr P Thompson, Deputy Headteacher (resigned 31 December 2019) Mr C Hambleton, Deputy Headteacher Ms V Cartledge, Deputy Headteacher Ms L Cramp, Senior Associate Assistant Headteacher Miss M Parry, Assistant Headteacher (appointed 1 March 2020) Mr R Titley, Assistant Headteacher Mr S White, Assistant Headteacher Mr D Wilson, Director of Finance (resigned 14 September 2019) Mrs E Gritten, Director of Finance & Business Operations (appointed 23 January 2020)

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Independent Auditors Price Bailey LLP
Chartered Accountants
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT

Bankers Lloyds Bank
PO Box 1000
BX1 1LT

RICKMANSWORTH SCHOOL
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Governing Body present their Annual Report together with the financial statements and Auditor's Report of the Charitable Company (also known as the Trust or the Academy) for the year 1 September 2019 to 31 August 2020. The Annual Report serves the purposes of both a Governing Body's Report and a Directors' Report under company law.

Structure, governance and management

Constitution

The Academy is a Charitable Company limited by guarantee and an exempt charity.

The Charitable Company's Trust deed is the primary governing document of the Academy.

The Governing Body of Rickmansworth School are also the Directors of the Charitable Company for the purposes of company law.

Within the Report, the term Trustee, Governor and Director are interchangeable.

The Charitable Company is known as Rickmansworth School (the School).

Details of the Governing Body who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

Members' liability

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

Governors' indemnities

The Academy Group have purchased insurance to protect Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The level of cover varies dependent on the claim. Further details are in note 12 to the accounts.

Method of recruitment and appointment or election of Governors

The management of the Group and the Trust is the responsibility of the Governing Body who are elected and co-opted under the terms of the Trust deed. The Governing Body under the Academy's Trust deed has the power to appoint up to nine community Governors, three staff Governors, and up to seven parent Governors. The Governors may also appoint up to three co-opted Governors. The normal term of office for any Governor is four years, at which time subject to remaining eligible they may be reappointed or re-elected.

Policies adopted for the induction and training of Governors

The Governing Body arranges an annual training programme for Governors. They also have access to specific courses via Herts for Learning covering key areas of governance including admissions, assessment, finance, governance, health & safety, Ofsted, safeguarding and student welfare.

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

Organisational structure

The governance of the Trust is defined in the Memorandum and Articles of Association together with the funding agreement with the Department of Education.

The Governing Body, which normally meets on six occasions per year, is responsible for the strategic direction of the Trust. In 2019/20, the Governing Body met on five occasions due to Covid-19. However, the Board considers that effective oversight of funds continued to be met through the Finance and Audit Committee which continued to meet as scheduled. The Governing Body reviews progress towards educational objectives and results. It also approves major expenditure requests, sets the budget for the following year, and sets the organisational staffing structure, agrees the performance objectives of the Headteacher with the Hertfordshire School Effectiveness Advisor, and reviews them.

The Headteacher is the designated Accounting Officer of the Trust and has overall responsibility for the day to day financial management of the Charitable Company. The Headteacher has delegated responsibility for low values of expenditure to specific budget holders who are each responsible for managing their own departments within the constraints of their allocated budgets. A system of financial controls is in place to manage this process.

The Headteacher manages the Trust on a daily basis supported by a Senior Leadership Team. The Senior Leadership Team meets daily to discuss emerging matters and twice weekly to help Academy operations and to develop strategies for future development. Key developments and strategies are put to the Governing Body as required for approval. Each member of the Senior Leadership Team has specific responsibilities to assist the Headteacher to manage the most important aspects of the Trust.

Arrangements for setting pay and remuneration of key management personnel

The Governors receive no payments for their duties as Governors. The Remuneration & Performance Committee meet once a year to assess the Head Teacher's performance and to determine his pay within a scale range set at appointment. All other staff are subject to an annual performance review which determines whether they receive a pay rise. The Trust adheres to the STPC (Standard Teachers Pay and Conditions) and pays in accordance with national pay scales, pay awards, and local market conditions.

Trade union facility time

During the year 2 employees of the Academy, on a 100% full time equivalent contract, acted as a union official. The employees spent less than 1% of their time on union facility. The total cost of facility time is £NIL for the year.

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

Related parties and other connected charities and organisations

Owing to the nature of the Trust's operations and the composition of the Governing Body being drawn from local public and private sector organisations, transactions could take place with organisations in which a Governor has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures. Related party transactions are disclosed in note 30. The Trust manages the local School Sports Partnership on behalf of schools in South West Herts who share costs within a restricted fund. Some Governors are also Trustees of the Rickmansworth School Foundation, a Registered Charity (no 1081161) that raises money for specific School activities and improvements.

Governors make an annual written declaration of interests at the start of each academic year and a verbal and minuted declaration at any meeting of Governors. The Trust does not trade with any Company in which Governors have an interest (other than minor purchases from a local hardware store) and no Governor receives any remuneration directly or indirectly from the Trust. The Academy does not have a formal sponsor.

Objectives and activities

Objects and aims

The principal object and aim of the Charitable Company is the provision of education for the public benefit by maintaining an Academy offering a broad and balanced curriculum. The Academy aims to provide the highest possible standards in education for all its students and the local community, through the development of the highest standards in learning and teaching and facilities development for all of its community. High standards are demanded in attitude, work, behaviour and appearance. The Academy continues to develop a culture based on mutual respect and appreciation.

Rickmansworth School prides itself on its academic principles and success and while we are duly proud of the additional opportunities we create in our extra-curricular provision, high levels of academic achievement and attainment are the key measures of our success.

The Academy operates an academically challenging curriculum and this is supported by an extensive pastoral system, we will always seek to ensure that all of our students are well rounded and independent. There is a strong commitment to the care, guidance and support of all students.

Objectives, strategies and activities

During the year the Trust has worked towards achieving these aims by:

- ensuring that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- raising the standard of educational achievement of all pupils;
- improving the effectiveness of the Trust by keeping the curriculum and organisational structure under continual review;
- providing value for money for the funds expended;
- complying with all appropriate statutory and curriculum requirements; and
- conducting the Trust's business in accordance with the highest standards of integrity

During the year the Trust has made further refurbishment and changes of use in parts of the Academy made possible by generous donations from the Rickmansworth School Foundation and the PTA (formerly known as the Guild) and the use of the Trust's reserves. Most notably, the girls' toilets and Academy Learning Resource Centre have been refurbished with Foundation donations and the PTA have provided funding for stage lighting.

The Trust has established a wholly owned trading subsidiary, Rickmansworth School Enterprises Limited, to provide a focus and transparency on the extensive programme of use by the local community of the facilities at Rickmansworth School. This company became operational in September 2018.

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

Public benefit

The Governors believe that by working towards the objects and aims of the Trust as detailed above, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

Strategic report

Achievements and performance

Key performance indicators

The Governors receive regular information to enable them to monitor the performance of the Trust compared to aims, strategies and financial budgets.

As funding is based largely on pupil numbers this is a key performance indicator. The total number of students in 2019/20 including the Sixth Form on Autumn Census (October 2019) was 1340 (October 2018: 1298). This is an increase of 42 from 2018/19 (3.2%).

Another key financial performance indicator is staffing costs as a percentage of total income. For 2019/20 this was 75% (2018/19: 72%).

Going concern

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

In making this statement the Governing Body have taken into due consideration the effects upon the Academy of the COVID-19 pandemic, the partial closure of the School during the period and the changes in practices introduced from the 2020 Autumn term.

Further consideration on the Governor's ability to continue as a going concern as a result of the COVID-19 pandemic can be found in Note 1.3.

Achievements and performance

Once again, we were delighted with the examination results awarded to our students in 2020, with substantial improvements at GCSE level. It must be noted that at both GCSE and A Level, the grades awarded were (the higher of) Centre Assessed Grades or 'algorithm' grades due to the Covid-19 partial closure and cancellation of public examinations. Nonetheless, our students' achievement was well above average at Key Stage 4. At GCSE, 73% of students attained grade 5 or above in English and mathematics and the Attainment 8 score increased to 61.9. Progress was equally impressive with our Progress 8 score increasing to +0.66 for all students.

The vast majority of Sixth Form leavers have now embarked upon University degrees whilst the (increasing) majority in Year 11 have moved on in to our Sixth Form and will benefit from recent improvements in the facilities in the new Sixth Form centre. We wish all students in Year 11 and 13 the very best success in the next stage of their careers.

At A level, 33% of all A Level grades were at grade A* or A; well in excess of the national average at A Level. Progress at KS5 is also well above average with a L3VA score of +0.36. The Academy remains very proud of the achievements of all our students but whilst academic success is very important, our ethos is to develop all students into well-rounded and confident individuals with the potential to 'make a difference' when they leave us for pastures new.

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FOR THE YEAR ENDED 31 AUGUST 2020

Financial review

The principal source of funding for the Trust is the General Annual Grant (GAG) and other grants that it receives from the ESFA (Education & Skills Funding Agency). For the year ended 31 August 2020 the Trust received £6,495,032 of GAG and other revenue funding as part of the total income received by the Group of £7,936,606. As is expected by the nature of the Academy's operations, a high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust utilised all of its GAG restricted funds in its delivery of this key objective.

Reserves policy

The reserves policy of the Academy is to carry forward the maximum amount of unrestricted reserves as is prudent in case of any unexpected expenditure to meet its aims and objectives as long as this does not affect its current activities. The Academy reviews its reserve levels annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The amount of reserves (excluding Pension Fund and Restricted Fixed Asset Fund) at the end of the financial year was £274,229 of unrestricted and £44,722 of restricted.

The Governors are aware of the requirement to balance current and future needs. They always aim to set a balanced budget with annual income balancing annual expenditure.

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £797,065.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £1,385,000. This does not mean that an immediate liability for this amount crystallises and that such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years.

Investment policy

The Governors have a longstanding policy of investing the Trust's cash balances with a view to maximising returns whilst minimising risk and therefore only invests in interest bearing bank accounts. They do not consider the investment of surplus funds as a primary activity, rather as a result of good stewardship and as and when circumstances allow.

Principal risks and uncertainties

The Governors maintain a risk register identifying the major risks to which the Trust is exposed, identifying actions and procedures to mitigate those risks. Any changes in the perceived or actual level of risk are reported and discussed at each meeting of the Finance and Audit Committee and a formal review of both the strategic and operational risk registers is undertaken annually by the Governing Body. Systems of internal controls and checks are also reviewed by the Trust's Internal Assurance Officer. During the year the Governors appointed Howard Wilson Chartered Accountants to provide the Internal Assurance provision.

The principal risks facing the Trust are outlined below; those facing the Academy at an operational level are addressed by its systems and by internal financial and other controls.

The Governors report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

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

During 2019/20, the Covid-19 pandemic has created a number of risks and uncertainties for the Academy Trust. The Trust's Risk Register, risk assessments and Business Continuity Plans have been updated as a result of the pandemic. The key risks and uncertainties for the Trust are as follows:

- Health and safety risks arising from keeping the School open throughout the pandemic to the children of key workers and vulnerable students as well as the impact of wider opening to other students from June 2020 and to the whole School in September 2020. The Health and Safety Committee have met to discuss the risk assessments and procedures and protocols in place and to ensure the Trust has followed DfE guidance.
- Impact of teaching and learning as a result of the partial closure of the School. The School has been able to continue to deliver high quality education to all students throughout the lockdown through use of the Google Education suite.
- Financial impact arising from the closure of School facilities for lettings between late March and July 2020. This has been partly mitigated by a grant from the Coronavirus Job Retention Scheme towards lettings staff salaries.

The Governors assess the other principal risks and uncertainties facing the Trust as follows:

- The Trust has considerable reliance on continued Government funding through the ESFA and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms;
- Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Governors continue to review and ensure that appropriate measures are in place to mitigate these risks;
- Reputational - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Governors ensure that student success and achievement is closely monitored and reviewed;
- Safeguarding and child protection - the Governors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline;
- Staffing - the success of the Academy is reliant on the quality of its staff and so the Governors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning;
- Fraud and mismanagement of funds - The Governors have appointed Howard Wilson Chartered Accountants to carry out checks on financial systems and records as required by the Academies Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area; and
- Failure to comply with an aspect of law – The Trust is governed by many laws and does its utmost to comply with them all and never do anything illegal. Insurance is in place to cover potential liabilities arising from acts by Governors and employees.

The Trust and its Governors have continued to strengthen the Academy's risk management process throughout the year by improving the process, documentation and ensuring staff awareness.

Fundraising

The Academy only held small fundraising events during the year including non-uniform days. Fundraising by both the School and PTA has been impacted by the Covid-19 pandemic. The Academy does not work with professional fundraisers or companies which carry out fundraising on its behalf. During the year no complaints or issues have arisen as a result of the fundraising events.

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

Plans for future periods

The Academy remains committed to providing the best possible education for its students and to improve further its already excellent exam results at GCSE and A level. Governors are committed to raising the quality of teaching and learning by investing in the continuing professional development of its staff.

The Governors wish to continue to improve and refurbish the Academy's buildings and classrooms and upgrade learning resources wherever possible. The Academy has recently been awarded Condition Improvement Funding from the Department for Education for replacement windows for the main hall, maths and MFL block with work expected to start autumn 2020.

Recent improvements in the Academy's "Eco Garden" are providing a new avenue through which the Academy provides a rich and varied experience for its students.

Funds held as custodian on behalf of others

The Academy does not hold any funds on behalf of others but does run the Schools Sports Partnership which provides sports activities in Hertfordshire schools and who contribute to the costs of the Partnership. Any unspent funds are kept in a restricted reserve which may only be used for the Partnership.

Disclosure of information to Auditors

Insofar as the Governing Body are aware:

- there is no relevant audit information of which the Charitable Company's Auditors are unaware, and
- that Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditors are aware of that information.

The Auditors, Price Bailey LLP, are willing to continue in office and a resolution to appoint them will be proposed at the Annual General Meeting.

The Governors' Report, incorporating a Strategic Report, was approved by the Governing Body, on and signed on its behalf by:

16 Dec 2020



Mr. A. Walker (2020, 8:20pm)
(Chair of Governors)

RICKMANSWORTH SCHOOL
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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

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

GOVERNANCE

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The Governing Body has formally met 5 times during the year. One meeting was cancelled due to the Covid-19 pandemic.

Attendance during the year at meetings of the Governing Body was as follows:

Trustee	Meetings attended	Out of a possible
Mr A Walker, Chair of Governors	5	5
Mr Q Latif, Co-Opted Governor and Vice Chair of Governors (appointed Vice Chair 1 July 2020)	4	5
Mr U Hassan, Parent Governor (resigned Vice Chair of Governors 1 July 2020)	5	5
Mr Matthew Fletcher, Headteacher/Accounting Officer	5	5
Mrs V Batchelder, Parent Governor	3	3
Mr J Bowers, Parent Governor	4	5
Mrs J Chasseguet, Staff Governor	5	5
Mr G Cox, Community Governor	5	5
Ms J Dufton, Parent Governor	4	5
Mr Mark Fletcher, Parent Governor	4	5
Mr P Harman, Community Governor	2	3
Mr T Harrison, Community Governor	3	5
Mrs N Hussein, Community Governor, Chair of Finance & Audit Committee	4	5
Mr A Jones, Staff Governor	4	4
Ms J Leon, Parent Governor	3	5
Mr A La Grange, Staff Governor	5	5
Mrs J Prytherch, Parent Governor	1	2
Mrs G Robson, Community Governor	2	5
Mr D Wellings, Community Governor	5	5
Mrs S Wilson, Community Governor	3	5

Review of year:

On 1 September 2019 Mr Matthew Fletcher took up his post of Headteacher at Rickmansworth School. There have been no other major changes in the composition of the Governing Body and Mr Anthony Walker has completed a second year as Chair.

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GOVERNANCE STATEMENT (CONTINUED)

(continued)

Governance reviews:

The Governing Body is satisfied that it achieved its key objectives for the year. This is measured by the monitoring actions taken and is recorded in the minutes of its meetings.

Governors have undertaken training during the year to ensure that the Governing Body is up-to-date with current legislation.

It has been intended that a formal self-evaluation process would take place of the Governing Body's activities during the second part of 2019-20 academic year and a process had previously been agreed by Governors on how this would be conducted. However, as a result of the Covid-19 pandemic this process could not be completed and is now scheduled to take place during 2020-21 academic year. The review will be undertaken by an outside agency.

Committees

The Finance and Audit Committee is a sub-committee of the Governing Body. It met three times during the year and its purpose is to set, and provide scrutiny on, the Academy's budget and to review major expenditure. The committee also oversees any tendering and contract performance related to key suppliers.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mrs J Chasseguet	2	2
Mr Matthew Fletcher	3	3
Mr T Harrison	3	3
Mrs N Hussein	3	3
Mr A Walker	3	3
Mr D Wellings	2	3
Mrs S Wilson	2	3

REVIEW OF VALUE FOR MONEY

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

- Ensuring that the financial procedures are being followed in respect of the purchasing of goods and services
- Reviewing contracts undertaken by the Academy and undertaking a tendering process for significant purchases such as the internal assurance contract for 2020/21.
- Updating and operating a system of internal controls to ensure full compliance with financial procedures

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GOVERNANCE STATEMENT (CONTINUED)

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

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

CAPACITY TO HANDLE RISK

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

THE RISK AND CONTROL FRAMEWORK

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

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

The Governing Body has decided to employ Mr C Wilson of Howard Wilson Chartered Accountants as Internal Auditor.

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

- Controls around payroll processes
- Review of balance sheet control accounts and monthly financial closedown
- Management information

The Internal Auditor reports to the Governing Body twice per year, through the Finance & Audit Committee, on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities and annually prepares an annual summary report to the Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the Committee consider actions and assess year on year progress.

The Internal Auditor has delivered their schedule of work as planned and there were no material control issues arising as a result of their work.

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GOVERNANCE STATEMENT (CONTINUED)

REVIEW OF EFFECTIVENESS

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


- the work of the Internal Auditor;
- the work of the external Auditors;
- the financial management and governance self-assessment process;
- the school resource management self-assessment tool;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

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

Approved by the Governing Body and signed on their behalf by:



Mr A Walker (Dec 16, 2020, 8:20pm)
Chair of Governors



Mr M Fletcher (Dec 16, 2020, 8:21pm)
Accounting Officer

Date: 16 Dec 2020


RICKMANSWORTH SCHOOL
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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Rickmansworth School I have considered my responsibility to notify the Academy Governing Body and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy 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 Governing Body are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook 2019.

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



Mr M Fletcher (Dec 16, 2020, 8:21pm)

Accounting Officer

Date:

16 Dec 2020

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STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

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

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

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

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

The Governors are responsible for ensuring that in their conduct and operation the Group and the Charitable Company apply financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have been applied for the purposes intended.

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

Approved by the Governing Body and signed on its behalf by:



Mr. A. Walker
A. Walker (Dec 16, 2020, 8:20pm)
Chair of Governors

Date: 16 Dec 2020

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
RICKMANSWORTH SCHOOL**

OPINION

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

In our opinion the financial statements:

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

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

OTHER INFORMATION

The Governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Other information includes the Governors' Report including the Strategic Report, the Governance Statement and the Accounting Officer's Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our Report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the Governors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

RESPONSIBILITIES OF GOVERNORS

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

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

USE OF OUR REPORT

This Report is made solely to the 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 Company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and its Members, as a body, for our audit work, for this Report, or for the opinions we have formed.

Mr Gary Miller (Senior Statutory Auditor)

for and on behalf of
Price Bailey LLP
Chartered Accountants
Statutory Auditors
Causeway House

1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT

Date: 17 December 2020

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

In accordance with the terms of our engagement letter dated 31 January 2019 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 Rickmansworth School during the year 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**RESPECTIVE RESPONSIBILITIES OF RICKMANSWORTH SCHOOL'S ACCOUNTING OFFICER
AND THE REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of Rickmansworth School's funding agreement with the Secretary of State for Education dated 31 March 2011 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

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's income and expenditure.

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance.
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Trust, extending the procedures required for financial statements to include regularity, propriety and compliance.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

CONCLUSION

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

Reporting Accountant
Price Bailey LLP

Date: 17 December 2020

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	3	57,508	381,807	417,198	856,513	761,989
Charitable activities	4	4,323	6,807,456	-	6,811,779	6,228,002
Other trading activities	5	249,893	18,068	-	267,961	557,473
Investments	6	537	-	-	537	357
Total income		312,261	7,207,331	417,198	7,936,790	7,547,821
Expenditure on:						
Charitable activities	8	200,553	7,560,573	920,932	8,682,058	8,570,283
Total expenditure		200,553	7,560,573	920,932	8,682,058	8,570,283
Net income/ (expenditure)		111,708	(353,242)	(503,734)	(745,268)	(1,022,462)
Transfers between funds	19	(128,964)	128,964	-	-	-
Net movement in funds before other recognised gains/(losses)		(17,256)	(224,278)	(503,734)	(745,268)	(1,022,462)
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	26	-	264,000	-	264,000	(602,000)
Net movement in funds		(17,256)	39,722	(503,734)	(481,268)	(1,624,462)
Reconciliation of funds:						
Total funds brought forward		291,485	(1,380,000)	16,194,822	15,106,307	16,730,769
Net movement in funds		(17,256)	39,722	(503,734)	(481,268)	(1,624,462)
Total funds carried forward		274,229	(1,340,278)	15,691,088	14,625,039	15,106,307

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

The notes on page 27 to 55 form part of these financial statements.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07563361

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	13	15,320,644	16,194,822
Current assets			
Stocks	15	5,060	34,500
Debtors	16	485,623	413,676
Cash at bank and in hand		797,065	629,204
		<u>1,287,748</u>	<u>1,077,380</u>
Creditors: falling due within one year	17	(598,353)	(780,943)
Net current assets		<u>689,395</u>	<u>296,437</u>
Total assets less current liabilities		<u>16,010,039</u>	<u>16,491,259</u>
Creditors: falling due after more than one year	18	-	(4,952)
Net assets excluding pension liability		<u>16,010,039</u>	<u>16,486,307</u>
Defined benefit pension scheme liability	26	(1,385,000)	(1,380,000)
Total net assets		<u>14,625,039</u>	<u>15,106,307</u>
Restricted funds:			
Fixed asset funds	19	15,691,088	16,194,822
Restricted income funds	19	44,722	-
		<u>15,735,810</u>	<u>16,194,822</u>
Restricted funds excluding pension asset		15,735,810	16,194,822
Pension reserve	19	(1,385,000)	(1,380,000)
Total restricted funds		<u>14,350,810</u>	<u>14,814,822</u>
Unrestricted income funds	19	274,229	291,485
Total funds		<u>14,625,039</u>	<u>15,106,307</u>

The financial statements on pages 21 to 55 were approved by the Governors, and authorised for issue on and are signed on their behalf, by:



16 Dec 2020

Mr A Walker
A Walker (Dec 16, 2020, 8:20pm)
Chair of Governors

The notes on pages 26 to 55 form part of these financial statements.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07563361

ACADEMY BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	13	15,320,644	16,194,822
Investments	29	1	1
		<u>15,320,645</u>	<u>16,194,823</u>
Current assets			
Stocks	15	5,060	34,500
Debtors	16	555,920	413,676
Cash at bank and in hand		724,545	629,204
		<u>1,285,525</u>	<u>1,077,380</u>
Creditors: falling due within one year	17	(596,131)	(1,015,782)
Net current assets		<u>689,394</u>	<u>61,598</u>
Total assets less current liabilities		<u>16,010,039</u>	<u>16,256,421</u>
Creditors: falling due after more than one year	18	-	(4,952)
Net assets excluding pension liability		<u>16,010,039</u>	<u>16,251,469</u>
Defined benefit pension scheme liability	26	(1,385,000)	(1,380,000)
Total net assets		<u><u>14,625,039</u></u>	<u><u>14,871,469</u></u>

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07563361

ACADEMY BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Restricted funds:			
Fixed asset funds	19	15,691,088	16,194,822
Restricted income funds	19	44,722	-
Restricted funds excluding pension liability	19	15,735,810	16,194,822
Pension reserve	19	(1,385,000)	(1,380,000)
Total restricted funds	19	14,350,810	14,814,822
Total unrestricted income funds	19	274,229	56,647
Total funds		<u>14,625,039</u>	<u>14,871,469</u>

The financial statements on pages 21 to 55 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by:



16 Dec 2020

Mr A Walker
A Walker (Dec 16, 2020, 8:20pm)
Chair of Governors

The notes on pages 26 to 55 form part of these financial statements.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by operating activities	21	214,265	184,761
Cash flows from investing activities	23	(46,757)	(5,750)
Cash flows from financing activities	22	353	357
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		167,861	179,368
Cash and cash equivalents at the beginning of the year		629,204	449,836
		<hr/>	<hr/>
Cash and cash equivalents at the end of the year	24, 25	<u>797,065</u>	<u>629,204</u>

The notes on pages 26 to 55 form part of these financial statements

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies

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

1.1 Basis of preparation of financial statements

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

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

1.2 Company status

The Academy is a Company limited by guarantee. The Members of the Company are named on page 1. In the event of the Academy being wound up, the liability in respect of the guarantee is limited to £10 per Member. Both The Academy and Trading Subsidiary's registered office is Scots Hill, Croxley Green, Rickmansworth, Hertfordshire, WD3 3AQ. The Academy was incorporated in England and Wales and its company number is 07563361. The Trading Subsidiary was also incorporated in England and Wales and its company number is 11554965.

1.3 Going concern

The Governors assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Group and Parent Company to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Group and Parent Company has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Group and Parent Company's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Following the year end the Academy has been affected to a limited extent by restrictions imposed by the UK Government in response to the COVID-19 pandemic.

The Academy derives the majority of its income from local and national government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Academy can continue operating for a period of at least 12 months following the date of this Report. The financial statements do not contain any adjustments that would be required if the Academy were not able to continue as a going concern.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.4 Income

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

- **Grants**

Grants are included in the Consolidated 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 Consolidated Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

- **Donations**

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

- **Other income**

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

1.5 Expenditure

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.6 Taxation

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

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

Rickmansworth School Enterprises Limited is subject to corporation tax as a trading entity. However the Directors have resolved to gift aid all taxable profits to the Academy Trust thus eliminating any potential tax charge.

1.7 Tangible fixed assets

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

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

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

Depreciation is provided on the following bases:

Sports Hall	- 50 years straight line
Other freehold property	- 24 years straight line
Furniture and fixtures	- 4 years straight line
Plant and equipment	- 2 - 4 years
Computer equipment	- 3 years

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 Consolidated Statement of Financial Activities.

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.9 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.10 Debtors

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

1.11 Cash at bank and in hand

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

1.12 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 Group 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.

1.13 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.14 Pensions

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

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

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Group in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Consolidated 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.

1.15 Fund Accounting

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

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

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

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

1.16 Agency Arrangements

The Academy acts as an agent in distributing 16-19 Bursary Funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are netted off in the Statement of Financial Activities incorporating Income and Expenditure Account, as the Academy does not have control over the charitable application of the funds.

Where the funds have not been fully applied in the accounting period then an amount will be included in the Balance Sheet as an other creditor.

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

2. Critical accounting estimates and areas of judgment

Estimates and judgments 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 Governors make 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 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the Actuary in valuing the pensions liability at 31 August 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. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	57,508	381,807	-	439,315
Government grants	-	-	417,198	417,198
	<u>57,508</u>	<u>381,807</u>	<u>417,198</u>	<u>856,513</u>

Included within Government grants is £369,753 in relation to Condition Improvement Fund.

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations	131,247	536,444	-	667,691
Government grants	-	-	94,298	94,298
Total 2019	<u>131,247</u>	<u>536,444</u>	<u>94,298</u>	<u>761,989</u>

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	6,495,032	6,495,032
Other DfE / EFSA grants	-	164,328	164,328
	<hr/>	<hr/>	<hr/>
	-	6,659,360	6,659,360
Other Government Grants			
Local authority grants	-	148,096	148,096
	<hr/>	<hr/>	<hr/>
	-	148,096	148,096
Other income			
Catering income	4,323	-	4,323
	<hr/>	<hr/>	<hr/>
	4,323	-	4,323
	<hr/>	<hr/>	<hr/>
	4,323	6,807,456	6,811,779
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	5,923,638	5,923,638
Other DfE / EFSA grants	-	154,813	154,813
	<hr/>	<hr/>	<hr/>
	-	6,078,451	6,078,451
Other Government Grants			
Local authority grants	-	142,436	142,436
	<hr/>	<hr/>	<hr/>
	-	142,436	142,436
Other income			
Catering income	7,115	-	7,115
	<hr/>	<hr/>	<hr/>
	7,115	-	7,115
	<hr/>	<hr/>	<hr/>
	7,115	6,220,887	6,228,002

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

5. Income from other trading activities

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Hire of facilities	149,204	-	149,204
Other income	100,689	18,068	118,757
	<u>249,893</u>	<u>18,068</u>	<u>267,961</u>

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Hire of facilities	234,838	-	234,838
Other income	225,970	96,665	322,635
	<u>460,808</u>	<u>96,665</u>	<u>557,473</u>

6. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £
Interest received	<u>537</u>	<u>537</u>

In 2019, bank interest of £537 was included in unrestricted funds.

	Unrestricted funds 2019 £	Total funds 2019 £
Investment income	<u>357</u>	<u>357</u>

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

7. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £
Direct costs	4,441,196	-	723,383	5,164,579
Support costs	1,405,349	1,266,668	845,462	3,517,479
Total 2020	5,846,545	1,266,668	1,568,845	8,682,058

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £
Direct costs	4,069,728	-	898,429	4,968,157
Allocated support costs	1,302,269	1,644,793	655,064	3,602,126
Total 2019	5,371,997	1,644,793	1,553,493	8,570,283

8. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Direct costs	5,164,579	3,517,479	8,682,058

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Direct costs	4,968,157	3,602,126	8,570,283

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

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2020 £	Total funds 2020 £
Staff costs	1,405,349	1,405,349
Depreciation	920,932	920,932
Staff development	1,173	1,173
Technology costs	73,215	73,215
Other costs	484,109	484,109
Recruitment & support	22,679	22,679
Cleaning	164,231	164,231
Maintenance of premises & equipment	133,647	133,647
Rates	28,533	28,533
Energy	113,612	113,612
Insurance	32,804	32,804
Security	14,122	14,122
Transport	11,872	11,872
Occupancy costs	69,701	69,701
Bank interest	177	177
Legal fees	19,026	19,026
Governance costs	22,297	22,297
	<u>3,517,479</u>	<u>3,517,479</u>

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8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Activities 2019 £	As restated Total funds 2019 £
Staff costs	1,302,269	1,302,269
Depreciation	1,000,110	1,000,110
Staff development	5,453	5,453
Technology costs	79,556	79,556
Other costs	523,091	523,091
Recruitment & support	35,492	35,492
Cleaning	153,739	153,739
Maintenance of premises & equipment	180,665	180,665
Rates	31,681	31,681
Energy	132,004	132,004
Insurance	26,040	26,040
Security	32,761	32,761
Transport	11,739	11,739
Occupancy costs	64,840	64,840
Bank interest	314	314
Legal fees	8,959	8,959
Governance costs	13,413	13,413
	<u>3,602,126</u>	<u>3,602,126</u>

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NOTES TO THE FINANCIAL STATEMENTS
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9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020 £	2019 £
Operating lease rentals	32,773	37,761
Depreciation of tangible fixed assets	920,932	1,000,110
Fees paid to Auditors for:		
Audit	9,100	8,250
Other services	5,640	4,000
	<u> </u>	<u> </u>

10. Staff

a. Staff costs

Staff costs during the year were as follows:

	Group 2020 £	Group 2019 £	Academy 2020 £	Academy 2019 £
Wages and salaries	4,416,806	4,055,826	4,349,216	4,055,826
Social security costs	356,002	409,260	353,052	409,260
Pension costs	1,049,252	829,614	1,039,738	829,614
	<u>5,822,060</u>	<u>5,294,700</u>	<u>5,742,006</u>	<u>5,294,700</u>
Agency staff costs	24,485	77,297	24,485	77,297
	<u>5,846,545</u>	<u>5,371,997</u>	<u>5,766,491</u>	<u>5,371,997</u>

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

During the year there were settlement payments totalling £5,230 (2019: £nil). Individually, the payments were: £5,000 and £230.

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**NOTES TO THE FINANCIAL STATEMENTS
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10. Staff (continued)

c. Staff numbers

The average number of persons employed by the Group and the Company during the year was as follows:

	Group 2020 No.	Group 2019 No.	Company 2020 No.	Company 2019 No.
Teachers	79	77	79	77
Administration and support	55	55	55	55
Management	7	9	7	9
	<u>141</u>	<u>141</u>	<u>141</u>	<u>141</u>

The average headcount expressed as full-time equivalents was:

	Group 2020 No.	Group 2019 No.	Company 2020 No.	Company 2019 No.
Teachers	68	68	68	68
Administration and support	38	36	38	36
Management	8	6	8	6
	<u>114</u>	<u>110</u>	<u>114</u>	<u>110</u>

d. Higher paid staff

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

	Group 2020 No.	Group 2019 No.
In the band £60,001 - £70,000	1	1
In the band £80,001 - £90,000	-	1
In the band £100,001 - £110,000	1	-
In the band £110,001 - £120,000	-	1
	<u>1</u>	<u>2</u>

e. Key management personnel

The key management personnel of the Academy comprise the Governors 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 was £736,221 (2019 £818,380).

RICKMANSWORTH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

11. Governors' remuneration and expenses

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

Mrs J Chasseguet, Staff Governor

Pension contributions paid £NIL - £5,000 (2019 - £NIL - £5,000)

Remunerations £5,000 - £10,000 (2019 - £5,000 - £10,000)

Mr D Wellings, Community Governor

Pension contributions paid £5,000 - £10,000 (2019 - £NIL - £5,000)

Remunerations £25,000 - £30,000 (2019 - £15,000 - £20,000)

Mr A LaGrange, Staff Governor

Pension contributions paid £5,000 - £10,000 (2019 - £NIL - £5,000)

Remunerations £30,000 - £35,000 (2019 - £25,000 - £30,000)

Mr A Jones, Staff Governor

Pension contributions paid £5,000 - £10,000 (2019 - £NIL)

Remunerations £35,000 - £40,000 (2019 - £NIL)

Mr I Martin, Staff Governor (resigned 31 August 2019)

Pension contributions paid £NIL (2019 - £5,000 - £10,000)

Remunerations £NIL (2019 - £45,000 - £50,000)

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

12. Governors' and Officers' insurance

In accordance with normal commercial practice, the Group have purchased insurance to protect Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The cost of this insurance is included in the total insurance cost. The level of cover varies dependent on the claim and the cost for the year ended 31 August 2020 was £21,880 (2019: £21,880).

RICKMANSWORTH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

13. Tangible fixed assets

Group and Company

	Freehold Land & Buildings £	Furniture and equipment £	Plant and machinery £	Computer equipment £	Total £
Cost or valuation					
At 1 September 2019	20,377,887	569,371	423,685	647,614	22,018,557
Additions	-	40,140	-	6,617	46,757
Disposals	-	-	-	(250,472)	(250,472)
At 31 August 2020	20,377,887	609,511	423,685	403,759	21,814,842
Depreciation					
At 1 September 2019	4,467,817	297,093	411,211	647,614	5,823,735
Charge for the year	690,973	222,253	6,239	1,470	920,935
On disposals	-	-	-	(250,472)	(250,472)
At 31 August 2020	5,158,790	519,346	417,450	398,612	6,494,198
Net book value					
At 31 August 2020	15,219,097	90,165	6,235	5,147	15,320,644
At 31 August 2019	15,910,070	272,278	12,474	-	16,194,822

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

14. Subsidiary Undertaking

The Academy owns one subsidiary, Rickmansworth School Enterprises Limited - company number 11554965, registered in England and Wales.

An investment of £1 is held by Rickmansworth School in Rickmansworth School Enterprises Limited. This represents the cost of acquiring the whole of the ordinary share capital of the Company. Rickmansworth School Enterprises Limited is used for non-primary purpose trading activities.

The results of Rickmansworth School Enterprises Limited are shown below and have been consolidated on a line by line basis into group financial statements. All of its available profits are paid to the parent organisation as a donation.

	2020 £	Period Ended 2019 £
Turnover	168,120	234,838
Profit before tax	23,768	234,838
Tax on profit	-	-
Profit for the financial period	(234,838)	234,838

The Deed of Covenant is now in place to allow the subsidiary to gift aid profits to Rickmansworth School. As such the profits made from 2019 have now been transferred to the parent and therefore shows a loss in 2020, equal to last years profit.

The aggregate of the assets, liabilities and funds was:

	2020 £	Period Ended 2019 £
Assets	84,199	234,839
Liabilities	(84,198)	-
	1	234,839

15. Stocks

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
School stock	5,060	34,500	5,060	34,500

RICKMANSWORTH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

16. Debtors

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Due after more than one year				
Other debtors	-	31,220	-	31,220
	<u>-</u>	<u>31,220</u>	<u>-</u>	<u>31,220</u>
Due within one year				
Trade debtors	27,406	73,913	15,727	73,913
Amounts owed by group undertakings	-	-	81,976	-
Other debtors	29,700	74,659	29,700	74,659
Prepayments and accrued income	402,501	145,318	402,501	145,318
VAT recoverable	26,016	88,566	26,016	88,566
	<u>485,623</u>	<u>413,676</u>	<u>555,920</u>	<u>413,676</u>

RICKMANSWORTH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

17. Creditors: Amounts falling due within one year

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Trade creditors	120,908	133,812	120,908	133,812
Amounts owed to Group undertakings	-	-	-	234,838
Other taxation and social security	99,916	101,281	99,916	101,281
Other creditors	123,568	146,462	123,569	146,463
Accruals and deferred income	253,961	399,388	251,738	399,388
	<u>598,353</u>	<u>780,943</u>	<u>596,131</u>	<u>1,015,782</u>
	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Deferred Income				
Deferred income at 1 September 2019	243,309	272,392	243,309	272,392
Resources deferred during the year	186,643	243,309	186,643	243,309
Amounts released from previous periods	(243,309)	(272,392)	(243,309)	(272,392)
	<u>186,643</u>	<u>243,309</u>	<u>186,643</u>	<u>243,309</u>

Deferred income relates to rates relief income, expansion income and monies in relation to the school sports partnership programme.

18. Creditors: Amounts falling due after more than one year

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Other creditors	-	4,952	-	4,952

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

19. Statement of Group funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
General Funds - all funds	291,485	312,261	(200,553)	(128,964)	-	274,229
Restricted general funds						
GAG	-	6,495,032	(6,495,032)	-	-	-
Other DfE/ESFA grants	-	73,581	(73,581)	-	-	-
Pupil Premium	-	90,747	(90,747)	-	-	-
School Sports Partnership	-	11,643	(95,885)	128,964	-	44,722
Restricted trip income	-	381,807	(381,807)	-	-	-
Other restricted income	-	6,425	(6,425)	-	-	-
Local Authority	-	148,096	(148,096)	-	-	-
Pension reserve	(1,380,000)	-	(269,000)	-	264,000	(1,385,000)
	<u>(1,380,000)</u>	<u>7,207,331</u>	<u>(7,560,573)</u>	<u>128,964</u>	<u>264,000</u>	<u>(1,340,278)</u>
Restricted fixed asset funds						
Fixed asset fund	16,194,822	-	(920,932)	46,757	-	15,320,647
PTA Donation	-	20,000	-	(19,312)	-	688
DFC	-	27,445	-	(27,445)	-	-
CIF	-	369,753	-	-	-	369,753
	<u>16,194,822</u>	<u>417,198</u>	<u>(920,932)</u>	<u>-</u>	<u>-</u>	<u>15,691,088</u>
Total Restricted funds	<u>14,814,822</u>	<u>7,624,529</u>	<u>(8,481,505)</u>	<u>128,964</u>	<u>264,000</u>	<u>14,350,810</u>
Total funds	<u><u>15,106,307</u></u>	<u><u>7,936,790</u></u>	<u><u>(8,682,058)</u></u>	<u><u>-</u></u>	<u><u>264,000</u></u>	<u><u>14,625,039</u></u>

RICKMANSWORTH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
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19. Statement of funds (continued)

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

General Annual Grant (GAG)

This represents funding from the ESFA to cover the costs of recurrent expenditure.

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

Other DfE/EFA grants

This fund includes other government grants, for example for teacher training.

Pupil premium

This represents funding from both Hertfordshire County Council and the EFA to help raise achievement and improve outcomes for pupils from low income families who are eligible for free school meals.

School sports partnership

The purpose of the programme and funding is to increase sports opportunities for young people through co-ordinated PE, school sport and out-of-school-hours learning activities.

Restricted trip income

This represents contributions made by parents towards educational visits for the pupils of the School and the associated costs of running them.

Other restricted income

This represents various grants from local and national government bodies for the provision of specific services to pupils of the Academy.

Local Authority

This includes in year funding from the increasing roll at the school as well as funding for students with Special Educational Needs.

Pension reserve

This fund represents the School's share of the deficit on the Local Government Pension Scheme (LGPS) transferred to it on conversion from a state controlled school.

Restricted fixed asset fund

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the DfE where the asset acquired or created is held for a specific purpose. The transfer from unrestricted funds relates to the contribution towards the maintenance of capital assets during the year.

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NOTES TO THE FINANCIAL STATEMENTS
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19. Statement of funds (continued)

PTA Donation

This relates to a contribution from the PTA for new stage lighting for the Ricky Playhouse.

Devolved Formula Capital (DFC) fund

The School is to use the DFC allocation to maintain and improve its buildings and other facilities.

Condition improvement fund (CIF)

This relates to funding received from the DfE for a window replacement project due to take place in 2020/21.

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

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

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19. Statement of funds (continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
General funds	59,140	593,232	(203,558)	(157,329)	-	291,485
Restricted general funds						
GAG	-	5,940,056	(6,008,824)	68,768	-	-
Other DfE/ESFA grants	-	58,717	(58,717)	-	-	-
Pupil Premium	-	99,004	(99,004)	-	-	-
School Sports Partnership	128,447	92,184	(220,631)	-	-	-
Restricted trip income	-	536,444	(536,444)	-	-	-
Other restricted income	-	10,776	(10,776)	-	-	-
Other restricted general funds	(646,000)	-	(132,000)	-	(602,000)	(1,380,000)
	<u>(517,553)</u>	<u>6,737,181</u>	<u>(7,066,396)</u>	<u>68,768</u>	<u>(602,000)</u>	<u>(1,380,000)</u>
Restricted fixed asset funds						
Fixed asset fund	17,189,182	-	(1,000,110)	5,750	-	16,194,822
School expansion project	-	123,110	(123,110)	-	-	-
DFC	-	94,298	(177,109)	82,811	-	-
	<u>17,189,182</u>	<u>217,408</u>	<u>(1,300,329)</u>	<u>88,561</u>	<u>-</u>	<u>16,194,822</u>
Total Restricted funds	<u>16,671,629</u>	<u>6,954,589</u>	<u>(8,366,725)</u>	<u>157,329</u>	<u>(602,000)</u>	<u>14,814,822</u>
Total funds	<u>16,730,769</u>	<u>7,547,821</u>	<u>(8,570,283)</u>	<u>-</u>	<u>(602,000)</u>	<u>15,106,307</u>

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20. Analysis of net assets between funds

Analysis of Group and Company net assets between funds - current year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	15,320,644	15,320,644
Current assets	872,582	44,722	370,444	1,287,748
Creditors due within one year	(598,353)	-	-	(598,353)
Provisions for liabilities and charges	-	(1,385,000)	-	(1,385,000)
Total	274,229	(1,340,278)	15,691,088	14,625,039

Analysis of Group and Company net assets between funds - prior year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	16,194,822	16,194,822
Debtors due after more than one year	31,220	-	-	31,220
Current assets	254,581	791,579	-	1,046,160
Creditors due within one year	10,636	(791,579)	-	(780,943)
Creditors due in more than one year	(4,952)	-	-	(4,952)
Provisions for liabilities and charges	-	(1,380,000)	-	(1,380,000)
Total	291,485	(1,380,000)	16,194,822	15,106,307

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21. Reconciliation of net expenditure to net cash flow from operating activities

	2020 £	2019 £
Net expenditure for the period (as per Statement of Financial Activities)	(745,268)	(1,022,462)
Adjustments for:		
Depreciation	920,935	1,000,110
Interest receivable	(353)	(357)
Defined benefit pension scheme cost less contributions payable	269,000	132,000
Decrease/(increase) in stocks	29,440	(34,500)
(Increase)/decrease in debtors	(71,947)	724,540
Decrease in creditors	(187,542)	(614,570)
Net cash provided by operating activities	<u>214,265</u>	<u>184,761</u>

22. Cash flows from financing activities

	Group 2020 £	Group 2019 £
Interest received	353	357
Net cash provided by financing activities	<u>353</u>	<u>357</u>

23. Cash flows from investing activities

	Group 2020 £	Group 2019 £
Purchase of tangible fixed assets	(46,757)	(5,750)
Net cash used in investing activities	<u>(46,757)</u>	<u>(5,750)</u>

24. Analysis of cash and cash equivalents

	Group 2020 £	Group 2019 £
Cash in hand	<u>797,065</u>	<u>629,204</u>

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25. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	629,204	167,861	797,065
	<u>629,204</u>	<u>167,861</u>	<u>797,065</u>

26. Pension commitments

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

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

Contributions amounting to £106,361 were payable to the schemes at 31 August 2020 (2019 - £92,632) and are included within creditors.

Teachers' Pension Scheme

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

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

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26. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £644,578 (2019 - £489,007).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Group has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Group 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 contribution made for the year ended 31 August 2020 was £284,000 (2019 - £280,000), of which employer's contributions totalled £226,000 (2019 - £226,000) and employees' contributions totalled £ 54,000 (2019 - £54,000). The agreed contribution rates for future years are 22.65 per cent for employers and between 5.5 and 8.5 per cent for employees.

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

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

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26. Pension commitments (continued)

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	2.6	2.4
Rate of increase for pensions in payment/inflation	2.2	2.3
Discount rate for scheme liabilities	1.7	1.8

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

	2020	2019
	Years	Years
Retiring today		
Males	21.9	21.5
Females	24.1	23.7
Retiring in 20 years		
Males	22.8	22.3
Females	25.5	25.0

Sensitivity analysis

	2020	2019
	£000	£000
Discount rate +0.1%	(128,674)	(120,588)
Discount rate -0.1%	128,674	120,588
Mortality assumption - 1 year increase	9,898	9,276
Mortality assumption - 1 year decrease	(9,898)	(9,276)
CPI rate +0.1%	118,776	111,312
CPI rate -0.1%	(118,776)	(111,312)

Share of scheme assets

The Group's share of the assets in the scheme was:

	2020	2019
	£	£
Equities	1,889,000	1,596,000
Bonds	1,247,000	1,271,000
Property	321,000	261,000
Cash and other liquid assets	107,000	130,000
Total market value of assets	3,564,000	3,258,000

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26. Pension commitments (continued)

The actual return on scheme assets was £6,000 (2019 - £247,000).

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

	2020 £	2019 £
Current service cost	(468,000)	(335,000)
Interest income	-	81,000
Interest cost	61,000	(100,000)
Actuarial gain / loss	(88,000)	-
Total amount recognised in the Consolidated Statement of Financial Activities	<u>(495,000)</u>	<u>(354,000)</u>

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

	2020 £	2019 £
At 1 September	4,638,000	3,399,000
Current service costs	468,000	335,000
Interest cost	88,000	100,000
Employee contributions	58,000	54,000
Actuarial (gains)/losses	(258,000)	768,000
Benefits paid	(45,000)	(22,000)
Past service costs	-	4,000
At 31 August	<u>4,949,000</u>	<u>4,638,000</u>

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

	2020 £	2019 £
At 1 September	3,258,000	2,753,000
Interest income	61,000	81,000
Actuarial gains	6,000	166,000
Employer contributions	226,000	226,000
Employee contributions	58,000	54,000
Benefits paid	(45,000)	(22,000)
At 31 August	<u>3,564,000</u>	<u>3,258,000</u>

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27. Operating lease commitments

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

	2020 £	As restated 2019 £
Amounts payable:		
Within 1 year	35,755	28,959
Between 1 and 5 years	4,136	32,685
Total	<u>39,891</u>	<u>61,644</u>

28. Agency arrangement

The Academy distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2020 the Academy received £9,179 (2019 - £16,418) and disbursed £9,179 (2019 - £16,418) from the fund. The amount included in other creditors relating to undistributed funds that are repayable to the ESFA is £Nil (2019 - £Nil).

29.

Fixed asset investments

The following was a subsidiary undertaking of the Academy:

Name	Company number	Registered office or principal place of business	Principal activity
Rickmansworth School Enterprises Limited	11554965	Rickmansworth School, Scots Hill, Croxley Green, Rickmansworth, Hertfordshire, WD3 3AQ	Provision of lettings services

Class of Holding Included in shares consolidation

Ordinary 100% Yes

The financial results of the subsidiary for the year were:

Name	Income £	Profit/(Loss) for the year £	Net assets £
Rickmansworth School Enterprises Limited	168,120	(234,838)	1

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30. Related party transactions

Owing to the nature of the Academy and the composition of the Governing Body being drawn from local public and private sector organisations, transactions may take place with organisations in which the Governors have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy's financial regulations and normal procurement procedures relating to connected and related party transactions. During the year there have been minor purchases, at cost, from a local hardware store with a total value of £36 (2019: £37).