

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 2021



RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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RICKMANSWORTH SCHOOL
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mr M Fletcher Mr T Harrison Mrs N Hussein Mr A Walker Mrs S Wilson
Trustees / Governors	Mr A Walker, Chair of Governors Mr Q Latif, Co-Opted Governor and Vice Chair of Governors Mr Matthew Fletcher, Headteacher/Accounting Officer Mrs V Batchelder, Parent Governor Mr J Bowers, Parent Governor Mrs Chasseguet, Staff Governor Mr G Cox, Community Governor (resigned 31 December 2021) Ms J Dufton, Parent Governor Mr Mark Fletcher, Parent Governor (resigned 16 September 2020) Mr T Harrison, Community Governor Mr U Hassan, Parent Governor Mrs N Hussein, Community Governor, Chair of Audit & Resources Committee Mr A Jones, Staff Governor Mr A La Grange, Staff Governor Mrs J Prytherch, Parent Governor Mrs P Rana, Community Governor (appointed 27 January 2021, resigned 16 September 2021) Mrs G Robson, Parent Governor (resigned 11 December 2020) Mr D Wellings, Community Governor
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, Headteacher Mrs V Cartledge, Deputy Headteacher Mr C Hambleton, Deputy Headteacher Ms L Cramp, Senior Associate Assistant Headteacher (resigned 31 August 2021) Miss M Parry, Assistant Headteacher Mr R Titley, Assistant Headteacher Mr S White, Assistant Headteacher Mrs E Gritten, Director of Finance & Business Operations

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Independent Auditors	Price Bailey LLP Chartered Accountants Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT
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Bankers	Lloyds Bank PO Box 1000 BX1 1LT
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RICKMANSWORTH SCHOOL
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TRUSTEES REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Governing Body present their Annual Report together with the financial statements and Auditor's Report of Rickmansworth School (also known as the Trust or the Academy) for the year 1 September 2020 to 31 August 2021. The academy trust operates an academy for pupils aged 11 to 18 and has a student roll of 1,455 in the school census of 7 October 2021. 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 11 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. The Governing Body also has access to training via the National Governance Association.

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TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

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 meets on six occasions per year, is responsible for the strategic direction of the Trust. 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 (School 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 1 employee 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.

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 29. 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.

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TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

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 implements 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 students;
- 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

The School Development Plan sets out our current objectives, strategies and activities including the progress measures for assessing our relative success.

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 windows within the main teaching block (mathematics, science and modern foreign languages) have been refurbished with a Condition Improvement Fund (CIF) grant and with Foundation donations. The PTA has provided funding for additional outside furniture and benching.

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.

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.

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TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

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 student numbers this is a key performance indicator. The total number of students in 2020/21 including the Sixth Form on Autumn Census (October 2020) was 1,384 (October 2019: 1,340). This is an increase of 44 from 2019/20 (3.3%).

Another key financial performance indicator is staffing costs as a percentage of total income. For 2020/21 this was 71% (2019/20: 75%).

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.

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 2021, with improvements at GCSE and A Level. It must be noted that at both GCSE and A Level, the grades awarded were Teacher Assessed Grades, arrived at through robust internal and external moderation processes following the cancellation of public examinations. Nonetheless, our students' achievement was well above average at Key Stage 4. At GCSE, 78% of students attained grade 5 or above in English and mathematics and the Attainment 8 score increased to 62.5. Progress was equally impressive with our Progress 8 score remaining above +0.5 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 into 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 and education.

At A level, 41% 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 +0.48. 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 who make a full and valued contribution to society.

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TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

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 2021 the Trust received £7,050,759 of GAG and other revenue funding as part of the total income received by the Group of £8,937,164. 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.

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 and has been building its reserves since early 2020. 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 £268,075 (2020: £274,229) of unrestricted and £704,773 (2020: £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 £1,932,739 (2020: £797,065). The Academy is currently holding funds for capital projects which have not yet been paid.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £2,342,000 (2020: £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 Audit & Resources 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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TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

During 2020/21, 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 critical workers and vulnerable students as well as the impact of wider opening to other students. 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 on 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 Workspace.
- Financial impact arising from the closure of School facilities for lettings in November 2020 and between January and March 2021. This has been partly mitigated by a grant from the Coronavirus Job Retention Scheme towards staff salaries for employees involved in lettings.

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. Indeed, the number of applications to the School increased this year;
- 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 implementation 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 or improper. 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 managed to increase its fundraising activities slightly compared to the previous year but nonetheless, fundraising activities were below typical levels due to the constraints placed on the Academy 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 (2020: no complaints or issues arose as a result of the fundraising events).

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TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Plans for future periods

The Academy remains committed to providing the best possible education for its students and to further improve its already excellent outcomes 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. A project to replace windows with Condition Improvement Funding from the Department for Education was completed in spring 2021. The Academy has recently been awarded further Condition Improvement Funding for a replacement roof for part of the main teaching block and for fire improvement works in the science block with work starting in autumn 2021. In addition, Rickmansworth School has accepted an additional bulge class of 30 students in the academic years 2021/22 and 2022/23 and has received funding of £400,000 from the local authority. This funding has been invested in a refurbishment of the Academy's Innovation and Design Centre.

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 Trustees' Report, incorporating a strategic report, was approved by order of the Governing Body, as the company directors, on

15 Dec 2021

and signed on its behalf by:



Mr A Walker
(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 6 times during the year.

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	6	6
Mr Q Latif, Co-Opted Governor and Vice Chair of Governors	6	6
Mr Matthew Fletcher, Headteacher/Accounting Officer	6	6
Mrs V Batchelder, Parent Governor	6	6
Mr J Bowers, Parent Governor	6	6
Mrs Chasseguet, Staff Governor	6	6
Mr G Cox, Community Governor	2	2
Ms J Dufton, Parent Governor	4	6
Mr Mark Fletcher, Parent Governor	0	1
Mr T Harrison, Community Governor	6	6
Mr U Hassan, Parent Governor	6	6
Mrs N Hussein, Community Governor, Chair of Audit & Resources Committee	6	6
Mr A La Grange, Staff Governor	6	6
Mrs J Prytherch, Parent Governor	4	6
Mrs P Rana, Community Governor	3	4
Mrs G Robson, Parent Governor	0	1
Mr D Wellings, Community Governor	6	6

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GOVERNANCE STATEMENT (CONTINUED)

(continued)

Review of year:

During the year, there have been some changes in the composition of the Board of Trustees with the resignation of Geoff Cox, Mark Fletcher and Gillian Robson and the appointment of Parmjit Rana. Parmjit Rana resigned on 17 September 2021. As at 31 August, the Trust has two independent members and is currently working towards having a majority of independent members.

The key challenge to face the Board of Trustees during the year has been the Covid-19 pandemic. The Board have continued to meet virtually via video conferencing facilities throughout the year and all meetings and reviews have been undertaken remotely.

The Board has established a number of sub-committees in order to undertake its work. In 2020/21, a Curriculum Committee has been re-established. The Finance & Audit Committee has also been renamed as the Audit & Resources Committee to reflect its wider remit around finance, IT and premises matters. The H&S Committee, which was previously chaired by management, has reverted to a Trust sub-committee and has been chaired by a Trustee since September 2020. The Trust also has an HR Committee and Remuneration and Performance Committee.

The Trust has appointed an in-house clerk from September 2021.

Governance reviews:

Although it was intended to undertake a governance review during 2020/21, this has not yet taken place due to Covid-19. An independent review has started during the autumn term 2021.

Committees:

The Audit & Resources Committee is a sub-committee of the main board of trustees. 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
Mr Matthew Fletcher	3	3
Mr T Harrison	3	3
Mr N Hussein	3	3
Mr Q Latif	1	1
Mr A Walker	3	3
Mr D Wellings	3	3

The Curriculum Committee is a new sub-committee of the main board of trustees. It met three times during the year and its purpose is to explore developments at the School with regard to the curriculum intent, implementation and impact, monitoring the work of the School with regard to examination results and other key performances measures.

The Health and Safety Committee is a new sub-committee of the main board of trustees. It met four times during the year and its main purpose is to develop and monitor school health, safety and welfare policies, arrangements and safe systems of work.

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GOVERNANCE STATEMENT (CONTINUED)

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:

- Obtaining competitive quotes for goods and services. During the current year, the School ran a number of tenders including catering services, external audit and building contracts (including the refurbishment of the Design and Technology block and Condition Improvement Fund projects.)
- Undertaking benchmarking exercises and making cost comparisons
- Ensuring robust governance, regular financial oversight and budget monitoring
- Ongoing review of internal controls and procedures

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 2020 to 31 August 2021 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 2020 to 31 August 2021 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 board of trustees
- regular reviews by the finance and general purposes committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

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GOVERNANCE STATEMENT (CONTINUED)

THE RISK AND CONTROL FRAMEWORK (continued)

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
- Controls account the purchasing process
- Controls around lettings and parental income via the school's new online payment system
- A review of the budget process
- A review of Pupil Premium
- A review of IT backups and disaster recovery

On a termly basis, the Internal Auditor reports to the Governing Body twice per year, through the Audit & Resources 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.

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 order of the members of the Governing Body and signed on their behalf by:



Mr A Walker
Chair of Governors



Mr M Fletcher
Accounting Officer

Date: 15 Dec 2021

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 2020.

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 2020.

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
Accounting Officer
Date:

15 Dec 2021

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STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2021

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- 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 Trustees 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 Trustees 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 ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the 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 order of the members of the Governing Body and signed on its behalf by:


Mr A Walker
Chair of Governors

Date: 15 Dec 2021

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 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Academy 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 2020 to 2021 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 Academy's affairs as at 31 August 2021 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 2020 to 2021 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

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

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

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

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Governors are responsible for the other information contained within the Annual Report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

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.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

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.

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

We gained an understanding of the legal and regulatory framework applicable to the Group and the Company and the industry in which it operates and considered the risk of the Company not complying with the applicable laws and regulations including fraud in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting, tax legislation and distributable profits. In relation to the industry this included employment law, education standards and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified as follows:

- Agreeing the financial statement disclosures to underlying supporting documentation;
- Enquiring of management including those responsible for the key regulations;
- Reviewing the key accounting policies and estimates;
- Reviewing minutes of board meetings;
- Reviewing internal audit reports for the period;
- Reviewing any correspondence with regulators where applicable

To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

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

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.

Michael Cooper Davis FCA ACCA (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

17 December 2021

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 2020 to 2021, 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 2020 to 31 August 2021 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 2020, 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 2020 to 2021. 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 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

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)**

APPROACH

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

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

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.

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 2020 to 31 August 2021 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 2021

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:						
Donations and capital grants	3	-	12,666	999,684	1,012,350	486,760
Charitable activities	4	8,465	7,492,782	-	7,501,247	6,811,779
Other trading activities	5	325,455	97,967	-	423,422	267,961
Investments	6	145	-	-	145	537
Total income		334,065	7,603,415	999,684	8,937,164	7,567,037
Expenditure on:						
Charitable activities	7	211,494	7,211,364	785,810	8,208,668	8,312,305
Total expenditure		211,494	7,211,364	785,810	8,208,668	8,312,305
Net income/ (expenditure)		122,571	392,051	213,874	728,496	(745,268)
Transfers between funds	18	(128,725)	-	128,725	-	-
Net movement in funds before other recognised gains/(losses)		(6,154)	392,051	342,599	728,496	(745,268)
Other recognised gains/(losses):						
Actuarial (losses)/gains on defined benefit pension schemes	25	-	(689,000)	-	(689,000)	264,000
Net movement in funds		(6,154)	(296,949)	342,599	39,496	(481,268)

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Note					
Reconciliation of funds:					
Total funds brought forward	274,229	(1,340,278)	15,691,088	14,625,039	15,106,307
Net movement in funds	(6,154)	(296,949)	342,599	39,496	(481,268)
Total funds carried forward	<u>268,075</u>	<u>(1,637,227)</u>	<u>16,033,687</u>	<u>14,664,535</u>	<u>14,625,039</u>

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.

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

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

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	12	15,192,198	15,320,644
Current assets			
Stocks	14	5,610	5,060
Debtors	15	752,231	485,623
Cash at bank and in hand		1,932,739	797,065
Current liabilities		2,690,580	1,287,748
Creditors: falling due within one year	16	(862,243)	(598,353)
Net current assets		1,828,337	689,395
Total assets less current liabilities		17,020,535	16,010,039
Creditors: falling due after more than one year	17	(14,000)	-
Net assets excluding pension liability		17,006,535	16,010,039
Defined benefit pension scheme liability	25	(2,342,000)	(1,385,000)
Total net assets		14,664,535	14,625,039
Restricted funds:			
Fixed asset funds	18	16,033,687	15,691,088
Restricted income funds	18	704,773	44,722
Restricted funds excluding pension asset	18	16,738,460	15,735,810
Pension reserve	18	(2,342,000)	(1,385,000)
Total restricted funds	18	14,396,460	14,350,810
Unrestricted income funds	18	268,075	274,229
Total funds		14,664,535	14,625,039

The financial statements on pages 22 to 55 were approved by the Trustees, and authorised for issue on 15 Dec 2021 and are signed on their behalf, by:

Mr A Walker
Chair of Governors



The notes on pages 28 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 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	12	15,192,198	15,320,644
Investments	28	1	1
		<u>15,192,199</u>	<u>15,320,645</u>
Current assets			
Stocks	14	5,610	5,060
Debtors	15	862,948	555,920
Cash at bank and in hand		1,808,060	724,545
		<u>2,676,618</u>	<u>1,285,525</u>
Current liabilities			
Creditors: falling due within one year	16	(848,282)	(596,131)
		<u>1,828,336</u>	<u>689,394</u>
Net current assets			
		<u>17,020,535</u>	<u>16,010,039</u>
Total assets less current liabilities			
Creditors: falling due after more than one year	17	(14,000)	-
		<u>17,006,535</u>	<u>16,010,039</u>
Net assets excluding pension liability			
Defined benefit pension scheme liability	25	(2,342,000)	(1,385,000)
		<u>14,664,535</u>	<u>14,625,039</u>
Total net assets			
		<u><u>14,664,535</u></u>	<u><u>14,625,039</u></u>

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

ACADEMY BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2021

	Note		2021 £	2020 £
Restricted funds:				
Fixed asset funds	18	16,033,687	15,691,088	
Restricted income funds	18	704,548	44,722	
Restricted funds excluding pension asset	18	16,738,235	15,735,810	
Total restricted funds	18		16,738,235	15,735,810
General funds	18	268,300	274,229	
Total unrestricted income funds	18		268,300	274,229
Pension reserve	18	(2,342,000)	(1,385,000)	
Total funds			14,664,535	14,625,039

The financial statements on pages 22 to 55 were approved by the Trustees, and authorised for issue on 15 Dec 2021 and are signed on their behalf, by:

Mr A Walker
Chair of Governors



The notes on pages 28 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 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by operating activities	20	1,762,892	214,265
Cash flows from investing activities	22	(643,363)	(46,757)
Cash flows from financing activities	21	16,145	353
Change in cash and cash equivalents in the year		1,135,674	167,861
Cash and cash equivalents at the beginning of the year		797,065	629,204
Cash and cash equivalents at the end of the year	23, 24	<u>1,932,739</u>	<u>797,065</u>

The notes on pages 28 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 2021

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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Consolidated Statement of Financial Activities (SOFA), the Consolidated Balance Sheet and the Consolidated Cashflow 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.

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 2021

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.

- **Donated fixed assets (excluding transfers on conversion or into the Group)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Group's accounting policies.

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.

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

1.5 Expenditure (continued)

All resources expended are inclusive of irrecoverable VAT.

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:

Freehold Land and Buildings	- 24 - 50 years straight line
Furniture and fixtures	- 4 years straight line
Plant and machinery	- 4 years straight line
Computer equipment	- 3 years straight line

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

RICKMANSWORTH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

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.

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.

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 15. 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 16 and 17. 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.

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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.

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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 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the Actuary in valuing the pensions liability at 31 August 2021. 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. Consolidated income from donations and capital grants

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Donations	-	12,666	-	12,666
Government grants	-	-	999,684	999,684
Total 2021	-	12,666	999,684	1,012,350

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	57,508	381,807	-	439,315
Government grants	-	-	47,445	47,445
Total 2020	57,508	381,807	47,445	486,760

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4. Funding for the Academy's educational operations

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	7,050,759	7,050,759
Other DfE/ESFA grants			
Other DfE / EFSA grants	8,465	202,502	210,967
Local authority grants	-	144,798	144,798
Pupil premium	-	94,723	94,723
	<u>8,465</u>	<u>-</u>	<u>7,501,247</u>
	<u>8,465</u>	<u>7,492,782</u>	<u>7,501,247</u>
	<u>8,465</u>	<u>7,492,782</u>	<u>7,501,247</u>
	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	6,495,032	6,495,032
Other DfE/ESFA grants			
Other DfE / EFSA grants	-	68,301	68,301
Local authority grants	-	148,096	148,096
Catering income	4,323	-	4,323
Pupil premium	-	96,027	96,027
	<u>4,323</u>	<u>-</u>	<u>6,811,779</u>
	<u>4,323</u>	<u>6,807,456</u>	<u>6,811,779</u>
	<u>4,323</u>	<u>6,807,456</u>	<u>6,811,779</u>

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the group's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading.

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**NOTES TO THE FINANCIAL STATEMENTS
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5. Income from other trading activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Hire of facilities	121,489	-	121,489
Other income	203,966	97,967	301,933
	<u>325,455</u>	<u>97,967</u>	<u>423,422</u>

	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>

6. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £
Interest received	<u>145</u>	<u>145</u>

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

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NOTES TO THE FINANCIAL STATEMENTS
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7. Expenditure

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £
Direct costs	4,391,771	904	289,331	4,682,006
Support costs	1,455,366	1,372,089	699,207	3,526,662
Total 2021	<u>5,847,137</u>	<u>1,372,993</u>	<u>988,538</u>	<u>8,208,668</u>
	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	475,709	3,147,726
Total 2020	<u>5,846,545</u>	<u>1,266,668</u>	<u>1,199,092</u>	<u>8,312,305</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

8. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Operating lease rentals	44,563	32,773
Depreciation of tangible fixed assets	769,809	920,932
Fees paid to Auditors for:		
Audit	9,675	9,100
Other services	4,300	5,640
	<u>9,975</u>	<u>14,740</u>

9. Staff

a. Staff costs

Staff costs during the year were as follows:

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
Wages and salaries	4,076,360	4,416,806	4,076,360	4,349,216
Social security costs	416,596	356,002	416,596	353,052
Pension costs	1,178,887	1,049,252	1,178,887	1,039,738
	<u>5,671,843</u>	<u>5,822,060</u>	<u>5,671,843</u>	<u>5,742,006</u>
Agency staff costs	175,294	24,485	175,294	24,485
	<u>5,847,137</u>	<u>5,846,545</u>	<u>5,847,137</u>	<u>5,766,491</u>

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

During the year there were settlement payments totalling £12,662 (2020: £5,230) paid to one individual.

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NOTES TO THE FINANCIAL STATEMENTS
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9. Staff (continued)

c. Staff numbers

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

	Group 2021 No.	Group 2020 No.	Academy 2021 No.	Academy 2020 No.
Teachers	74	79	74	79
Administration and support	55	55	55	55
Management	7	7	7	7
	<u>136</u>	<u>141</u>	<u>136</u>	<u>141</u>

The average headcount expressed as full-time equivalents was:

	Group 2021 No.	Group 2020 No.	Academy 2021 No.	Academy 2020 No.
Teachers	64	68	64	68
Administration and support	38	38	38	38
Management	7	8	7	8
	<u>109</u>	<u>114</u>	<u>109</u>	<u>114</u>

d. Higher paid staff

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

	Group 2021 No.	Group 2020 No.
In the band £60,001 - £70,000	4	1
In the band £70,001 - £80,000	1	-
In the band £100,001 - £110,000	<u>1</u>	<u>1</u>

e. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £703,053 (2020: £736,221).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10. 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:

Mr M Fletcher, Staff Governor

Pension contributions paid £25,000 - £30,000 (2020 - £20,000 - £25,000)

Remunerations £105,000 - £110,000 (2020 - £100,000 - £105,000)

Mrs J Chasseguet, Staff Governor

Pension contributions paid £NIL - £5,000 (2020 - £NIL - £5,000)

Remunerations £10,000 - £15,000 (2020 - £5,000 - £10,000)

Mr D Wellings, Community Governor

Pension contributions paid £5,000 - £10,000 (2020 - £5,000 - £10,000)

Remunerations £35,000 - £40,000 (2020 - £25,000 - £30,000)

Mr A LaGrange, Staff Governor

Pension contributions paid £5,000 - £10,000 (2020 - £5,000 - £10,000)

Remunerations £30,000 - £35,000 (2020 - £30,000 - £35,000)

Mr A Jones, Staff Governor

Pension contributions paid £10,000 - £15,000 (2020 - £5,000 - £10,000)

Remunerations £45,000 - £50,000 (2020 - £35,000 - £40,000)

During the year ended 31 August 2021, £Nil of Trustee expenses have been incurred (2020 - £Nil).

11. 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 2021 was £24,120 (2020: £21,880).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

12. Tangible fixed assets

Group and Academy

	Freehold Land & Buildings £	Furniture and equipment £	Plant and machinery £	Computer equipment £	Total £
Cost or valuation					
At 1 September 2020	20,377,887	609,511	423,685	403,759	21,814,842
Additions	473,171	57,708	-	110,484	641,363
Disposals	-	-	-	(63,663)	(63,663)
At 31 August 2021	20,851,058	667,219	423,685	450,580	22,392,542
Depreciation					
At 1 September 2020	5,158,790	519,346	417,450	398,612	6,494,198
Charge for the year	698,238	54,910	6,235	10,426	769,809
On disposals	-	-	-	(63,663)	(63,663)
At 31 August 2021	5,857,028	574,256	423,685	345,375	7,200,344
Net book value					
At 31 August 2021	14,994,030	92,963	-	105,205	15,192,198
At 31 August 2020	15,219,097	90,165	6,235	5,147	15,320,644

RICKMANSWORTH SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

13. 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.

	2021 £	2020 £
Turnover	130,144	168,120
Expenditure	(100,516)	(145,352)
	<u>29,628</u>	<u>22,768</u>
Operating profit	29,628	22,768
Amounts gift aided	(29,628)	(257,606)
	<u>-</u>	<u>(234,838)</u>
(Loss) for the financial period	-	(234,838)

The Deed of Covenant is now in place to allow the subsidiary to gift aid profits to Rickmansworth School.

The aggregate of the assets, liabilities and funds was:

	2021 £	2020 £
Assets	130,687	84,199
Liabilities	(130,686)	(84,198)
	<u>1</u>	<u>1</u>

14. Stocks

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
School stock	5,610	5,060	5,610	5,060

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**NOTES TO THE FINANCIAL STATEMENTS
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15. Debtors

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
Due within one year				
Trade debtors	46,771	27,406	42,247	15,727
Amounts owed by group undertakings	-	-	116,210	81,976
Other debtors	2,205	29,700	2,205	29,700
Prepayments and accrued income	654,193	402,501	652,709	402,501
VAT recoverable	49,062	26,016	49,577	26,016
	<u>752,231</u>	<u>485,623</u>	<u>862,948</u>	<u>555,920</u>

16. Creditors: Amounts falling due within one year

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
Other loans	2,000	-	2,000	-
Trade creditors	332,958	120,908	332,778	120,908
Other taxation and social security	113,532	99,916	113,532	99,916
Other creditors	130,118	123,568	130,118	123,569
Accruals and deferred income	283,635	253,961	269,854	251,738
	<u>862,243</u>	<u>598,353</u>	<u>848,282</u>	<u>596,131</u>

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
Deferred Income				
Deferred income at 1 September 2020	186,643	243,309	186,643	243,309
Resources deferred during the year	208,292	186,643	195,761	186,643
Amounts released from previous periods	(186,643)	(243,309)	(186,643)	(243,309)
	<u>208,292</u>	<u>186,643</u>	<u>195,761</u>	<u>186,643</u>

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

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

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
Salix loans	14,000	-	14,000	-

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

18. Statement of Group funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
General funds	274,229	334,065	(211,494)	(128,725)	-	268,075
Restricted general funds						
GAG	-	7,050,984	(6,406,806)	-	-	644,178
Other DfE/ESFA grants	-	190,521	(190,521)	-	-	-
Pupil Premium	-	94,723	(94,723)	-	-	-
School Sports Partnership	44,722	97,933	(82,060)	-	-	60,595
Restricted donation	-	12,666	(12,666)	-	-	-
Bursary fund	-	11,790	(11,790)	-	-	-
Other Government Grants	-	144,798	(144,798)	-	-	-
Pension reserve	(1,385,000)	-	(268,000)	-	(689,000)	(2,342,000)
	<u>(1,340,278)</u>	<u>7,603,415</u>	<u>(7,211,364)</u>	<u>-</u>	<u>(689,000)</u>	<u>(1,637,227)</u>
Restricted fixed asset funds						
Fixed asset fund	15,320,647	-	(769,810)	641,359	-	15,192,196
PTA Donation	688	65,152	-	(65,840)	-	-
DFC	-	28,255	-	(28,255)	-	-
CIF	369,753	496,077	(16,000)	(393,559)	-	456,271
LA Capital grants	-	400,000	-	(14,780)	-	385,220
Other ESFA capital grants	-	10,200	-	(10,200)	-	-
	<u>15,691,088</u>	<u>999,684</u>	<u>(785,810)</u>	<u>128,725</u>	<u>-</u>	<u>16,033,687</u>
Total Restricted funds	<u>14,350,810</u>	<u>8,603,099</u>	<u>(7,997,174)</u>	<u>128,725</u>	<u>(689,000)</u>	<u>14,396,460</u>

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Total funds	14,625,039	8,937,164	(8,208,668)	-	(689,000)	14,664,535

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 2021.

Other DfE/ESFA grants

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

Pupil premium

This represents funding from both Hertfordshire County Council and the ESFA 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 donation

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

Bursary Fund

This represents the funds from the Department for Education for students aged 16-19.

Other Government Grants

This includes in year funding from the Local Authority in respect of 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.

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18. Statement of funds (continued)

PTA Donation

This relates to funding received from the PTA for furniture and equipment.

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 roof replacement project and refurbishment of the science block.

LA Capital Grants

This relates to capital work on the Innovation and Design Centre.

Other ESFA Capital Grants

This relates to laptops donated by the DfE during the Covid-19 pandemic.

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

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
General 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)	-	-	-
Bursary fund	-	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>15,106,307</u>	<u>7,936,790</u>	<u>(8,682,058)</u>	<u>-</u>	<u>264,000</u>	<u>14,625,039</u>

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19. Analysis of net assets between funds

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

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	15,192,198	15,192,198
Current assets	268,075	1,567,016	855,489	2,690,580
Creditors due within one year	-	(862,243)	-	(862,243)
Creditors due in more than one year	-	-	(14,000)	(14,000)
Provisions for liabilities and charges	-	(2,342,000)	-	(2,342,000)
Total	268,075	(1,637,227)	16,033,687	14,664,535

Analysis of Group and Company net assets between funds - prior 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

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

	2021 £	2020 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	728,496	(745,268)
Adjustments for:		
Depreciation	769,809	920,935
Interest receivable	(145)	(353)
LGPS pension adjustments	268,000	269,000
(Increase)/decrease in stocks	(550)	29,440
Increase in debtors	(266,608)	(71,947)
Increase/(decrease) in creditors	263,890	(187,542)
Net cash provided by operating activities	<u>1,762,892</u>	<u>214,265</u>

21. Cash flows from financing activities

	Group 2021 £	Group 2020 £
Interest received	145	353
Repayable capital funding received from sponsors and others	16,000	-
Net cash provided by financing activities	<u>16,145</u>	<u>353</u>

22. Cash flows from investing activities

	Group 2021 £	Group 2020 £
Purchase of tangible fixed assets	(641,363)	(46,757)
Capital grants from DfE Group	(2,000)	-
Net cash used in investing activities	<u>(643,363)</u>	<u>(46,757)</u>

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23. Analysis of cash and cash equivalents

	Group 2021 £	Group 2020 £
Cash in hand and at bank	1,932,739	797,065

24. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	Other non- cash changes £	At 31 August 2021 £
Cash at bank and in hand	797,065	1,135,674	-	1,932,739
Debt due within 1 year	-	(2,000)	-	(2,000)
Debt due after 1 year	-	-	(14,000)	(14,000)
	<u>797,065</u>	<u>1,133,674</u>	<u>(14,000)</u>	<u>1,916,739</u>

25. 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 2016 and of the LGPS 31 March 2019.

Contributions amounting to £117,714 were payable to the schemes at 31 August 2021 (2020 - £106,361) 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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25. 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
- 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 £706,839 (2020 - £644,578).

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 2021 was £286,000 (2020 - £284,000), of which employer's contributions totalled £224,000 (2020 - £226,000) and employees' contributions totalled £62,000 (2020 - £54,000). The agreed contribution rates for future years are 22.65% for employers and between 5.5% and 9.9% 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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25. Pension commitments (continued)

Principal actuarial assumptions

	2021 %	2020 %
Rate of increase in salaries	3.3	2.6
Rate of increase for pensions in payment/inflation	2.9	2.2
Discount rate for scheme liabilities	1.65	1.7

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

	2021 Years	2020 Years
Retiring today		
Males	22.1	21.9
Females	24.5	24.1
Retiring in 20 years		
Males	23.2	22.8
Females	26.2	25.5

Sensitivity analysis

	2021 £000	2020 £000
Discount rate +0.1%	(39,726)	(128,674)
Discount rate -0.1%	39,726	128,674
Mortality assumption - 1 year increase	52,968	9,898
Mortality assumption - 1 year decrease	(52,968)	(9,898)
CPI rate +0.1%	26,484	118,776
CPI rate -0.1%	(26,484)	(118,776)

Share of scheme assets

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

	2021 £	2020 £
Equities	2,268,000	1,889,000
Bonds	1,241,000	1,247,000
Property	470,000	321,000
Cash and other liquid assets	300,000	107,000
Total market value of assets	4,279,000	3,564,000

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25. Pension commitments (continued)

The actual return on scheme assets was £484,000 (2020 - £6,000).

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

	2021 £	2020 £
Current service cost	467,000	(468,000)
Interest cost	(63,000)	61,000
Actuarial gain / loss	88,000	(88,000)
Total amount recognised in the Consolidated Statement of Financial Activities	<u>492,000</u>	<u>(495,000)</u>

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

	2021 £	2020 £
At 1 September	4,949,000	4,638,000
Current service costs	467,000	468,000
Interest cost	88,000	88,000
Employee contributions	62,000	58,000
Actuarial losses/(gains)	1,110,000	(258,000)
Benefits paid	(55,000)	(45,000)
At 31 August	<u>6,621,000</u>	<u>4,949,000</u>

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

	2021 £	2020 £
At 1 September	3,564,000	3,258,000
Interest income	63,000	61,000
Actuarial gains	421,000	6,000
Employer contributions	224,000	226,000
Employee contributions	62,000	58,000
Benefits paid	(55,000)	(45,000)
At 31 August	<u>4,279,000</u>	<u>3,564,000</u>

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26. Operating lease commitments

At 31 August 2021 the total of the Academy's future minimum lease payments under non-cancellable operating leases was:

	2021 £	2020 £
Amounts payable:		
Within 1 year	47,278	35,755
Between 1 and 5 years	3,428	4,136
Total	<u>50,706</u>	<u>39,891</u>

27. Agency arrangement

The Academy distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2021 the Academy received £11,790 (2020 - £9,179) and disbursed £11,790 (2020 - £9,179) from the fund. The amount included in other creditors relating to undistributed funds that are repayable to the ESFA is £Nil (2020 - £Nil).

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28. 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 shares	Holding	Included in consolidation		
Ordinary	100%	Yes		

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Net assets £
Rickmansworth School Enterprises Limited	130,144	(130,144)	1

29. 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 £4 (2020: £36).