

**Company Registration Number: 07682819 (England & Wales)**

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2021**



**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**CONTENTS**

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	<b>Page</b>
<b>Reference and Administrative Details</b>	<b>1 - 2</b>
<b>Trustees' Report</b>	<b>3</b>
<b>Statement of Trustees' Responsibilities</b>	<b>24</b>
<b>Independent Auditors' Report on the Financial Statements</b>	<b>25 - 28</b>
<b>Independent Reporting Accountant's Report on Regularity</b>	<b>29 - 30</b>
<b>Statement of Financial Activities Incorporating Income and Expenditure Account</b>	<b>31</b>
<b>Balance Sheet</b>	<b>32 - 33</b>
<b>Statement of Cash Flows</b>	<b>34</b>
<b>Notes to the Financial Statements</b>	<b>35 - 61</b>

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Trustees</b>	J Bakker, Chair <sup>1,2,3,4,5</sup> J Birnie <sup>2,5</sup> A Aram <sup>2,5</sup> W Butcher (appointed 1 September 2020) <sup>1</sup> A Fidan <sup>1,5</sup> E Ford <sup>2,5</sup> R Linnegar, Head Teacher (resigned 31 August 2021) <sup>1,3,4</sup> D Mason, Chair of Curriculum <sup>2,4,5</sup> G Parmenter, Vice Chair <sup>2,4,5</sup> A Remoiville (appointed 1 September 2020) <sup>2</sup> N Weaver (resigned 8 November 2021) <sup>3</sup> G Williams (appointed 1 September 2020) <sup>2,5</sup> N Williamson <sup>1,5</sup> L Peele <sup>1,3,5</sup> N Ware, Chair of Finance and Planning <sup>1,4,5</sup> T Forsythe, Vice Chair <sup>2,5</sup> P Hutton <sup>3,5</sup> F Leroy <sup>3,5</sup> A Tuersley <sup>3,5</sup> C Drew, Head Teacher (appointed 1 September 2021)  <sup>1</sup> Finance and Planning committee <sup>2</sup> Curriculum committee <sup>3</sup> Personnel and Student Welfare committee <sup>4</sup> Chairs' Coordinating Group <sup>5</sup> Member
<b>Company registered number</b>	07682819
<b>Company name</b>	The Commonweal School
<b>Principal and registered office</b>	Old Town The Mall Swindon Wiltshire SN1 4JE
<b>Company secretary</b>	J Sear
<b>Chief executive officer</b>	C Drew
<b>Senior management team</b>	R Linnegar, Headteacher (Resigned 31 August 2021) P Battye, Assistant Headteacher C Drew, Deputy Headteacher (Appointed Headteacher 1 September 2021) L Forrester, Assistant Headteacher J Matcham, Assistant Headteacher, Head of Sixth Form J Sear, Business Manager J Woods, Assistant Headteacher A Merk, Assistant Headteacher N Bartlett, Assistant Headteacher

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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<b>Independent auditors</b>	Bishop Fleming LLP Chartered Accountants Statutory Auditors 10 Temple Back Bristol BS1 6FL
<b>Bankers</b>	Lloyds Bank Plc 5 High Street Swindon SN1 3EN
<b>Solicitors</b>	Veale Wasborough Vizards LLP Narrow Quay House Narrow Quay Bristol BS1 4QA

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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The Trustees present their annual report together with the financial statements and auditors' report of the Charitable Company for the year ended 31 August 2021. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates an academy for pupils aged 11 to 19 in Swindon. It has a planned admission number, including the Sixth Form, of 1,394 and had a roll of 1,413 in the school census on 1 October 2021.

The Commonweal School is a genuinely comprehensive 11 -19 mixed secondary school in the Old Town Community of Swindon. Students on role come from a diverse range of backgrounds, both socio-economically and linguistically with over 40 nationalities represented.

Students come from 4 principal wards, although the demography of the cohort is further complicated by 2 specialised units which draw from further afield, impacting on exam results, attendance and behaviour statistics.

As of September 2021, the school has;

- 11 students in the Physically Impaired Unit; and
- 4 students in the SPLD unit

The school's inclusivity is also reflected by the fact that it has 26 MSEND students, 170 students on the SEN register, one visually impaired student, a number of students have a hearing impairment and a number are on the Autistic Spectrum. In short the school has more students with Education Healthcare Plans than some designated special schools. As of Summer Term 2021 there were at least 250 students receiving some form of intervention.

The school reserves up to 15 places per Year 7 cohort for students able to demonstrate genuine ability in the Performing Arts.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of The Commonweal School are also the directors of the Charitable Company for the purposes of company law. The Charitable Company is known as The Commonweal School. Details of the Trustees who served throughout the year are included in the Reference and Administration Details on pages 1 to 2.

**Members' liability**

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

**Trustees' Indemnities**

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust. The limit of this indemnity is unlimited.

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The Insurance provides unlimited cover on any one claim.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**Method of recruitment and appointment or election of Trustees**

On 1 August 2011 the Trustees appointed all those Trustees that served the predecessor school to be Trustees of the newly formed Academy. These Trustees were appointed for a term of office that would end when their original term at the predecessor school would have ended, thus ensuring a staggered re-election or replacement process.

The Academy Trust shall have the following Trustees as set out in its Articles of Association and funding agreement:

- Up to 10 Appointed Trustees who are appointed by members;
- Up to 7 Parent Trustees who are elected by Parents of registered students at the Academy (a minimum of 2 Parent Governors to be in office at any time); and
- Up to 4 staff Trustees appointed by the school staff, including the Headteacher, a minimum of one teacher and one support staff member.

Trustees are appointed for a four year period, except that this time limit does not apply to the Headteacher. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development.

**Policies and Procedures adopted for the Induction and Training of Trustees**

The Academy has implemented a Trustee Recruitment, Induction and Training policy, available from the Governance Professional (previously Clerk to the Trustees).

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally only two or three new Trustees a year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by the Local Authority and other bodies.

**Organisational Structure**

The Board of Trustees normally meets once each term. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

- **Finance and Planning Committee** - this meets once a term and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial and premises management, compliance with reporting and regulatory requirements and reporting, receiving reports from Internal Auditor / Finance Governors and drafting the annual budget including setting staffing levels. It also reviews the risk register at every meeting and incorporates the role of an audit committee.
- **Curriculum Committee** - this meets once a term to monitor, evaluate and review Academy policy, practice and performance in relation to curriculum planning, communications, target setting and assessment, examinations and all pastoral issues.
- **Personnel and Welfare of Students Committee** - this meets once a term to monitor, evaluate and review Academy policy, practice and performance in relation to staffing and student welfare, including safeguarding of children.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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- **Chairs' Coordinating Group** – this meets regularly between meetings of the Full Governing Body to coordinate agendas and discuss overarching issues related to school governance and management. The following decisions are reserved to the Board of Trustees; to consider any proposals for changes to the status or constitution of the Academy and its committee structure, to appoint or remove the Chair and/or Vice Chair/s, to appoint the Headteacher and Governance Professional, to approve the Annual Development Plan and budget.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy by the use of budgets and other data, and making major decisions about the direction of the Academy, capital expenditure and staff appointments.

The Trustees and Board of Trustees have devolved responsibility for day to day management of the Academy to the Headteacher and Senior Management Team (SMT). The SMT comprises the Headteacher, Deputy Headteacher, Head of Sixth Form, five Assistant Headteachers and the Business Manager. The SMT implement the policies laid down by the Trustees and report back to them on performance.

From 1 September 2021 the SMT will comprise the Headteacher, a Deputy Headteacher (Curriculum), a Deputy Headteacher (Student Support), Head of Sixth Form (Assistant Headteacher), three Assistant Headteachers and the Business Manager.

The Academy has a leadership structure which consists of the Trustees, The Senior Management Team and Team Leaders. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Headteacher, Business Manager and Finance and Planning Committee are responsible for the authorisation of spending within agreed budgets; a summary of this is in the Scheme of Delegation. Some spending control is devolved to Budget Holders which must be authorised in line with the Scheme of Delegation.

The Headteacher is responsible for the appointment of staff, though appointment panels for teaching posts always include a Governor. The Headteacher is the Accounting Officer.

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

The Trustees consider the Board of Trustees and the Senior Management Team comprise the key management personnel of the Academy in charge of directing and controlling, running and operating the Trust on a day to day basis. All Trustees give their time freely and no Trustee received remuneration in the year.

Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts.

The pay ranges for key management personnel have been established in accordance with the School Teachers' Pay and Conditions Document (STPCD). Pay for these personnel is reviewed annually and normally increased in accordance with the STPCD.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
3	2.68

**Percentage of time spent on facility time**

Percentage of time	Number of employees
0%	0
1%-50%	4
51%-99%	0
100%	0

**Percentage of pay bill spent on facility time**

Provide the total cost of facility time	£713
Provide the total pay bill	£6,622,549
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100	0.01%

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100	18.32%
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**Connected Organisations, Including Related Party Relationships**

The Academy has strong collaborative links with its feeder primary schools and also has an active Parent Teacher Association (PTA). There are no related parties which either control or significantly influence the decisions and operations of The Commonweal School.

Two ex-Headteacher's are trustees of the Charles Adam Prize Fund, a charity with the objective of raising funds, through investments, for the Academy's science facility. Further details on the Charles Adam Prize Fund are disclosed in Note 27 of these financial statements.

The Academy, on occasion, uses the Croft Leisure facilities and has a shared use agreement between the Academy and the Leisure centre.



**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

The principal object and activity of the Academy is to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school, offering a broad range of curriculum for pupils of different abilities, with a strong emphasis on Academic excellence and the Performing Arts. The aims of the Academy during the period ended 31 August 2021 are summarised below:

- To continue to raise the standard of educational attainment and achievement of all students;
- To provide a broad and balanced curriculum, including extracurricular activities;
- To develop students as more effective learners;
- To enhance the tertiary provision and outcomes;
- To develop the Academy site so that it enables students to achieve their full potential;
- To ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- To improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- To maximise the number of students who achieve level 5 GCSE grades in English and Maths;
- To maximise the number of students who achieve A\*- B at A level;
- To provide value for money for the funds expended;
- To develop greater coherence, clarity and effectiveness in school systems;
- To comply with all appropriate statutory and curriculum requirements;
- To maintain close links with industry and commerce;
- To develop the Academy's capacity to manage change; and
- To conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

At The Commonweal School we aim to get the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values. Our Academy is a community in which students, staff and parents should be part of a happy and caring environment.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**Objectives, Strategies and Activities**

**September 2020 – August 2021**

**Academic performance:**

Due to the COVID-19 pandemic grades were allocated based on Teacher Assessed Grades and not on examination results in 2021.

Year	Attainment 8 score
2018	46.5
2019	46.3
2020	51.4
2021	49.5

Measure	% of students achieving grade 4+ 2018	% of students achieving grade 4+ 2019	% of students achieving grade 4+ 2020	% of students achieving grade 4+ 2021
English	74	70	81	82
English Literature	67	65	81	75
Maths	67	73	74	78
English & Maths	62	62	71	72
Ebac	27	32	16	17

Measure	% of students achieving grade 5+ 2018	% of students achieving grade 5+ 2019	% of students achieving grade 5+ 2020	% of students achieving grade 5+ 2021
English	57	54	61	59
English Literature	50	45	61	58
Maths	46	41	53	51
English & Maths	41	32	47	44
Ebac	19	20	13	13

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

**Key Stage 5**

Due to the Covid-19 pandemic grades were allocated based on Teacher Assessed Grades and Calculated Grades, not on examination results in 2021.

Key Measures	2018	2019	2020	2021
A*-B (A-Level) %	25	45	60	57
A*-E (A-Level) %	94	99.6	100	100
2+ A*-E (A level) %	77	91.7	83	77
AAB in 2 facilitating subjects %	4	6	10	13
3+ A-E or Equivalent %	52	65	56	46
2+ A*-E or Equivalent %	85	91.7	83	77

**A year to Keep safe, Catch up, Consolidate and be Creative in the Curriculum**

- Students to access appropriate aspects of the curriculum at home – equivalent to full-time in-school education in breadth and depth;
- Year 10 and 12 consolidate and address misconceptions in Term 6 face to face sessions;
- All students to access a full-time face to face curriculum from term 1;
- Full curriculum maps published on the website;
- Revision of Global Learning implementation;
- Revision of cross-curricular literacy implementation;
- Liaison with Primaries to inform Year 7 curriculum;
- Use of MA&F to adjust curriculum especially in term 1;
- Responding to changing external assessment framework; and
- Centralised system to set and monitor homework

**A year to Keep safe, Catch up, Consolidate and be Creative in Teaching and learning**

- Students to access high quality remote learning in all subjects;
- Year 10/12 to safely access face to face lessons in term 6;
- Year 10/12 to effectively consolidate and address misconceptions in term 6;
- All years to safely access full time face to face teaching from term 1;
- T&L to be tailored to the students' post-lockdown needs – academic and wellbeing needs;
- Centralised seating plans drawn up, shared and followed;
- Increased consistency of pedagogy – using most impactful techniques;
- Consistency in implementation of lesson standards;
- Pedagogy to adjust to social distancing;
- Continued roll out of PM system;
- Staff support & induction to adjust to social distancing;
- M&E to effectively identify improvement needs;
- Improved teaching over the year as we better respond to the reality of Covid-19;
- Responding to changing external assessment framework;
- Readiness for remote teaching of bubbles by all staff;
- Revised B4L systems to minimise bubble mixing; and
- Centralised system to set and monitor homework.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**A year to Keep safe, Catch up, Consolidate and be Creative in the Marking, Assessment and Feedback**

- Students to get fair and accurate exam grades;
- Year 11 and 13 students access suitable destinations;
- Monitoring of engagement with lockdown work;
- Effective formative assessment of lockdown work;
- Effective formative assessment in term 6 of year 10 and 12 so correct misconceptions addressed;
- Faculty formative assessment extensively used in term 1 to inform T&L and curriculum;
- Formal assessment regimes in place, with reporting, parents' evenings and tracking;
- Tracking used to inform faculty and whole school intervention; and
- Faculty MA&F fit for purpose, safe and insightful.

**Support functions**

**Budget:**

Tight control maintained throughout the year, with effective and regular monitoring of performance and cash flow. Additional funding was received from Central Government for the COVID-19 testing centre that was set up in school in March 2021. Catch Up funding was also received from Central Government to fund specific activities to help student's catch up on missed lessons. Funding had to particularly focus on disadvantaged and vulnerable students. Fundraising and external lettings income started up again in 2020-21 but not up to pre-COVID levels. The Academy had to use reserves to cover the continued loss in income from lettings and fundraising events.

Reserves required to cover the shortfall in Central Government grant funding to cover the increase in employer's Teacher's Pension Contributions and increase to Teacher's Pay award.

Savings made to improve the school's financial position, continued cuts in funding by the Local Authority, and introduction of the new National Funding Formula are likely to make this an on-going priority.

**Premises (room conversions; ESFA application(s); upkeep of premises):**

Continuation of painting programme. Work completed on the replacement of vinyl flooring throughout the ground floor of the main school block.

CIF project approved for replacement of student toilets; work continued on a number of the toilet blocks; these were completed by the end of August 2021. Purchase of new visualisers and large screens.

Successful CIF application for new windows in the main school block, application approved in July 2021. ESFA agreed that work could be suspended until the summer of 2022.

Replacement of Sixth Form café furniture, refurbishment of wooden lockers in the main school and new combination locks fitted, replacement of fire and classroom doors, replacement of metal arched doors and repairs to main school and modular classroom roofs.

**Ongoing review of communication & financial systems (e.g. School Gateway & BACS):**

Continued push for all stakeholder to use the School Gateway for online payments and trip information. Online BACS payments updated. Whole school scenarios using school budget software throughout the year and forecasting for a three year budget plan. Introduction of online school trips (EVOLVE) software in July 2021.

**Procurement:**

Comprehensive processes carried out for a number of contracts including CIF windows bid, main school flooring contract, renewal of catering contract within COVID regulations.

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**Recruitment & retention of staff:**

All posts successfully filled with high quality staff for September 2020 and throughout the year into September 2021. Retention continues to be extremely good in most areas.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**Public Benefit**

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

The Academy aims to advance for the public benefit, education in Swindon and the surrounding area. In particular, but without prejudice to the generality of the foregoing by estimating, maintaining, managing and development schools, offering a broad curriculum with a strong emphasis on, but in no way limited to the specialism of the Performing Arts. The Academy provides facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of the said community.

As an Academy we have a duty to support other schools. Our named school upon applying for Academy status was Lethbridge Primary School. We support this school through use of our premises and specialist skills in all relevant areas, as identified through our Partnership Development Plan.

**STRATEGIC REPORT**

**ACHIEVEMENTS AND PERFORMANCE**

The Academy is in its eleventh year of operation and occupancy is close to the total Planned Admission Number (PAN) of students for 11-16 year olds. Numbers have increased in the Sixth Form as it enters its eighth year of operation. The Academy has a waiting list in operation, the current PAN is 216, this will decrease to 195 September 2022. The Academy is oversubscribed in a number of year groups.

Numbers in the Sixth Form have stabilised over time, with 147 students starting in Year 12 in September 2017, 119 starting in September 2018, 145 students starting in September 2019, 156 starting in September 2020 and 152 starting in September 2021.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

Whole school priorities for the coming year will focus on:

TARGET Success Criteria	A year to Keep safe, Catch up, Consolidate and be Creative in the Curriculum	LEAD PERSON	CJD
		MONITORING AND EVALUATION	REL
Strategy	ACTIONS	Staff	Completed by
1	Lock down curriculum designed with home learning in mind	Outcomes NHB	April 20
1, 9, 7, 2, 3	Staff communication CPD to ensure meeting during Pandemic	NHB Outcomes	April 20
1, 3	FDPs continued in on-line form	CJD	Sept 20
1	Subject loadings adjusted to match need in lockdown	Outcomes	June 20
2	Curriculum for Year 10/12 Term 6 designed and implemented	CJD	Sept 20
3	Timetable for Year 10/12 Term 6 designed and implemented to allow curriculum delivery	Outcomes	Sept 20
3	Bubbles curriculum designed to allow full curriculum to be maintained in all years.	Outcomes	Sept 20
8	Curriculum informed by adjustments made during lockdown	Outcomes	Sept 20
8	Curriculum informed by M&E in term 1 especially	Outcomes	Oct 20
7	Year 7 curriculum informed by primary liaison	AZM	Sept 20
3	Subject loading tweaked to allow full curriculum	CJD	Sept 20
3	Selling system to safely meet needs of students	CJD	Sept 20
8	Monitoring of curriculum implementation and impact by learning walks	Outcomes	Jan 21
8	Monitoring of curriculum implementation and impact by faculty line management	Outcomes	Mar 20
8	Monitoring of curriculum implementation and impact by tracking/reporting of exam data	Outcomes	Dec 20
3	On-going exploration of timetabling especially loadings to maintain alignment with curriculum need	CJD	-
3	Responding to staff absence/turnover to ensure full curriculum delivery	Outcomes	-
1, 2, 3	CPD on remote learning to ensure specialist curriculum delivery	NHB	Nov 20
3	Revision of Social & Global curriculum to meet needs to changing circumstances and global context	CJD	Sept 20
3	Curriculum delivery designed to ensure adequate resources for all staff in a faculty area	Outcomes	Sept 20
9	Facilities to adjust curriculum considering changes to external assessment framework	Outcomes	-
10	Online homework system rolled out and monitored	NHB	Mar 20
All	FDPs continued in on-line form	Outcomes NHB	Mar 20

TARGET Success Criteria	A year to Keep safe, Catch up, Consolidate and be Creative in Teaching and learning	LEAD PERSON	CJD
		MONITORING AND EVALUATION	REL
Strategy	ACTIONS	Staff	Completed by
1, 17, 9, 5, 15	Edlink remote platform for setting work during lockdown	NHB	Mar 20
1, 9, 5, 15, 11	Teams software used for remote teaching during lockdown	NHB	Mar 20
1, 9, 5, 15, 11	Forms software used for remote teaching during lockdown	NHB	Apr 20
1, 17, 9, 5, 15	Staff provided with training on on-line software	NHB	Mar 20
2, 3, 4	Staff trained on safe and effective teaching of Years 10/12 in Term 6	PSB	Jun 20
4, 9, 11, 13, 15	Remote teaching via Teams by isolating staff from September	Outcomes	Sept 20
4, 9, 11, 13, 15	Staff training on remote teaching provided	NHB	Nov 20
13, 15	Training in preparation for teaching whole bubbles at home provided	NHB	Nov 20
4, 5, 6	School day redesigned to facilitate safe bubble teaching	CJD	Sept 20
4	Timetable redesigned to facilitate safe bubble teaching	CJD	Sept 20
4	Classroom routines redesigned for safe teaching	PSB	Sept 20
4	Sanitation routines for safe T&L	PSB	Sept 20
7, 8, 9, 13	Preferred pedagogy training provided for staff and students	CJD PSB	Sept 20
12	Informal M&E in terms 1-2 addressing B&L and T&L	Outcomes	Dec 20
12, 8, 9	Formal M&E terms 3-6 addressing B&L, T&L, preferred pedagogy	Outcomes	Jul 21
14	Facilities to adjust T&L considering changes to external assessment framework	Outcomes	-
4, 5, 7, 8, 9	Curriculum resources designed to ease delivery by all staff	Outcomes	Sept 20
15, 4, 7, 9	Visualisers for remote teaching installed in all classrooms	NHB	Nov 20
10	PM system moved to SISRA	NHB	Sept 20
10	Post threshold standards added to PM post Autumn 20	PSB	Jul 21
4, 9, 16	Revised B&L systems to minimise bubble mixing designed	JWW Outcomes	Sept 20
4, 9, 16	Training for all staff on revised B&L systems	JWW	Sept 20

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

TARGET Success Criteria	A year to Keep safe, Catch up, Consolidate and be Creative in the Marking, Assessment and Feedback Emphasis on Boys, PP and staff wellbeing	LEAD PERSON	CJD
		MONITORING AND EVALUATION	REI
Strategy	ACTIONS	Staff	Complete by
1	Training provided for all staff on CAGs	CJD	April 20
1	CAGS drawn up and collated	Outcomes	May 20
1	CAGS standardised by SMT and HoFs	Outcomes	May 20
1	CAGS submitted to awarding bodies	Outcomes	June 20
1, 2	Staff trained on how to discuss results/CAGs and how to support students post-results	CJD	August 20
1, 2	Year 11 and 13 students guided through the post-results processes	CJD, JRM	August 20
2	Post-results concerns addressed, and support provided	CJD, PSB, REI, JRM	August 20
3	Distanced assessment during lockdown via forms and other software available to faculties	NHB	April 20
3	Training provided on remote assessment	NHB	May 20
3, 9	HoFs to monitor staff assessment during lockdown	Outcomes	April 20
3	Tutors trained to monitor student engagement in on-line learning and intervene where needed	JWW	April 20
3, 4	Teachers trained to monitor student learning during lockdown and intervene where needed	Outcomes	April 20
3, 4, 9	Staff actions monitored by HoFs/HoHs and SMT	Outcomes	April 20
5	Term & formative assessment drawn up by faculties to be effective and safe	Outcomes	June 20
6, 7, 9	Formal assessment systems for 20-21 in place and effective	Outcomes	Sept 20
7	Effective reporting system based on formal assessments	PSB	Oct 20
7	Effective tracking system based on formal assessments	CJD, PSB	Dec 20
7	Effective parents evening system based on formal assessments	JWW	Nov 20
6	CATs / Yr6 data collated to support Yr7 T&L/Curriculum	AZM	Sept 20
6	Formative assessment in term 1 in all areas to adjust T&L and curriculum to post-lockdown needs	Outcomes	Sept 20

To ensure that standards are continually assessed, the Academy operates an intensive programme of Monitoring and Evaluation, which includes learning walks and lesson observations. All data is recorded in a software programme called SISRA which can analyse the CPD needs for a whole school approach or an individual member of staff.

The school upheld its behaviour policy, and excluded when necessary, ensuring that these students were excluded on a short term basis and did not miss education for too long.

Exclusions in 2020-2021 were lower than both national and local levels. There were 80 total days of exclusion. Exclusion numbers have been consistently low over a significant period, reflecting well on our ethos of inclusion and the support for students provided by the Pastoral Team and the restorative work carried out in the Behaviour for Learning Hub. One student was permanently excluded from Commonwealth during the school year.

The Academy was last inspected by OFSTED in November 2017 and was judged to be Good in all areas.

During the year the Academy renovated and replaced all the student toilets in the main school. The majority of the funding for this project was provided by the ESFA through the Capital Improvement Fund (CIF). The Academy were also successful in July 2021 with another CIF bid to replace the windows in the main block of the school which dates from 1927. The Academy also funded the replacement of the vinyl flooring in the main school block and various other capital projects.

Continuing professional development for staff has been very successful with the vast majority of staff participating in training programmes, all of which feed into our SDP.

A number of staff successfully completed a middle leader's course run through the Education Strategy Partnership (ESP).

The Academy has continued its close links with Croft Playgroup, Clifton Street Pre-school, Central@RLK, King Williams Playgroup, King William Street School, Lethbridge School, Robert Ly Kyng School, Westrop School, Dorcan Academy, Pewsey Vale School and Highworth Warneford School within the ESP.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**Key Performance Indicators**

The main financial performance indicator is the level of reserves held at the Balance Sheet date, which are assessed against future requirements. Restricted GAG and unrestricted reserves carried forward at the year-end were £810,121 and £272,207 respectively.

As funding is based on pupil numbers this is also a key performance indicator. Pupil numbers for October 2021 were 1,413, an increase of 24 from the October 2020 pupil numbers of 1,389. The school's Planned Admission number from September 2019 was reduced to 216. The school have reviewed our admission criteria for pupil uptake and the Governing Body have agreed to decrease the Planned Admission number to 195 from September 2022. Student numbers in the Sixth form are stabilising between 280 and 300.

**Going Concern**

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

**FINANCIAL REVIEW**

Most of the Academy's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2021 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

During the year ended 31 August 2021, total expenditure of £7,858,277 was covered by recurrent grant funding from the DfE, together with other incoming resources of £8,578,020 (excluding the restricted fixed asset fund and the charge to expenditure for the pension fund. The excess of income over expenditure for the year (excluding restricted fixed asset funds) was £719,743.

At 31 August 2021 the net book value of fixed assets was £17,668,622 and movements in tangible fixed assets are shown in note 14 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the Academy.

The Academy deficit on the Local Government Pension Scheme in respect of its support staff is detailed in Note 25 to the financial statements.

Key financial policies adopted or reviewed during the year include the major incident plan, procurement, debt recovery, lettings and health and safety.



**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**Reserves Policy**

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review.

The Trustees have determined that the appropriate level of free reserves should be approximately £650,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. Total reserves of the academy amount to £18,485,122 (excluding the defined benefit pension liability), although £17,402,794 of this is invested in fixed assets or represents non GAG restricted funds. The remaining £1,082,328 (representing £272,207 unrestricted funds and £810,121 unspent GAG) is the balance that the Trustees monitor in accordance with the Board's reserves policy. This represents 1.5 months of normal recurring expenditure.

The Trustees have reviewed the future plans of the Academy and decided to use reserves for urgent roofing replacement (approximately £300,000), replacement of windows in the main school block (over £70,000) staffing in the main school and Sixth Form, some minor capital projects, essential maintenance and the repayment of the Salix Loan.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the Academy Trust.

**Investment Policy**

Due to the nature of funding, the Academy may at times hold cash balances surplus to its short term requirements. The Trustees have authorised the opening of additional short term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses is placed on deposit at the most favourable rate available from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Headteacher and School Business Manager within strict guidelines approved by the Board of Trustees.

**PRINCIPAL RISKS AND UNCERTAINTIES**

The Board of Trustees has reviewed the major risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The principal risks and uncertainties facing the Academy are as follows:

Financial – the Academy has considerable reliance on continued Government funding through the ESFA. The Academy is also aware of the risk that employer's staff costs including pension contributions will increase for both LGPS and Teachers' Pension schemes over the next few years. As a result of the issues outlined above a potential drop in reserves is considered to be a risk, making continued sound financial planning and cash flow monitoring a priority. There is no assurance the 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 Academy's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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Strategic – competition for students is considered to be a notable risk, especially with the opening of a new Free School in the local area in September 2019. In order to counter this risk the Academy has worked hard to develop its marketing strategy, whilst also continuing to maintain its excellent reputation, and to continue and develop strong links with the local community and feeder schools. Local Authority predictions indicate that any dip in number entering Year 7 should be short-term, so the priority continues to be the proactive marketing and success of the Sixth Form.

Operational – changes in key personnel within the Senior Management Team were considered to be a significant risk, but this has been managed through effective recruitment and succession planning. This was highlighted during the 2020-21 academic year with the successful appointment of a new Headteacher from 1 September 2021.

Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of a Safeguarding and Child Protection policies and procedures, health & safety and discipline.

Staffing - the success of the Academy is reliant upon the quality of its staff and so the Trustees 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 Academy has appointed James Cowper Kreston as their internal auditors to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

Although student numbers in the Sixth Form have stabilised continuing to keep numbers stable poses a risk to the operation of the Key Stage 5 provision; this is continuing to be countered through budget setting and student recruitment efforts.

The Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. The risk register is maintained, reviewed and updated at every Finance and Planning Committee; the Full Governing Body view the register at every meeting.

The Academy has agreed a Risk Management Strategy, a Risk Register and a Risk Management Plan. These have been discussed by Trustees and include the financial risks to the Academy. The register and plan are regularly reviewed in light of any new information and formally reviewed annually.

The Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains they have ensured they have adequate insurance cover.

Whilst the Academy is over-subscribed in many year groups, there is still a risk to revenue funding from a falling roll. Uncertainty surrounding the Government's overall education budget, changes in funding arrangements for High Needs, the recruitment of pupils into two relatively new schools in the area and increasing employment and premises costs mean that budgets will continue to be increasingly tight in coming years.

The Trustees examine the financial health formally every term. They review performance against budgets and overall expenditure by means of regular update reports at all Board and Finance and Planning Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

At the year end, the Academy had no significant liabilities arising from trade creditors or debtors that would have a significant effect on liquidity.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in Note 25 to the financial statements, represents a significant potential liability. However, as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

**FUNDRAISING**

The Trustees are legally responsible for fundraising within the Academy. Trustees operate effective control of fundraising by acting in the best interests of the Academy, by managing resources responsibly, including protecting and safeguarding the Academy's reputation and by acting with reasonable care and skill.

**PLANS FOR FUTURE PERIODS**

The Academy will continue to strive to provide outstanding education and improve the levels of performance of its students at all levels. The Academy will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

The Academy will continue to work within the ESP. In the forthcoming year the ESP will focus on Transition (Year 6 into Year 7 and 0 into Reception), on boys, school readiness, Governor training, Leadership & Management and Teaching and Learning. The ESP will also focus on the full re-opening of schools following the pandemic lockdown.

During the establishment of the Sixth Form there has been some fluctuation in student numbers, however numbers have stabilised this year. The Academy will continue to support any additional revenue costs associated with the programme in order to ensure that the full range of courses can be offered. Sustained numbers in the Sixth Form will continue to make it financially sustainable in future years.

The Academy will continue to work with partner schools to improve the educational opportunities for students in the wider community.

The Academy will continue to undertake capital work surveys to identify future capital work and utilise capital improvement fund bids.

Full details of our plans for the future are given in our Academy Development Plan which is available from the Clerk to Trustees.

**AUDITOR**

In so far as the Trustees are aware:

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

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Trustees' report, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 6 December 2021 and signed on the board's behalf by:

**J Bakker  
Chair of Trustees**



**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**SCOPE OF RESPONSIBILITY**

As Trustees we acknowledge we have overall responsibility for ensuring that The Commonweal 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 Board of Trustees has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, for ensuring that financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Commonweal School and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**GOVERNANCE**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 8 times during the year. Two of these meetings were specifically called to co-ordinate the recruitment of and appoint a new Headteacher from 1 September 2021. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
J Bakker, Chair	8	8
J Birnie	7	8
R Linnegar, Headteacher (resigned 31 August 2021)	8	8
A Fidan	7	8
E Ford	7	8
D Mason, Chair of Curriculum	7	8
G Parmenter, Vice Chair	6	8
T Forsythe, Vice Chair	8	8
N Ware, Chair of Finance and Planning	7	8
L Peele, Chair of Personnel and Welfare of Students	7	8
N Weaver, Staff Governor	6	8
A Remoiville, Staff Governor (appointed 1 September 2020)	8	8
W Butcher, Staff Governor (appointed 1 September 2020)	7	8
D Wilson (resigned 27 September 2020)	0	0
N Williamson	6	8
A Tiersley	7	8
F Leroy	8	8
P Hutton	7	8
A Aram	7	8
G Williams (appointed 1 September 2020)	5	8

The Finance and Planning Committee is a sub-committee of the main Board of Trustees. Its purpose is to approve, monitor and review the school budget, implement premises maintenance and asset management plans, and to ensure that relevant health and safety standards are met in the school. The committee also acts as the Audit Committee.

Issues that have been dealt with over the period included: regular review and update of the Risk Register, internal assurance governance review, approval of the 2019-20 Trustee Report and Annual Accounts; approval of the 2021-22 budget, vinyl flooring replacement throughout the ground floor of the main school block and refurbishment of three sets of student toilets completed during the 2020-21 academic year.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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Attendance at meetings in the year was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Dr Jokie Baker (Chair of Governors)	6	6
Mr Ahmet Fidan	4	6
Mr Robert Linnegar	6	6
Mrs Wendy Butcher (appointed 1 September 2020)	5	6
Mr Nick Ware (Chair)	6	6
Mr Neil Williamson	6	6

**GOVERNANCE REVIEW**

During 2020-21 the Board produced a Governor Development Plan that looked at specific targets together with their success criteria, as follows:

<b>Target</b>	
<b>Strategic Role</b>	<b>Success Criteria</b> - Systematically consult and gather views of users and stakeholders and take these into account in future planning. Knowledge of, and participation in, school self-evaluation process (SEF).
<b>Scrutiny Role</b>	<b>Success Criteria</b> - Appropriate balance of support and challenge in the governing body's relationship with school leaders. Headteacher's report generates governing body questions and debate on school performance and pupil outcomes. Reference to other performance indicators (e.g. attendance & behaviour). Identification of barriers to learning and what the school is doing to overcome them. Reporting back to governing body of monitoring visits by governors. Monitoring implementation and evaluating the impact of the School Improvement Plan and other action plans. Knowledge of the quality of teaching and quality of monitoring systems in place.
<b>Accountability Role</b>	<b>Success Criteria</b> - Evaluating outcomes of actions against costs and success criteria. All categories of governor represented on governing body and a high level of attendance and participation achieved at meetings. Governor undertake self-review, ensuring its skills and expertise are matched to the needs of the school; governor training is linked to school improvement priorities.

Actions were identified for each target. A number of actions were either curtailed or delayed due to the COVID-19 pandemic; these included a governor skills audit postponed until Term 3 in the 2020-21 academic year, training on the new OFSTED framework and more visits to school by governors.

The development plan will be reviewed again during 2021-22.

**REVIEW OF VALUE OF 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 education and wider societal outcomes achieved in return for the taxpayer's resources received.

The Accounting Officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Robust financial governance and budget management;
- Value for money purchasing;
- Reviewing controls and managing risk;

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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- Considering allocation/targeting/use of resources;
- Not allocating time/resources to areas where few improvements can be achieved;
- Making comparisons with similar academies using data provided by the ESFA and the Government;
- Challenging proposals and examining their effectiveness and efficiency;
- Deploying staff effectively;
- Reviewing quality of curriculum provision and quality of teaching; and
- Reviewing quality of children's learning to enable children to achieve nationally expected progress.

Specific examples are given below:

1. Re-deployment of staff to undertake the testing of students for COVID-19 on their return to school in March 2021. Some volunteers were also recruited to help with the testing. The testing lasted three weeks and at least six members of support staff were recruited to work within the testing centre every day. This was in addition to their normal workload. These members of support staff, without exception, happily agreed to undertake the work and completed the task with an incredible team spirit. They also recognised the positive impact this would have on student's wellbeing.
2. Eteach Recruitment Advertising – over the 2020-21 academic year the academy placed a total of eleven adverts through the Eteach licence. These adverts in total attracted 2,164 views. If the academy had placed single adverts, at a cost of £715 each, this would have increased the cost to the academy by £5,615.
3. Effective use of budget forecast scenarios within the financial online package used by the school. Throughout the year scenarios have been generated based on up to date student numbers and projected student numbers, curriculum provision, staff availability, funding streams and the school development plan. These scenarios are built into the financial online package and have been used extensively to achieve best value for money across the entire academy.

During the COVID-19 pandemic the school introduced year group 'bubbles' that came into effect from September 2020.

The external catering contractor placed a small number of workers on furlough; the school did not cover the cost of these employees whilst on furlough.

**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 The Commonweal School for the period 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 Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that have been in place for the period 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 Board of Trustees.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**THE RISK AND CONTROL FRAMEWORK**

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

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

The Board of Trustees has considered the need for a specific internal audit function and appointed James Cowper Kreston as internal auditor. James Cowper Kreston completed three internal assurance checks during the year 2021.

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

- Checking/testing of budgets and financial monitoring;
- Checking and analysis of income;
- Credit card review;
- Checking/testing of expenditure;
- Checking/testing of payroll; and
- Governance and regularity review.

James Cowper Kreston produced reports for each of the three internal assurance checks for the Finance and Planning Committee. The report on governance and regularity was specifically requested by the Finance and Planning Committee, as it had been identified as an area of risk in the trust's risk register.

A number of low/medium recommendations were identified in the financial performance assurance reports. The trust has welcomed these recommendations, the vast majority of which will be included in a new financial procedure's manual due to be completed in the 2021-22 academic year. The governance and regularity review assurance report made a number of recommendations, all of which the trust has welcomed.

**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 auditor;
- the financial management and governance self-assessment process; and
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021**

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Approved by order of the members of the Board of Trustees on 6 December 2021 and signed on its behalf by:



**J Bakker**  
Chair of Trustees



**C Drew**  
Accounting Officer

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**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of The Commonweal School I have considered my responsibility to notify the Academy Trust Board of Trustees 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 Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

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

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



**C Drew**  
Accounting Officer  
Date: 6 December 2021

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2021**

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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 charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

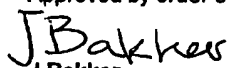
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting 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 charitable company will continue in business.

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

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

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

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

  
J Bakker  
Chair of Trustees  
Date: 6 December 2021

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**OPINION**

We have audited the financial statements of The Commonweal School (the 'Academy Trust') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the 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 Academy Trust's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 Academy Trust 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 Trustees' 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 Academy Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**OTHER INFORMATION**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees 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 Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' 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 Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Strategic Report.

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

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

**RESPONSIBILITIES OF TRUSTEES**

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

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

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**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.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Academy Trust's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy Trust's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy Trust's documentation of their policies and procedures relating to: identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance; detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; the internal controls established to mitigate risks of fraud or noncompliance with laws and regulations;
- how the Academy Trust ensured it met its obligations arising from it being financed by the ESFA and other funders, and as such material compliance with these obligations is required to ensure the Academy Trust will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Academy Trust ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Academy Trust operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, Academies Financial Handbook, UK Companies Act and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Academy Trust's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.


We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from an error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**USE OF OUR REPORT**

This report is made solely to the Academy Trust'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 Academy Trust'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 Academy Trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Joseph Scaife FCA DChA (Senior Statutory Auditor)**  
for and on behalf of  
**Bishop Fleming LLP**  
Chartered Accountants  
Statutory Auditors

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10 Temple Back  
Bristol  
BS1 6FL

Date: 10/12/2021

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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In accordance with the terms of our engagement letter dated 4 January 2021 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 The Commonweal 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 The Commonweal School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Commonweal 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 The Commonweal School and ESFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of The Commonweal School's funding agreement with the Secretary of State for Education dated 1 August 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.

**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 Trust's income and expenditure.

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the academy complied with the framework of authorities. We also reviewed the reports commissioned by the trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and noncompliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of the transactions.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**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.



Joseph Scaife FCA DChA (Senior Statutory Auditor)  
Bishop Fleming LLP  
Chartered Accountants  
Statutory Auditors  
10 Temple Back  
Bristol  
BS1 6FL

Date: 10/12/2021



**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**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 £
<b>INCOME FROM:</b>						
Donations and capital grants	4	20,011	949	266,844	287,804	295,648
Other trading activities	6	3,155	-	-	3,155	14,936
Investments	7	2,499	-	-	2,499	5,281
Charitable activities	5	25,937	8,525,469	-	8,551,406	8,181,835
<b>TOTAL INCOME</b>		<b>51,602</b>	<b>8,526,418</b>	<b>266,844</b>	<b>8,844,864</b>	<b>8,497,700</b>
<b>EXPENDITURE ON:</b>						
Charitable activities	9	19,020	8,165,257	448,940	8,633,217	8,806,522
<b>TOTAL EXPENDITURE</b>		<b>19,020</b>	<b>8,165,257</b>	<b>448,940</b>	<b>8,633,217</b>	<b>8,806,522</b>
<b>NET INCOME/ (EXPENDITURE)</b>		<b>32,582</b>	<b>361,161</b>	<b>(182,096)</b>	<b>211,647</b>	<b>(308,822)</b>
Transfers between funds	18	-	(185,290)	185,290	-	-
<b>NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)</b>		<b>32,582</b>	<b>175,871</b>	<b>3,194</b>	<b>211,647</b>	<b>(308,822)</b>
Actuarial (losses)/gains on defined benefit pension schemes	25	-	(1,053,000)	-	(1,053,000)	408,000
<b>NET MOVEMENT IN FUNDS</b>		<b>32,582</b>	<b>(877,129)</b>	<b>3,194</b>	<b>(841,353)</b>	<b>99,178</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		239,625	(1,926,837)	17,352,687	15,665,475	15,566,297
Net movement in funds		32,582	(877,129)	3,194	(841,353)	99,178
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>272,207</b>	<b>(2,803,966)</b>	<b>17,355,881</b>	<b>14,824,122</b>	<b>15,665,475</b>

The notes on pages 35 to 61 form part of these financial statements.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)  
REGISTERED NUMBER:07682819**

**BALANCE SHEET  
AS AT 31 AUGUST 2021**

	Note	2021 £	2020 £
<b>FIXED ASSETS</b>			
Tangible assets	14	17,668,622	17,777,729
		<u>17,668,622</u>	<u>17,777,729</u>
<b>CURRENT ASSETS</b>			
Debtors	15	576,751	609,716
Cash at bank and in hand		1,387,182	834,521
		<u>1,963,933</u>	<u>1,444,237</u>
Creditors: amounts falling due within one year	16	(598,598)	(689,952)
<b>NET CURRENT ASSETS</b>		<u>1,365,335</u>	<u>754,285</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>19,033,957</u>	<u>18,532,014</u>
Creditors: amounts falling due after more than one year	17	(548,835)	(584,539)
<b>NET ASSETS EXCLUDING PENSION LIABILITY</b>		<u>18,485,122</u>	<u>17,947,475</u>
Defined benefit pension scheme liability	25	(3,661,000)	(2,282,000)
<b>TOTAL NET ASSETS</b>		<u>14,824,122</u>	<u>15,665,475</u>
<b>FUNDS OF THE ACADEMY TRUST</b>			
<b>RESTRICTED FUNDS:</b>			
Fixed asset funds	18	17,355,881	17,352,687
Restricted income funds	18	857,034	355,163
		<u>18,212,915</u>	<u>17,707,850</u>
Restricted funds excluding pension asset	18	18,212,915	17,707,850
Pension reserve	18	(3,661,000)	(2,282,000)
<b>TOTAL RESTRICTED FUNDS</b>	18	<u>14,551,915</u>	<u>15,425,850</u>
<b>UNRESTRICTED INCOME FUNDS</b>	18	<u>272,207</u>	<u>239,625</u>
<b>TOTAL FUNDS</b>		<u>14,824,122</u>	<u>15,665,475</u>

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)  
REGISTERED NUMBER:07682819**

**BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2021**

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The financial statements on pages 31 to 61 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



**J Bakker**  
Chair of Trustees  
Date: 6 December 2021

The notes on pages 35 to 61 form part of these financial statements.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2021**

	<b>Note</b>	<b>2021 £</b>	<b>2020 £</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net cash provided by operating activities	20	<b>623,331</b>	291,713
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	22	<b>(32,398)</b>	(202,334)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>	21	<b>(38,272)</b>	(38,272)
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>		<b>552,661</b>	51,107
Cash and cash equivalents at the beginning of the year		<b>834,521</b>	783,414
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	23, 24	<b>1,387,182</b>	<b>834,521</b>

The notes on pages 35 to 61 form part of these financial statements

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**1. GENERAL INFORMATION**

The Commonweal School is a company limited by guarantee, incorporated in England and Wales. The registered office is Old Town, The Mall, Swindon, Wiltshire, SN1 4JE.

**2. 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.

**2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements of the Academy Trust, 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 Commonweal School meets the definition of a public benefit entity under FRS 102.

The Headteacher, former Headteacher and a member of the Senior Management Team are the Trustees of the Charles Adam Prize Fund, a charity with the objective of holding investments to provide dividend income for the Academy's science facility. The Trustees accept that in substance the Academy may control the Fund but do not consider its exclusion to be material or misleading to the users of the financial statements. At the year the Fund held investments of £88,890 (2020: £91,334) and cash of £Nil (2020: £Nil).

**2.2 GOING CONCERN**

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

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**2. ACCOUNTING POLICIES (continued)**

**2.3 INCOME**

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

- **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the 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 Academy Trust has provided the goods or services.

**2.4 EXPENDITURE**

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

- **Charitable activities**

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

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**2. ACCOUNTING POLICIES (continued)**

**2.5 TAXATION**

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

Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

**2.6 TANGIBLE FIXED ASSETS**

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. 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 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 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 property	- 50 years straight line
Fixtures and fittings	- 5 years straight line
Computer equipment	- 5 years straight line
Motor vehicles	- 10 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 Statement of Financial Activities.

**2.7 DEBTORS**

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

**2.8 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.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**2. ACCOUNTING POLICIES (continued)**

**2.9 LIABILITIES AND PROVISIONS**

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

**2.10 FINANCIAL INSTRUMENTS**

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement 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 Trust'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 Trust's wholly owned subsidiary are held at face value less any impairment.

**2.11 OPERATING LEASES**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.



**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**2. ACCOUNTING POLICIES (continued)**

**2.12 PENSIONS**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. 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 Academy Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**2.13 AGENCY ARRANGEMENTS**

The Academy acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy does not have control over the charitable application of the funds. The Academy can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at period end are disclosed in Note 29.

**2.14 FUND ACCOUNTING**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the 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.

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

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

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 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 2016 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.

Critical areas of judgment:

The Academy obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease required the Academy to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

**4. INCOME FROM DONATIONS AND CAPITAL GRANTS**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	20,011	949	-	20,960	45,709
Capital Grants	-	-	266,844	266,844	249,939
	<u>20,011</u>	<u>949</u>	<u>266,844</u>	<u>287,804</u>	<u>295,648</u>
Total 2020	<u>27,128</u>	<u>18,581</u>	<u>249,939</u>	<u>295,648</u>	

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**5. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>DFE/ESFA GRANTS</b>				
General Annual Grant	-	7,341,541	7,341,541	6,837,022
<b>OTHER DfE/ESFA GRANTS</b>				
Pupil premium	-	244,156	244,156	250,316
Other DfE/ESFA grants	-	55,595	55,595	66,694
Teacher's pay and pension grants	-	367,758	367,758	367,584
COVID-19 premium	-	99,850	99,850	-
Rates relief	-	33,536	33,536	34,159
	-	8,142,436	8,142,436	7,555,775
<b>OTHER GOVERNMENT GRANTS</b>				
High needs	-	351,708	351,708	523,942
	-	351,708	351,708	523,942
<b>OTHER FUNDING</b>				
Sales to students	-	12,434	12,434	56,393
Other	25,937	18,891	44,828	45,725
	25,937	31,325	57,262	102,118
	25,937	8,525,469	8,551,406	8,181,835
<b>Total 2020</b>	<b>22,201</b>	<b>8,159,634</b>	<b>8,181,835</b>	

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department for Education and ESFA, the academy trust'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. The prior year numbers have been reclassified.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**6. INCOME FROM OTHER TRADING ACTIVITIES**

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Lettings	3,155	3,155	14,936

**7. INVESTMENT INCOME**

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest	2,499	2,499	5,281

**8. EXPENDITURE**

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £	Total 2020 £
<b>EDUCATION:</b>					
Direct costs	5,843,077	-	695,219	6,538,296	6,573,399
Support costs	789,445	875,047	430,429	2,094,921	2,233,123
	<u>6,632,522</u>	<u>875,047</u>	<u>1,125,648</u>	<u>8,633,217</u>	<u>8,806,522</u>
<b>Total 2020</b>	<u>6,939,983</u>	<u>895,502</u>	<u>971,037</u>	<u>8,806,522</u>	

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**9. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	<b>Direct costs 2021 £</b>	<b>Support costs 2021 £</b>	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Education	6,538,296	2,094,921	8,633,217	8,806,522
Total 2020	6,573,399	2,233,123	8,806,522	

**ANALYSIS OF DIRECT COSTS**

	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Pension finance costs	21,000	23,000
Staff costs	5,990,077	5,977,496
Educational supplies (including educational visits)	409,641	462,752
Examination fees	108,191	109,362
Other costs	9,387	789
	<b>6,538,296</b>	<b>6,573,399</b>

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**9. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF SUPPORT COSTS**

	Total funds 2021 £	Total funds 2020 £
Pension finance costs	20,000	22,000
Staff costs	927,445	962,487
Depreciation	448,940	416,892
Staff development	16,711	47,141
Recruitment and support	6,347	18,771
Maintenance of premises and equipment	64,922	109,302
Cleaning	219,793	206,743
Rent and rates	31,053	39,863
Energy costs	110,339	106,061
Insurance	33,532	30,752
Security and transport	14,995	16,641
Catering	61,506	70,663
Technology costs	62,803	68,655
Office overheads	44,457	51,100
Legal and professional	17,232	47,166
Bank interest and charges	1,599	3,471
Governance	14,247	15,415
	<u>2,094,921</u>	<u>2,233,123</u>

**10. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Operating lease rentals	7,909	8,649
Depreciation of tangible fixed assets	448,940	416,892
Fees paid to auditors for:		
- audit	8,600	8,500
- other services	2,250	2,250

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**11. STAFF**

**a. STAFF COSTS**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	4,974,260	5,014,407
Social security costs	491,018	480,409
Pension costs	1,452,244	1,445,167
	<u>6,917,522</u>	<u>6,939,983</u>

**b. STAFF NUMBERS**

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

	2021 No.	2020 No.
Teachers	85	85
Teaching assistants	33	39
Administration and other support	40	40
Management	9	9
	<u>167</u>	<u>173</u>

The average headcount expressed as full-time equivalents was:

	2021 No.	2020 No.
Teachers	78	81
Teaching assistants	20	23
Administration and other support	31	30
Management	9	9
	<u>138</u>	<u>143</u>

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**11. STAFF (CONTINUED)**

**c. HIGHER PAID STAFF**

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

	2021 No.	2020 No.
In the band £60,001 - £70,000	4	3
In the band £70,001 - £80,000	1	-
In the band £90,001 - £100,000	1	1

**d. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £814,790 (2020: £778,054).

**12. TRUSTEES' REMUNERATION AND EXPENSES**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows: R Linnegar, Remuneration £90,000 - £95,000 (2020: £90,000 - £95,000) Employer's Pension £20,000 - £25,000 (2020: £20,000 - £25,000); G Williams, Remuneration £Nil (2020: £40,000 - £45,000) Employer's Pension £Nil (2020: £10,000 - £15,000); A Whetman, Remuneration £Nil (2020: £40,000 - £45,000) Employer's Pension £Nil (2020: £5,000 - £10,000); N Weaver, Remuneration £20,000 - £25,000 (2020: £20,000 - £25,000) Employer's Pension £5,000 - £10,000 (2020: £5,000 - £10,000); A Remoiville, Remuneration £45,000 - £50,000 (2020: £Nil) Employer's Pension £10,000 - £15,000 (2020: £Nil) and W Butcher, Remuneration £25,000 - £30,000 (2020: £Nil) Employer's Pension £5,000 - £10,000 (2020: £Nil).

During the year ended 31 August 2021, expenses totalling £199 were reimbursed or paid directly to 2 Trustees (2020 - £1,430 to 6 Trustees).

**13. TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.



**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**14. TANGIBLE FIXED ASSETS**

	Freehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>COST OR VALUATION</b>					
At 1 September 2020	20,574,088	360,752	288,841	53,353	21,277,034
Additions	259,883	23,957	55,993	-	339,833
At 31 August 2021	20,833,971	384,709	344,834	53,353	21,616,867
<b>DEPRECIATION</b>					
At 1 September 2020	2,886,962	330,007	244,690	37,646	3,499,305
Charge for the year	407,786	14,210	21,235	5,709	448,940
At 31 August 2021	3,294,748	344,217	265,925	43,355	3,948,245
<b>NET BOOK VALUE</b>					
At 31 August 2021	17,539,223	40,492	78,909	9,998	17,668,622
At 31 August 2020	17,687,126	30,745	44,151	15,707	17,777,729

Included in land and buildings is freehold land at valuation of £2,779,529 which is not depreciated.

**15. DEBTORS**

	2021 £	2020 £
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	24,718	9,351
Other debtors	1,606	772
Prepayments and accrued income	511,620	522,122
Tax recoverable	38,807	77,471
	576,751	609,716

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £	2020 £
Loans	36,421	38,989
Trade creditors	156,872	29,688
Other taxation and social security	118,350	116,937
Other creditors	164,960	180,639
Accruals and deferred income	121,995	323,699
	<u>598,598</u>	<u>689,952</u>
	2021 £	2020 £
Deferred income at 1 September 2020	19,563	32,295
Resources deferred during the year	19,563	19,563
Amounts released from previous periods	(19,563)	(32,295)
	<u>19,563</u>	<u>19,563</u>

Included within loans is £539,520 (2020: £569,792) relating to an amount due to Swindon Borough Council and relates to a building refurbishment project that was completed pre conversion. The loan is unsecured and interest free. £30,272 (2020: £30,272) of the loan is due for repayment in less than one year.

Included within loans is a Salix loan relating to amounts loaned by the ESFA to the Academy to refit the boiler in the gymnasium. The loan is unsecured and interest free. The balance of this loan at the year end is £4,000 (2020: £12,000), of which £4,000 (2020: £8,000) of the loan is due for repayment in less than one year.

Included within loans is a Salix loan relating to the CIF funding for the heating project, the amount received in the year totals £Nil (2020: £11,464). The loan is unsecured and interest free. The balance of the loan at the year end is £11,464, of which £2,149 of the loan is due for repayment in less than one year.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Loans	<b>548,835</b>	<b>584,539</b>

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Payable or repayable by instalments	<b>422,015</b>	<b>453,003</b>
	<b>422,015</b>	<b>453,003</b>

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**18. STATEMENT OF FUNDS**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>UNRESTRICTED FUNDS</b>						
General funds	239,625	51,602	(19,020)	-	-	272,207
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant	342,411	7,341,541	(6,688,541)	(185,290)	-	810,121
High needs	-	347,084	(347,084)	-	-	-
Pupil premium	12,752	244,156	(238,054)	-	-	18,854
Other DfE/ESFA grants	-	453,844	(453,844)	-	-	-
COVID-Catch up	-	99,850	(71,791)	-	-	28,059
Trips income	-	12,434	(12,434)	-	-	-
Donations	-	949	(949)	-	-	-
Other restricted income	-	26,560	(26,560)	-	-	-
Pension reserve	(2,282,000)	-	(326,000)	-	(1,053,000)	(3,661,000)
	(1,926,837)	8,526,418	(8,165,257)	(185,290)	(1,053,000)	(2,803,966)
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed assets transferred on conversion	11,482,648	-	(211,809)	-	-	11,270,839
Fixed assets from GAG/ other restricted funds	8,363	-	(26,377)	155,018	-	137,004
Devolved formula capital	124,947	28,775	(53,843)	-	-	99,879
Capital grants	6,336,793	238,069	(156,911)	-	-	6,417,951
Loan with Local Authority	(600,064)	-	-	30,272	-	(569,792)
	17,352,687	266,844	(448,940)	185,290	-	17,355,881

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**18. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers In/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>TOTAL RESTRICTED FUNDS</b>	<b>15,425,850</b>	<b>8,793,262</b>	<b>(8,614,197)</b>	<b>-</b>	<b>(1,053,000)</b>	<b>14,551,915</b>
<b>TOTAL FUNDS</b>	<b>15,665,475</b>	<b>8,844,864</b>	<b>(8,633,217)</b>	<b>-</b>	<b>(1,053,000)</b>	<b>14,824,122</b>

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**18. STATEMENT OF FUNDS (CONTINUED)**

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

**RESTRICTED FUNDS**

The General Annual Grant (GAG) represents funding received from the ESFA during the period in order to fund the continuing activities of the school.

High needs funding (SEN) funding is received from the ESFA to cater for pupils with learning difficulties and other disabilities.

Pupil premium funding represents funding received from the ESFA for children that qualify for free school meals to enable the academy to address the current underlying inequalities between those children and their wealthier peers. Schools also receive funding for children who have been looked after continuously for more than six months, and children of service personnel. Pupil premium will also fund a Summer School Programme for disadvantaged pupils to support their transition to secondary schools.

Devolved formula capital grants represent funding from the ESFA to cover the maintenance and purchase of the Academy's assets. Other DfE/ESFA grants consist of funding from the ESFA to support the preparation of financial returns and budgets.

Other restricted income relates to the various other restricted funding received and expensed in the year.

Pension reserve represents the School's share of the assets and liabilities in the Local Government Pension Scheme. This is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an Academy. The School is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

**FIXED ASSET FUNDS**

Fixed assets transferred on conversion represent the building and equipment donated to the school from Swindon Borough Council on conversion to an Academy.

Fixed assets purchased from GAG and other restricted funds represent amounts spent on fixed assets from the GAG funding received from the ESFA and a donation from the Charles Adam Prize Fund.

Capital grants represent CIF funding received to build the Sixth form facility, a new music block, heating replacement and, in the current year, for the refurbishment of school toilets.

The loan with the Local Authority represents amounts owed to Swindon Borough Council. See note 16.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**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 £
<b>UNRESTRICTED FUNDS</b>						
General funds	205,195	69,546	(35,116)	-	-	239,625
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant	199,636	6,837,022	(6,663,975)	(30,272)	-	342,411
High needs	-	522,942	(522,942)	-	-	-
Pupil premium	12,945	250,316	(250,509)	-	-	12,752
Other DfE/ESFA grants	-	429,413	(429,413)	-	-	-
COVID-Catch up	-	14,724	(14,724)	-	-	-
TSST Maths grant	10,153	24,300	(34,453)	-	-	-
Trips income	-	71,393	(71,393)	-	-	-
Donations	-	3,581	(3,581)	-	-	-
Other restricted income	-	24,524	(24,524)	-	-	-
Pension reserve	(2,351,000)	-	(339,000)	-	408,000	(2,282,000)
	(2,128,266)	8,178,215	(8,354,514)	(30,272)	408,000	(1,926,837)
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed assets transferred on conversion	11,694,084	-	(211,436)	-	-	11,482,648
Fixed assets from GAG/ other restricted funds	13,711	-	(5,348)	-	-	8,363
Devolved formula capital	155,026	23,764	(53,843)	-	-	124,947
Capital grants	6,256,883	226,175	(146,265)	-	-	6,336,793
Loan with Local Authority	(630,336)	-	-	30,272	-	(600,064)

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**18. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
	17,489,368	249,939	(416,892)	30,272	-	17,352,687
<b>TOTAL RESTRICTED FUNDS</b>	15,361,102	8,428,154	(8,771,406)	-	408,000	15,425,850
<b>TOTAL FUNDS</b>	15,566,297	8,497,700	(8,806,522)	-	408,000	15,665,475

**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	17,668,622	17,668,622
Current assets	272,207	1,434,675	257,051	1,963,933
Creditors due within one year	-	(568,326)	(30,272)	(598,598)
Creditors due in more than one year	-	(9,315)	(539,520)	(548,835)
Provisions for liabilities and charges	-	(3,661,000)	-	(3,661,000)
<b>TOTAL</b>	272,207	(2,803,966)	17,355,881	14,824,122



**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**19. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	17,777,729	17,777,729
Current assets	239,625	1,029,590	175,022	1,444,237
Creditors due within one year	-	(659,680)	(30,272)	(689,952)
Creditors due in more than one year	-	(14,747)	(569,792)	(584,539)
Provisions for liabilities and charges	-	(2,282,000)	-	(2,282,000)
<b>TOTAL</b>	<b>239,625</b>	<b>(1,926,837)</b>	<b>17,352,687</b>	<b>15,665,475</b>

**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)	211,647	(308,822)
<b>ADJUSTMENTS FOR:</b>		
Depreciation	448,940	416,892
Capital grants from DfE and other capital income	(266,844)	(249,939)
Interest received	(2,499)	(5,281)
Defined benefit pension scheme cost less contributions payable	285,000	294,000
Defined benefit pension scheme finance cost	41,000	45,000
Decrease in debtors	32,965	6,237
(Decrease)/increase in creditors	(126,878)	93,626
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>623,331</b>	<b>291,713</b>

**21. CASH FLOWS FROM FINANCING ACTIVITIES**

	2021 £	2020 £
Repayments of borrowing	(38,272)	(38,272)
<b>NET CASH USED IN FINANCING ACTIVITIES</b>	<b>(38,272)</b>	<b>(38,272)</b>

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**22. CASH FLOWS FROM INVESTING ACTIVITIES**

	2021 £	2020 £
Interest received	2,499	5,281
Purchase of tangible fixed assets	(339,833)	(730,384)
Capital grants from DfE/ESFA	304,936	522,769
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(32,398)</b>	<b>(202,334)</b>

**23. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2021 £	2020 £
Cash in hand and at bank	1,387,182	834,521
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>1,387,182</b>	<b>834,521</b>

**24. ANALYSIS OF CHANGES IN NET DEBT**

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	834,521	552,661	1,387,182
Debt due within 1 year	(38,989)	2,568	(36,421)
Debt due after 1 year	(584,539)	35,704	(548,835)
	<b>210,993</b>	<b>590,933</b>	<b>801,926</b>

**25. PENSION COMMITMENTS**

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Wiltshire 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 £101,952 were payable to the schemes at 31 August 2021 (2020 - £101,248) and are included within creditors.~~

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

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**25. PENSION COMMITMENTS (CONTINUED)**

**TEACHERS' PENSION SCHEME**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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.

**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 £870,346 (2020 - £840,977).

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 Academy Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**25. PENSION COMMITMENTS (CONTINUED)**

**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 £389,000 (2020 - £393,000), of which employer's contributions totalled £312,000 (2020 - £318,000) and employees' contributions totalled £ 77,000 (2020 - £75,000). The agreed contribution rates for future years are 24.4 per cent for employers and 5.5 -12.5 per cent for employees.

As described in note the LGPS obligation relates to the employees of the Academy Trust, 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 Trust 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.

**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
<b>RETIRING TODAY</b>		
Males	21.9	21.7
Females	24.4	24.0
<b>RETIRING IN 20 YEARS</b>		
Males	22.9	22.5
Females	26.2	25.5

**SHARE OF SCHEME ASSETS**

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**25. PENSION COMMITMENTS (CONTINUED)**

The Academy Trust's share of the assets in the scheme was:

	2021 £	2020 £
Equities	3,913,000	3,296,000
Debt instruments	2,347,000	1,884,000
Property	783,000	706,000
Cash	71,000	-
<b>TOTAL MARKET VALUE OF ASSETS</b>	<b>7,114,000</b>	<b>5,886,000</b>

The actual return on scheme assets was £932,000 (2020 - £377,000).

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

	2021 £	2020 £
Current service cost	(597,000)	(604,000)
Past service cost	-	8,000
Interest income	104,000	101,000
Interest cost	(145,000)	(146,000)
<b>TOTAL AMOUNT RECOGNISED IN THE STATEMENT OF FINANCIAL ACTIVITIES</b>	<b>(638,000)</b>	<b>(641,000)</b>

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

	2021 £	2020 £
<b>AT 1 SEPTEMBER</b>	<b>8,168,000</b>	<b>7,808,000</b>
Current service cost	597,000	604,000
Interest cost	145,000	146,000
Employee contributions	77,000	75,000
Actuarial losses/(gains)	1,747,000	(385,000)
Benefits paid	41,000	(88,000)
Past service costs	-	8,000
<b>AT 31 AUGUST</b>	<b>10,775,000</b>	<b>8,168,000</b>

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

**25. PENSION COMMITMENTS (CONTINUED)**

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

	2021 £	2020 £
<b>AT 1 SEPTEMBER</b>	<b>5,886,000</b>	<b>5,457,000</b>
Interest income	104,000	101,000
Actuarial gains	694,000	23,000
Employer contributions	312,000	318,000
Employee contributions	77,000	75,000
Benefits paid	41,000	(88,000)
<b>AT 31 AUGUST</b>	<b>7,114,000</b>	<b>5,886,000</b>

**26. OPERATING LEASE COMMITMENTS**

At 31 August 2021 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	7,629	7,909
Later than 1 year and not later than 5 years	8,133	15,510
	<b>15,762</b>	<b>23,419</b>

**27. RELATED PARTY TRANSACTIONS**

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees 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 Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The Headteacher, former Headteacher and a member of the Senior Management Team are the Trustees of the Charles Adam Prize Fund, a charity with the objective of holding investments to provide dividend income for the Academy's science facility. During the year the Academy received a donation of £2,366 (2020: £3,710) from the Fund.

**28. MEMBERS' LIABILITY**

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

**THE COMMONWEAL SCHOOL  
(A COMPANY LIMITED BY GUARANTEE)**

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

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**29. AGENCY ARRANGEMENTS**

The Academy distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2021 the Academy had a carry forward of £2,257, received £23,949 and disbursed £24,642 from the fund. The remaining £1,564 is included within other creditors at the year end.