

**Company Registration number:
07848338 (England and Wales)**

**Campion Academy Trust
(A Company Limited by Guarantee)**

Annual report and financial statements

Year ended 31 August 2021



Campion Academy Trust

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Campion Academy Trust

Reference and Administrative Details

Governors

Members

F Durrant (Chair) * ***

J Scheuer

S Gillespie

F Kratz (appointed 1 September 2020; resigned 31 December 2020)

S Rose

V Pathak (appointed 1 October 2021)

Parent governors

R Clarke (Vice Chair) *

R Episcopo **

M Arthur * ^

D Mitchell

J Gillmore-Caley *

Head teacher governor

J Panesar

Elected staff governors

T Collins ^^^

Governors appointed by the Trust

R Crowther *

K O'Reilly (resigned 12 October 2020)

P Rutland

V Pathak (resigned 1 October 2021)

F Darby (resigned 1 October 2021)

S Ashworth *

C Catto (appointed 6 July 2021) ****

Co-opted governor

J Falp ^^

* Governors who sit on the Resources and Compliance Committee

** Safeguarding governor

*** SEND governor

**** Post 16 governor

^ Careers guidance governor

^^ LAC governor

^^^ Website governor

Campion Academy Trust

Reference and Administrative Details

Company Secretary

C Henry

Senior Leadership Team

- Head teacher
- Deputy Head teacher
- Deputy Head teacher
- Assistant Head teacher
- Assistant Head teacher
- Associate Assistant Head teacher
- Associate Assistant Head teacher
- Business Manager
- Pastoral Manager

J Panesar
S Bolsover
P Forsey
N Hawkins
M Sandhu
L Farr-Voller
J Blower
B Langley
A Burden

Principal and Registered Office

Sydenham Drive
Leamington Spa
Warwickshire
CV31 1QH

Company Name

Campion Academy Trust

Company Registration Number

07848338 (England and Wales)

Independent Auditor

Harrison, Beale & Owen Limited
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Bankers

Lloyds Bank
73 Parade
Leamington Spa
Warwickshire
CV32 4BB

Solicitors

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

Campion Academy Trust

Governors' Report

The governors present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2020 to 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 18 serving a catchment area in south Leamington Spa. It has a pupil capacity of 1,050 and had a roll of 985 in the school census in October 2021.

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 trustee governors are also the directors of the charitable company for the purposes of company law. The charitable company operates as Campion Academy Trust and is also known as Campion School.

Details of the governors who served throughout the year except as noted are included in the Reference and Administrative Details on page 1.

Members' Liability

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

Governors' Indemnities (see Companies Act 2006 s236)

From 1 January 2015 the Academy opted into the risk protection arrangement with the Department of Education. The arrangement included Governors' liability insurance and this is considered to qualify as third party indemnity insurance, as defined by section 234 of the Companies Act 2006.

Principal Activities

The academy trust's principal activities are specifically restricted to advance, for the public benefit, education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

Method of Recruitment and Appointment or Election of Governors

The governing body consists of up to eighteen defined governors with up to three appointed by co-option and provision for the local authority to appoint one governor. Five of the Governors are parents of students who attend the school elected by the parent body to serve for a period of four years. Parents are notified via the school's newsletter that a vacancy has arisen with details of the election process. Expressions of interest are invited. Potential candidates are issued with an information pack that includes a nomination form. Ballot forms are issued on the basis of one per parent/ carer. Parents are asked to return forms to the clerk to the Governors at the school. There are up to three staff governors who are elected by the staff.

Policies and Procedures Adopted for the Induction and Training of Governors

Training and induction is provided for new Governors. This can take the form of reading induction materials provided by the Governors, participation in specific training courses, observation of aspects of the school at work, informal advice from the Chair of Governors and other governors, attendance as an observer at a Full Governing Body meeting before becoming a Governor and observation of staff training events. Relevant training and literature are disseminated to all governors regularly. All governors are provided with copies of the policies, procedures, minutes, budgets, plans and other documents necessary to undertake their role. All Governors join committees and attend Full Governing Body meetings.

Campion Academy Trust

Governors' Report

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Structure, Governance and Management (continued)

Organisational Structure

The management structure operates on two levels and is made up of the Governors and the Senior Leadership Team. The aim of the management structure is to devolve responsibility and encourage decision making at all levels. The governors are responsible for the strategic development of the Academy, adopting an annual development plan and budget, monitoring the Academy by the use of budgets and management accounts and making major decisions about the direction of the Academy and senior staff appointments.

To ensure an efficient and effective structure to support, monitor and evaluate the work and development of the school there were governor committees responsible for Pupils and Parents, Learning and Improvement, and Resources and Compliance (including Finance and Personnel). Since September 2020 the scheduled number of Full Governing Body meetings increased to 6 per year (previously 4) with a focus to be rotated on matters previously considered by the Pupils and Parents Committee; and the Learning and Improvement Committee. From September 2020 the Resources and Compliance committee meets 3 times per year (previously 6).

The Senior Leadership team consists of the Head teacher, two full time Deputy Head teachers, two Assistant Head teachers, two Associate Assistant Head teachers, the Pastoral manager and the Business manager. These leaders direct the Academy at an executive level implementing the policies laid down by Governors and reporting back to them. The Senior Leadership Team is responsible for the authorisation of spending within agreed budgets and the appointment of staff (appointment panels for all senior positions include at least one Governor).

Middle leadership positions include: Subject Leaders, House Learning Leaders and the Chief Finance Officer. These implement detailed day to day operational management for their area of responsibility.

Arrangements for setting pay and remuneration of key management personnel

The pay of the senior staff, including all Key management personnel, is reviewed by the Resources and compliance committee (at least annually) and increased in line with performance reviews and cost of living indicators. All increases are factored into the budget which is approved annually by the Full governing board. Key management personnel are considered to be comprised of the governors and the senior leadership team.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	0.19

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Provide the total cost of facility time	£0
Provide the total pay bill	£4,292,344
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%

Campion Academy Trust

Governors' Report

.....continued

Structure, Governance and Management (continued)

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	0%
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Related Parties and other Connected Charities and Organisations

There are no formal connected organisations. However, the Academy has significant liaison and partnership with a range of organisations including the Local authority, the Warwickshire secondary schools Central Area Partnership, the Central Warwickshire School Sports Partnership, universities (including Warwick and Coventry), Mid counties Co-op and the National Grid.

Objectives and Activities

The schools' objectives and activities were affected by the ongoing impact of the Covid-19 pandemic and the governors' report (including the Strategic report) should be read in the context of that background.

Objectives and Aims

To provide the highest possible quality of education for our students.

This will include the following:-

- Ensure outstanding leadership and management leads to outstanding outcomes for all pupils
- Ensure the development of outstanding teaching and learning throughout the school from Years 7 to 13
- Ensure safeguarding is outstanding throughout the school
- Ensure pupils are safe and secure
- Ensure all pupils make outstanding progress including disadvantaged and those with higher prior attainment
- Ensure Post-16 educational outcomes are outstanding
- Ensure 100% of pupils have positive destinations after leaving the school
- Ensure outstanding financial leadership results in outstanding pupil outcomes and a balanced budget
- To work with the Local Authority to secure funding for the expansion of Campion School
- To provide an outstanding education for all pupils during a time of expansion at the school.

Campion Academy Trust

Governors' Report

.....continued

Objectives, Strategies and Activities

The following are derived from the School development plan as key priorities and objectives:

Priority area	Explanation and measurement
1. The quality of education is outstanding	<ul style="list-style-type: none">• As a school we are very confident about the quality of education we provide. At our last Ofsted we were rated Good and we have steadily built on our successes and rectified any areas for development.• We have continued to put into place systems and to implement practices that move the school to Outstanding. For example, the training of teachers and teaching assistants to provide an outstanding education has been very effective, the recruitment of outstanding staff has been very positive and the enhancement of our SEN provision has happened and is showing very positive signs.• The school continues to enhance its broad and balanced curriculum with the introduction of cooking days for all Key stage 3 pupils, the introduction of Computer Science and continuing to develop the Sixth Form provision with increased pastoral support.• The Covid pandemic has slowed our progress in certain areas and meant we have had to accelerate areas which were not seen as a priority pre-pandemic – for example Online learning.
2. Safeguarding is highly effective	<ul style="list-style-type: none">• Safeguarding is outstanding. We have more than 13 DSL trained staff including senior leaders, support staff and pastoral staff.• We have evaluated security in the school and implemented new procedures to further improve the safety and safeguarding of all individuals who use the school.
3. Pupils are safe and secure	<ul style="list-style-type: none">• We are very pleased with this area. It has meant that we are strict with pupil and parental behaviour (e.g. parental code of conduct introduced). However, pupils, staff and parents regularly report that they feel safe and secure.
4. All pupils make outstanding progress including pupils that are disadvantaged and pupils with higher prior attainment	<ul style="list-style-type: none">• All pupils have made outstanding progress since 2015. Progress 8 and sixth form value added has been above national averages (or significantly above) for the years pre-Covid.• Disadvantaged pupils have continued to close the gap in their performance and on non-disadvantaged pupils. Higher prior attaining pupils have also continued to progress very well at the school with positive value added for 5 years.• As all pupils improve, it is inevitable that some pupils will make more rapid progress than others. We must continue to ensure that all pupils make outstanding progress regardless of their backgrounds or 'labels'.

Campion Academy Trust

Governors' Report

.....continued

Objectives, Strategies and Activities (continued)

Priority area	Explanation and measurement
5. Post 16 educational outcomes are outstanding for all pupils	<ul style="list-style-type: none">• Post 16 value added has been above or well above national average for the past 5 years. This has continued during the pandemic.• The Sixth Form is becoming more successful in academic subject areas and these areas are attracting more pupils.
6. CEIAG (Careers, Education, Information, Advice & Guidance)	<ul style="list-style-type: none">• During 2020-2021, we started the process of working towards the Quality in Careers Award, but due to the pandemic the programme has had to be temporarily scaled back. However, we are still on target to complete the Award by year end 2022. Other careers initiatives will also start in September 2021, including the release of the dedicated Campion Careers website. Although we have continually adhered to the Baker Clause, we have had to refrain from inviting further training providers into school due to current Covid restrictions. We have been able to support our Year 11 students with online career sessions in conjunction with external agencies such as the Department for working pensions & (The Talent Foundry).• All of our Year 11 students had the offer of a careers interview and were supported with making informed decisions about their career goals and aspirations.
7. The School adheres to the Gatsby Benchmark Framework	<ul style="list-style-type: none">• In the latest evaluation of our careers provision using Compass + We achieved the following against the Gatsby Benchmark indicators: 100% Benchmark 1, 100% Benchmark 3, 91% Benchmark 7, 87% Benchmark 8, 60% Benchmark 2, 68% Benchmark 4, and 25% Benchmark 6.• We also made good progress in implementing CEIAG across the curriculum linking subject learning to careers.
8. The school maintains its inclusive ethos while expanding in pupil numbers	<ul style="list-style-type: none">• We have continued to rapidly expand due to our popularity in the area. We have continued to support all staff to maintain our excellent ethos of inclusivity and diversity. In 2020, we further recruited well qualified staff to ensure expansion does not affect our ethos. We introduced a new House to the House team and recruited 2 new House Heads. This meant that the ratio of pupils to House Head (Also DSLs) will continue to fall.
9. The school becomes the school of first choice for the local community	<ul style="list-style-type: none">• During 2019-2020, we were oversubscribed in Years 7-9 and Year 12 and 13. We will be oversubscribed in Years 7-10 and 12 and 13 in 2021.• 200 Year 6 pupils opted for Campion as their first choice school in 2020. There are 210 places.• From September 2021, we will only have approximately 15 spaces in the whole school. We will be oversubscribed in all years apart from Year 11.

Campion Academy Trust

Governors' Report

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Objectives, Strategies and Activities (continued)

Priority area	Explanation and measurement
10. Outstanding financial leadership that results in outstanding pupil outcomes and a balanced budget	<ul style="list-style-type: none">• We have set another balanced budget for 2021-2022. We have a 3-year budget that is balanced with any savings earmarked for specific projects that support the pupil experience at the school. For example, we will be capping our Sixth Form class sizes to 20 as we grow to ensure pupil outcomes remain very high.
11. We work with the local authority to secure funding for the expansion of Campion School	<ul style="list-style-type: none">• Funding for Phase 1 expansion was secured, and the project was completed successfully by September 2020.• Phase 2 funding has been secured and the project has been approved by the planning committee. Work is due to start in July 2021. Work is due to complete by September 2022 and will ensure the school has updated sporting facilities, a new Sixth Form centre and has refurbished areas.
12. We provide an outstanding education for all pupils during a time of expansion for the school	<ul style="list-style-type: none">• The physical expansion of the school has not disrupted the education of our pupils at all.• The increase in pupil numbers has been managed very well by ensuring the curriculum is well designed, staffed and resourced.

Public Benefit

In drafting the above statements, the trustees have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charities Commission in exercising their powers or duties.

Strategic Report

Report on performance in relation to principal activities of Campion Academy Trust in 2020-2021

It should be noted that the activities of the Academy during the Academic Year 2020-21 were again severely interrupted by the Covid-19 lockdown from January 2021 to mid-March 2021, thus the pupils missed three months of formal schooling. In addition to this, pupils were kept in 'bubbles' from September 2020-July 2021 and were sent home when cases were identified. The educational activities of the academy were severely disrupted as a result. Also, staff absence was high due to Covid related issues including: Staff contracting Covid; family bereavement due to Covid; and isolation due to Covid.

The following are important points to note when reading this report:

- The school built upon the work done in 2019 and continued to develop its online educational activities including moving from an online Firefly programme to an enhanced programme called Frog— additional IT equipment was purchased, some of the costs being offset by a Government grant.
- The school developed professional development programmes to support staff with the delivery of online lessons on Teams.
- During shutdown the school continued to educate, and cater for, up to 130 vulnerable students and also those children of key workers on site, which had an effect on costs during this period. A skeleton staff administered the school systems and teaching staff came into school on a rota basis – additional costs were incurred from paying overtime, at double rate, over the three spring bank holiday periods to enable the school to remain open as required.

Campion Academy Trust

Governors' Report

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Strategic Report (continued)

- Formal examinations for Y11 and Sixth Form were cancelled and teacher assessments were undertaken to produce exam grades – no pupils were affected detrimentally.
- A programme of internal exams and assessments was devised by the school to ensure all grades awarded to pupils had significant evidence for being awarded.
- The introduction of a three-year GCSE exam course (Year 9 to Year 11) meant that pupils were well ahead and thus the impact of the shutdown on their ultimate results was minimal. Going forward the pupils are still six months ahead (instead of one year ahead as planned) despite missing three months of schooling.
- Expansion phase 2 has started. The new 6th form block, drama facilities, English block, sports hall and multi-use games area are on track. The disruption has not affected the day to day running of the school.
- The school took over the new maths and science block in October 2020 (as opposed to June 2020) and this has been successfully integrated into the day to day running of the school.
- Pupil numbers have continued to rise as has, subsequently, the school's income, which has enabled it to temper the worst effects of the additional costs of dealing with the pandemic.

Achievements and Performance

Report on performance in relation to principal activities of Campion Academy Trust in 2020-21

Students' Achievement: Year 11

Target	Actual performance
To achieve a Progress 8 Score above the national average	0.74 (Internal assessment - well above national average 0.0)
Increase the percentage of pupils entered for the EBACC qualification	62% (Above national average of 38.7%)
To achieve an Attainment 8 score of 45.0	50.67
To achieve 95% whole school attendance	Affected by Coronavirus*

*National benchmarks ceased in March 2020 due to the Covid-19 pandemic so we are unable to comment effectively. However, usual attendance monitoring activities have continued on a daily basis to ensure that children are safe and that attendance is the best it can be in the continuing difficult climate.

We are very pleased with the performance of our Year 11 and Year 13 pupils this year. The internal data from September 2020 – March 2021 had projected a significant rise in attainment in both Year 11 and Year 13. Once the decision to use an algorithm and teacher predictions was made in the summer term, the staff at the school were able to award accurate grades.

From subsequent analysis of the results, no pupils were disadvantaged by the grades that were awarded and, so far, no parents or pupils have queried the decisions the school made.

Campion Academy Trust

Governors' Report

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Achievements and Performance (continued)

Progress 8 has continued to improve. However, the most pleasing aspect of the Year 11 results is the number of pupils who are now entering for the EBACC. This is due to many more pupils taking GCSE French and Spanish. The expansion of languages at Campion School has taken five years and the plans for this faculty continue to progress well. GCSE Science results have also improved.

Students' Achievement: Post 16

Target	Actual Performance
Year 13 - 35.00 APS per academic entry (30=C, 40=B)	A –
To achieve positive Level 3 value added	1.05
Retention Rate 95%	96%

Over the past five years the Year 13 academic results have been excellent. Again, the 2020-2021 cohort has performed above the national average and significant progress has been made in subjects including Mathematics, Physics, Chemistry, Geography and Psychology. The 2021 grades were award on teacher assessments and were very accurate due to the extensive mock examinations that took place early in 2021.

Although some Year 13 pupils decided to take a gap year, due to the Covid-19 pandemic, all of the pupils in Year 13 went to their first choice university. The Sixth Form value added figure is excellent.

Value added, average point scores in academic and vocational qualifications have remained strong. The academic value added score was “very high” but was only expected to be “high”. The assessment policies the school has introduced have led to a significant rise in achievement over the past 5 years but also supported the school in entering highly accurate assessments due to the pandemic.

The sixth form remains popular amongst Campion School pupils and we are currently developing a marketing strategy to attract pupils from neighbouring schools. The new Year 12 (from September 2021) is the largest cohort to enter the school for many years.

Students' Achievement: Key stage 3

The curriculum at Key Stage 3 is broad and balanced and it enables all pupils to make good to significant progress. Internal monitoring shows that all pupils are making good to excellent progress. However, the school has identified that some disadvantaged pupils have fallen behind due to lockdowns and Covid 19 disruptions. The school has implemented interventions – pastoral and academic – to ensure that these pupils are able to catch up during the 2021-2022 academic year. All pupils have been tested and regrouped according to their need.

The majority of pupils are above their functional level in spelling, no pupils are below their functional level in reading and the vast majority of pupils are above their functional level in Maths. The vast majority of this year group are at functional levels in reading and writing and are, therefore, ready for their GCSE examinations. This is surprising as lockdown was very disruptive.

As the school becomes more popular, the number of pupils at Key Stage 3 has grown and the Year 7, 8 and 9 cohorts are oversubscribed.

Campion Academy Trust

Governors' Report

.....continued

Key performance indicators

The governors manage the academy on a funding stream basis and employ a number of key performance indicators to monitor the expenditure requirements of the Education and Skills Funding Agency and performance or position of the academy. Other key performance indicators have been assessed within the Achievements and Performance section above.

Going concern

After making appropriate enquiries, the Governing Body 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.

The Governing Body is not aware of any material uncertainties that exist in arriving at its conclusion on going concern.

Financial Review

The academy trust's accounting period for this period of operation is 1 September 2020 to 31 August 2021. The majority of the academy trust's income continues to be obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2021 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

This year the academy has recorded net expenditure of £485,155 (2020: net income £6,620,555), which includes donated fixed assets of £Nil (2020: £6,880,000) and FRS 102 pension adjustments of £297,000 (2020: £261,000). An additional actuarial loss of £441,000 (2020: £261,000) was also recorded for the year. The net income for the year was in line with the academy's budget. Additionally, it should be noted that the academy generated a net cash inflow from operating activities and that the restricted funds (excluding the pension and fixed assets funds) and unrestricted fund increased over the year. The impact of the defined benefit pension adjustment is expanded on more fully in the reserves policy and in note 22 to the financial statements.

Reserves Policy

The level of reserves held takes into account the nature of the income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The governors will keep the level of reserves under review.

Reserves at the end of the period were £9,433,505, which included a restricted fixed assets reserve of £12,389,443 and unrestricted reserves of £58,883. These were composed principally of a donation from the former Campion School on conversion and a donation in kind for the new STEM building, in respect of Phase 1 of the expansion project. Reserves will be used to fund the future development of the academy.

Under Financial Reporting Standard 102, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff. This results in reducing the reserves shown in the total funds of the academy. It should be noted that this does not present the academy with any current liquidity problem. The academy is currently paying increased employer contributions to reduce this deficit.

Investment Policy

In a period of financial uncertainty and low interest rates, the academy trust's policy has been to maximise liquidity and minimise risk. This policy will be kept under review.

Campion Academy Trust

Governors' Report

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Principal Risks and Uncertainties

The latest risk assessment was completed in December 2021 and includes Covid-related risk assessments. For the year ended 31 August 2021, the following significant risks have been identified and are being managed by the governors.

Risk	Mitigation
Continued impact of Covid-19 results in significant short term operational, compliance and reputational issues	<ul style="list-style-type: none">• Full risk assessment produced and re-visited with strong internal procedures based on national, regional, DfE, PHE and other agency guidelines.• Staffing cover plans and internal/ external links secured.• Budgetary resources set aside to mitigate risks and external financial support claimed and used as required.• Very clear communication channels developed and utilised with staff, pupils, parents and wider community.• Academic achievement closely scrutinised and appropriate catch up and remote learning platforms developed and delivered.
Significant underachievement or failure to maintain educational standards	<ul style="list-style-type: none">• Delegation of monitoring of floor standards to specific members of the SLT.• Continued monitoring of pupil performances and the design of intervention strategies as appropriate.• Continued control over staffing recruitment, training and development to improve the quality of teaching.• Continued monitoring of resources and curriculum plans.• Benchmarking against other schools in the local area.
Lack of sufficient funding in the long term (after 5 years)	<ul style="list-style-type: none">• Long term business planning including strategies to reduce cost base.• Ongoing monitoring of opportunities to increase funding and pupil numbers.• Development of effective relationships with the ESFA to optimise flow of information including access to funding streams and participation in the school funding consultation process.
Unidentified or unplanned liabilities arise that threaten the financial position of the academy (pensions; redundancy; litigation and claims)	<ul style="list-style-type: none">• Ongoing monitoring of insurance cover.• Maintenance of good relationships with Trade Unions.• Access to appropriate HR advice as required.• Ongoing monitoring of reserves to lessen impact.

Campion Academy Trust

Governors' Report

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Principal Risks and Uncertainties (continued)

Risk	Mitigation
Change in the national policy environment that adversely impacts the academy	<ul style="list-style-type: none">• Maintenance of standards and management capacity to withstand national change.• Monitoring of national policy implications.• Maintain relationships with local MPs• Introduce incremental changes as national policy evolves.
Major incident impacting on the academy's reputation	<ul style="list-style-type: none">• Rigorous adherence to and ongoing review of key policies and procedures, including: Code of Conduct; Child protection policy; Health and safety.• Maintenance of a firm behaviour policy.• Ongoing monitoring and update of staff training.

The Academy has a series of inspections and controls, which act effectively to identify and mitigate risks, which include: self-evaluation of financial procedures; auditing processes, including a programme of internal scrutiny; a series of external inspections of Health and Safety; external inspection by our insurers; and the work of Ofsted. Governors receive reports of this activity regularly. The academy has a series of internal financial controls, which are explained in more detail elsewhere in this report.

Risk is a regular item for discussion at Governors' meetings.

Fundraising

As the academy trust does not incur any expenditure in respect of fundraising activities and any donations received are considered to be on a small scale, the governors believe that fundraising does not form part of the academy trust's principal activities. The academy trust neither participates in publicly marketed fundraising events nor in the active soliciting of donations from members of the general public. Accordingly, the academy trust is not registered with the Fundraising regulator.

Campion Academy Trust

Governors' Report

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Plans for future periods (cont'd)

Plans for future periods

Given the continued impact of Covid-19 over the last school year, coupled with further uncertainty on its future impact, the key objectives set out below remain in effect unchanged from the previous year.

Key objectives for 2021-22:

- Ensure outstanding leadership and management leads to outstanding outcomes for all pupils
- Ensure the development of outstanding teaching and learning throughout the school from Years 7 to 13
- Ensure safeguarding is outstanding throughout the school
- Ensure pupils are safe and secure
- Ensure all pupils make outstanding progress including disadvantaged and those with higher prior attainment
- Ensure Post-16 educational outcomes are outstanding
- Ensure 100% of pupils have positive destinations after leaving the school
- Ensure outstanding financial leadership results in outstanding pupil outcomes and a balanced budget
- To work with the Local Authority to secure funding for the expansion of Campion School
- To provide an outstanding education for all pupils during a time of expansion at the school.

In July 2021, building works in respect of Phase 2 of the school's expansion project formally commenced and are due for completion by the Summer of 2022.

Funds held as Custodian Trustee on behalf of others

The academy trust holds no funds on behalf of others as custodian trustee.

Auditor

Insofar as the governors are aware:

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

The governors' report, incorporating a strategic report, was approved by order of the governing body, as the company's directors, on 7 December 2021 and signed on the governing body's behalf by:



F Durrant
Chair

Campion Academy Trust

Governance Statement

Scope of Responsibility

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

As governors, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The governing body has delegated the day-to-day responsibility to the Head teacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Campion Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' responsibilities. The governing body has formally met 6 times during the year. Attendance during the year at meetings of the governing body was as follows:

Governor	Meetings attended	Out of a possible
F Durrant (Chair)	6	6
R Clarke (Vice Chair)	6	6
R Crowther	5	6
J Panesar	6	6
S Ashworth	4	6
F Darby (resigned 1 October 2021)	5	6
T Collins	5	6
K O'Reilly (resigned 12 October 2020)	0	1
P Rutland	1	6
V Pathak	5	6
J Falp	6	6
R Episcopo	5	6
M Arthur	6	6
J Gillmore-Caley	6	6
D Mitchell	3	6
C Catto (appointed 6 July 2021)	1	1

Campion Academy Trust

Governance Statement

.....continued

Governance reviews

The Trust has now had a full academic year under the new governance structure. This included a clearer distinction between the “members of the trust” and the governors and a new pattern of meetings with the Board meeting twice a term with a planned schedule of focus on the agendas so that all areas of interest are covered over the year with all governors, replacing the twice termly schedule of committee meetings. The re-structure has had a positive impact on the governance of the Trust in that all governors are now involved in holding senior leaders to account in all areas rather than a select group of governors responsible for learning and improvement and a small number responsible for pupils, parents and the community. This has served to further develop the skill set and experience of governors. The Resources and Compliance Committee was renamed the Resources and Compliance (including Audit and Risk) Committee, following guidance set out by the ESFA, and meets once per term. In addition to the termly Committee meetings, the Principal Finance Officer shares the monthly Management Accounts with the Chair of the Board and the Chair of the Resources and Compliance (including Audit and Risk) Committee, consistently each month.

Due to the Covid-19 pandemic, there has been a mixture of face to face and virtual meetings but all meetings have taken place this academic year. Whilst the Chair’s Steering meetings have returned to their twice termly format, the Headteacher continues to speak with the Chair on a regular basis in between meetings.

Phase 1 of the school’s build project has been delivered and the school continues to support the delivery of Phase 2 which is currently on time. Throughout the year, governors were kept informed of the progress with the plans for the new Sixth Form block and the refurbishment programme. The expansion project continues to be a standing agenda item at all meetings.

The Trust continues to adhere to Government and Local Authority advice regarding the operation of the Trust during the Covid-19 pandemic and Covid-19 continues to be a standing agenda item on the Board agenda and will be for the foreseeable future. The pupil admission number (PAN) was expanded to 210 for September 2021 and the school is currently oversubscribed in Year 7, Year 8, and Year 9.

A self-review of the governors’ skill sets was undertaken during the year, to both identify any skill gaps to be addressed in future recruitment strategy, and to ensure that current governors are allocated to oversee areas of governance appropriate to their relevant background and experience. Furthermore, a peer review was conducted by an independent educational professional in the Autumn term of 2021, the remit of which included areas of governance across the school. The formal results of the review are pending, although initial feedback has been communicated. The results of the review will inform the governance process in 2022.

The Resources and Compliance (including Audit and Risk) Committee is a sub-committee of the main governing body. Its purpose is to monitor the finances and associated risks in order to ensure the ongoing compliance of the academy trust; and make recommendations to the Governors. Attendance at meetings in the year was as follows:

Governor	Meetings attended	Out of a possible
S Ashworth (Chair)	3	3
R Crowther	3	3
F Durrant	3	3
J Gillmore-Caley	3	3
R Clarke	3	3
M Arthur	3	3

Campion Academy Trust

Governance Statement

.....continued

Review of Value for Money

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

The Accounting Officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the governing body where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The Accounting Officer for the academy trust has delivered improved value for money during the year by:

- During the 2020-2021 period the academy conducted a review of basic subject specific budgets. This involved analysing the basic needs of each academic department and subject leaders submitting costed plans to the Finance team. The new plans led to greater efficiencies being made in the general curriculum capitation budget. This has led to a saving of £14,000 in the general curriculum capitation budget.
- The Academy has decided not to replace an Assistant headteacher (who had maternity leave) and opted to redefine the existing roles of the senior leadership team. This has led to greater flexibility in the way the senior leadership team works and given opportunities to up and coming middle leaders. The Academy has made a significant saving by ensuring this is an effective decision.
- The Academy has continued to use the extensive knowledge of more experienced staff to develop its early career teachers. This has led to the development on extensive teaching and learning programme and an effective use of resources without reducing the quality of teaching in the classroom.

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 Campion Academy Trust 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 Governing Body 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 Governing Body is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has 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 Governing Body.

Campion Academy Trust

Governance Statement

.....continued

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 Governing Body;
- regular reviews by the Resources and Compliance Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- identification and management of risks.

The Governing Body has considered the need for a specific internal audit function and decided, from the Autumn term 2020 to buy in an internal audit service from Warwickshire Education Services.

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

- review of financial plans and financial health;
- review of internal control and risk management;
- review of financial oversight procedures and financial reporting controls; &
- review of the appraisal and re-grading process;

There were no material control issues arising as a result of the Internal auditor's work.

Review of Effectiveness

As accounting officer, the Head teacher 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; &
- the work of the executive managers within the academy trust.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Resources and compliance committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

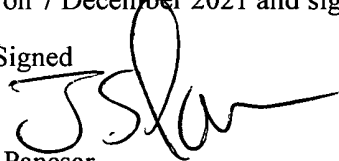
Approved by order of the members of the Governing Body on 7 December 2021 and signed on its behalf by:

Signed



F Durrant
Chair

Signed



J Panesar
Accounting Officer

Campion Academy Trust

Statement on Regularity, Propriety and Compliance

As accounting officer of Campion Academy Trust I have considered my responsibility to notify the academy trust governing body and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy 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 2020.

I confirm that I and the academy trust governing body 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 2020.

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

Signed

A handwritten signature in black ink, appearing to read 'J Panesar', with a long horizontal stroke extending to the right.

J Panesar
Accounting Officer

7 December 2021

Campion Academy Trust

Statement of Governors' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The governors 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 governors 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 good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have been applied for the purposes intended.

The governors are responsible for the maintenance and integrity of the corporate and financial information included on the 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 Governing Body on 7 December 2021 and signed on its behalf by:

Signed



F Durrant
Chair

Campion Academy Trust

Independent Auditor's Report on the Financial Statements to the members of Campion Academy Trust

Opinion

We have audited the financial statements of Campion Academy Trust (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 notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 & 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 & 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 Auditor's 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 UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 governors with respect to going concern are described in the relevant sections of this report.

Campion Academy Trust

Independent Auditor's Report on the Financial Statements to the members of Campion Academy Trust (continued)

Other information

The other information comprises the information included in the Governors' Report, other than the financial statements and our auditor's report thereon. The governors are responsible for the other information contained within the Annual Report and financial statements. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' 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 and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' 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 governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of governors

As explained more fully in the Statement of Governors' Responsibilities set out on page 20, the governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Campion Academy Trust

Independent Auditor's Report on the Financial Statements to the members of Campion Academy Trust (continued)

Auditor's responsibilities for the audit of the financial statements

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

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:

The audit process includes an assessment of the entity's risk environment, through enquiry of and discussion with management and those charged with governance, including an assessment of any key laws and regulations with which the charitable company must comply in the ordinary course of its operations.

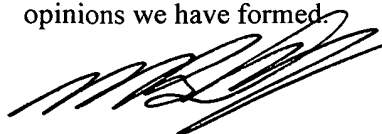
Additionally, the overall risks of irregular transactions occurring are assessed following our observations and confirmation of the design and implementation of management's controls. Whilst we are mindful of these risks, our audit focus is geared towards the risk of material misstatement in the financial statements as a whole.

As such, our procedures cannot guarantee that all transactions have been fully compliant with all relevant laws and regulations, including those regulations relating to fraud, as our procedures are not designed to detect all instances of non-compliance. By definition, the risk of our detection of non-compliance is greater where compliance with a law or regulation is removed from the events and transactions reflected in the financial statements. The risk is also greater regarding irregularities due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and the academy trust's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Ashfield BA FCA (Senior Statutory Auditor)
For and on behalf of Harrison, Beale & Owen Limited
Chartered Accountants and Statutory Auditor
Highdown House
11 Highdown Road
Leamington Spa
CV31 1XT

7 December 2021

Campion Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Campion Academy Trust and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 29 October 2021 and further to the requirements of the Education & 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 Campion Academy Trust during the period 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 Campion Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Campion Academy Trust 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 Campion Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Campion Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Campion Academy Trust's funding agreement with the Secretary of State for Education dated 9 December 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 period 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.

Campion Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Campion Academy Trust and the Education & Skills Funding Agency (continued)

The work undertaken to draw our conclusions includes:

- understanding the basis on which the Accounting Officer has made their statement on Regularity, Propriety and Compliance;
- considering (based on our understanding of the academy's internal controls) the risk of irregular transactions occurring;
- considering the evidence obtained by us to support the audit opinion; and
- conducting further substantive procedures as we considered to be appropriate.

Conclusion

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



Harrison, Beale & Owen Limited
Highdown House
11 Highdown Road
Leamington Spa
CV31 1XT

7 December 2021

Campion Academy Trust

Statement of Financial Activities for the year ended 31 August 2021
(including Income and Expenditure Account)

	Notes	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2020/21 £	Total 2019/20 £
Income and endowments from:						
Donations and capital grants	2	-	11,287	17,809	29,096	6,973,256
Charitable activities:						
Funding for the academy trust's educational operations	3	-	5,377,856	-	5,377,856	4,840,860
Other trading activities	4	1,200	13,486	-	14,686	1,710
Investments	5	75	-	-	75	279
Total		1,275	5,402,629	17,809	5,421,713	11,816,105
Expenditure on:						
Charitable activities:						
Academy trust educational operations	6, 7	64	5,624,734	282,070	5,906,868	5,195,550
Total		64	5,624,734	282,070	5,906,868	5,195,550
Net income/(expenditure)		1,211	(222,105)	(264,261)	(485,155)	6,620,555
Transfers between funds	14	-	(66,021)	66,021	-	-
Other recognised gains/ (losses):						
Actuarial (losses)/ gains on defined benefit pension schemes	22	-	(441,000)	-	(441,000)	(261,000)
Net movement in funds		1,211	(729,126)	(198,240)	(926,155)	6,359,555
Reconciliation of funds						
Total funds brought forward at 1 September 2020		57,672	(2,285,695)	12,587,683	10,359,660	4,000,105
Total funds carried forward at 31 August 2021		58,883	(3,014,821)	12,389,443	9,433,505	10,359,660

Campion Academy Trust

Balance sheet as at 31 August 2021

		2021		2020	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11	12,371,634		12,536,059	
Current assets					
Debtors	12	88,966		72,271	
Cash at bank and in hand		<u>387,964</u>		<u>420,527</u>	
		476,930		492,798	
Liabilities					
Creditors: Amounts falling due within one year	13	<u>(134,059)</u>		<u>(126,197)</u>	
Net current assets			<u>342,871</u>		<u>366,601</u>
Total assets less current liabilities		12,714,505		12,902,660	
Net assets excluding pension liability			<u>12,714,505</u>		<u>12,902,660</u>
Defined benefit pension scheme liability	22	(3,281,000)		(2,543,000)	
Total net assets			<u>9,433,505</u>		<u>10,359,660</u>
Funds of the academy trust:					
Restricted income funds					
Fixed asset fund	14	12,389,443		12,587,683	
Restricted income fund	14	266,179		257,305	
Pension reserve	14	<u>(3,281,000)</u>		<u>(2,543,000)</u>	
Total restricted funds			<u>9,374,622</u>		<u>10,301,988</u>
Unrestricted income funds	14		<u>58,883</u>		<u>57,672</u>
Total funds			<u>9,433,505</u>		<u>10,359,660</u>

The financial statements on page 26 to 48 were approved by the Governors and authorised for issue on 7 December 2021 and are signed on their behalf by:

Signed



F Durrant
Chair

Campion Academy Trust

Statement of cash flows for the year ended 31 August 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by/ (used in) operating activities	17	67,198	167,687
Cash flows from investing activities	18	(99,761)	(33,246)
Change in cash and cash equivalents in the reporting period		(32,563)	134,441
Cash and cash equivalents at 1 September 2020		420,527	286,086
Cash and cash equivalents at 31 August 2021	19, 20	387,964	420,527

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

1. Statement of Accounting Policies

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), 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.

Going Concern

The governors assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the 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.

Governors consider that various factors have assisted them in making their assessment on going concern, including: the growth plan of the school, which has already seen pupil numbers increase over the last few years and is expected to continue with capital projects both recently completed and planned for the future; continued adherence to budgetary discipline and careful monitoring of expenditure; and a level of reserves, including cash funds, to enable the school to absorb any deficits in the short to medium term, including those arising from the impact of the COVID-19 pandemic, as the school implements its expansion plan.

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 period 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.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

1. Statement of Accounting Policies (continued)

- **Sponsorship income**

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

- **Donations**

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

- **Other income**

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

- **Donated goods, facilities and services**

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

- **Donated fixed assets**

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

- **Fixed assets donated on conversion to an academy trust**

Certain fixed assets were transferred from the governors on conversion to an Academy on 1 January 2012 and are recognised on the following bases,

- School buildings – recognised at depreciated replacement cost
- Furniture, equipment and computer equipment – at existing use value

Expenditure

All 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.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

1. Statement of Accounting Policies (continued)

- **Expenditure on Raising Funds**

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

- **Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

Tangible Fixed Assets

Assets costing £1,500 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 leasehold land where the lease is more than 20 years 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:

Long leasehold buildings	2%
Furniture and equipment	20%
Computer equipment	33.33%

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

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.

Liabilities

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

Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

1. Statement of Accounting Policies (continued)

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Leased Assets

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

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 13. 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.

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.

Pensions Benefits

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

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

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

1. Statement of Accounting Policies (continued)

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income/ (expenditure) are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/ asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

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 governors.

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

Agency Arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received and paid and any balances held over as amounts due to the ESFA are disclosed in note 25.

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and 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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

2. Donations and capital grants	Unrestricted Funds £	Restricted Funds £	Total 2020/21 £	Total 2019/20 £
Capital grants	-	17,809	17,809	17,230
Donated fixed assets	-	-	-	6,880,000
Other donations	-	11,287	11,287	76,026
	-	29,096	29,096	6,973,256

The income from donations and capital grants was £29,096 (2020: £6,973,256) of which £11,287 (2020: £76,026) was restricted and £17,809 (2020: £6,897,230) was restricted fixed assets.

3. Funding for Academy trust's educational operations	Unrestricted Funds £	Restricted Funds £	Total 2020/21 £	Total 2019/20 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	4,507,553	4,507,553	4,149,069
Other DfE/ ESFA grants	-			
UIFSM	-	23,400	23,400	8,360
Pupil Premium	-	232,450	232,450	206,472
Others	-	228,726	228,726	223,900
	-	4,992,129	4,992,129	4,587,801
Other Government grants				
Local Authority grants	-	259,478	259,478	204,774
Special Educational projects	-	56,959	56,959	48,285
Covid-19 additional funding (DfE/ ESFA)				
Catch-up premium	-	40,400	40,400	-
Covid-19 additional funding (Non DfE/ ESFA)				
Other Covid-19 funding	-	28,890	28,890	-
	-	385,727	385,727	253,059
	-	5,377,856	5,377,856	4,840,860

All funding for the Academy trust's educational operations was restricted in both 2021 and 2020. The academy received £40,400 of funding for catch-up premium and costs incurred of this funding totalled £40,400.

4. Other trading activities	Unrestricted Funds £	Restricted Funds £	Total 2020/21 £	Total 2019/20 £
Income from other charitable activities	1,200	13,486	14,686	1,710
	1,200	13,486	14,686	1,710

The income from other trading activities was £14,686 (2020: £1,710) of which £1,200 was unrestricted (2020: £1,200) and £13,486 was restricted (2020: £510).

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

5. Investment income	Unrestricted Funds £	Restricted Funds £	Total 2020/21 £	Total 2019/20 £
Short term deposits	75	-	75	279
	<u>75</u>	<u>-</u>	<u>75</u>	<u>279</u>

All investment income is unrestricted in both 2021 and 2020.

6. Expenditure

	Staff costs £	Non-pay expenditure		Total 2020/21 £	Total 2019/20 £
		Premises £	Other £		
Academy's educational operations					
- Direct costs	3,606,909	226,749	363,319	4,196,977	3,672,327
- Allocated support costs	1,282,124	130,515	297,252	1,709,891	1,523,223
	<u>4,889,033</u>	<u>357,264</u>	<u>660,571</u>	<u>5,906,868</u>	<u>5,195,550</u>

Expenditure on educational operations comprised £5,624,734 (2020: £5,041,627) in restricted funds, £282,070 (2020: £153,759) in restricted fixed asset funds and £64 (2020: £164) in unrestricted funds.

Net (income)/expenditure for the year includes:	2020/21 £	2019/20 £
Operating lease rentals:		
- Equipment	15,755	14,307
Depreciation	282,070	153,759
Fees payable to auditor for:		
- audit	10,500	8,500
- other services	5,000	5,000

7. Charitable Activities

	Total 2020/21 £	Total 2019/20 £
Direct costs – educational operations	4,196,977	3,672,327
Support costs – educational operations	1,709,891	1,523,223
	<u>5,906,868</u>	<u>5,195,550</u>

Analysis of support costs	Boarding £	Educational operations £	Total 2020/21 £	Total 2019/20 £
Support staff costs	-	1,282,124	1,282,124	1,106,233
Technology costs	-	8,716	8,716	25,867
Premises costs	-	130,515	130,515	131,643
Other support costs	-	264,187	264,187	233,941
Governance costs	-	24,349	24,349	25,539
Total support costs	<u>-</u>	<u>1,709,891</u>	<u>1,709,891</u>	<u>1,523,223</u>

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

8. Staff

Total	Total
2020/21	2019/20
£	£

a. Staff costs

Staff costs during the period were:

Wages and salaries	3,434,959	2,992,134
Social security costs	315,426	271,726
Pension costs	1,116,200	958,431
	<u>4,866,585</u>	<u>4,222,291</u>
Agency staff costs	22,448	40,406
	<u>4,889,033</u>	<u>4,262,697</u>

Included within pension costs above are actuarial adjustments on the LGPS pension of £297,000 (2020: £261,000) of which £45,000 (2020: £41,000) related to net interest adjustments.

b. Staff numbers

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

	2020/21	2019/20
	No.	No.
Teachers	66	53
Administration and support	58	64
Management	10	10
	<u>134</u>	<u>127</u>

c. Higher paid staff

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

	2020/21	2019/20
	No.	No.
£60,001 - £70,000	3	2
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
	<u>4</u>	<u>3</u>

d. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior leadership team as listed on pages 1 and 2. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £679,525 (2020: £626,363).

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

9. Related Party Transactions - Governors' remuneration and expenses

One or more governors has been paid remuneration or has received benefits from an employment with the academy trust. The Principal and other staff governors 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 governors' remuneration and other benefits was as follows:

J Panesar (Principal and Accounting Officer):

Remuneration £80,000 - £85,000 (2020: £75,000 - £80,000)

Employer's pension contributions £15,000 - £20,000 (2020: £15,000 - £20,000)

T Collins (staff governor):

Remuneration £25,000 - £30,000 (2020: £20,000 - £25,000)

Employer's pension contributions £5,000 - £10,000 (2020: £5,000 - £10,000)

R Fairbrother (staff governor; resigned 22 January 2020):

Remuneration £Nil (2020: £15,000 - £20,000)

Employer's pension contributions £Nil (2020: £0 - £5,000)

R Ruddlesdin (staff governor; resigned 22 January 2020):

Remuneration £Nil (2020: £10,000 - £15,000)

Employer's pension contributions £Nil (2020: £0 - £5,000)

K O'Reilly (casual exam invigilator; resigned 12 October 2020)

Remuneration £0 - £5,000 (2020: £0 - £5,000)

Employer's pension contributions £Nil (2020: £Nil)

During the period ended 31 August 2021 expenses of £Nil were reimbursed or paid directly to governors (2020: £Nil).

Other related party transactions involving the governors are set out in note 23.

10. Governors' and Officers' Insurance

In accordance with normal commercial practice the academy has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business.

From 1 January 2015 the academy entered into the ESFA's Risk Protection Arrangements and these arrangements include protection for governors and officers of the academy. No separately identifiable premium for governors' and officers' protection is available for disclosure under these arrangements for the year ended 31 August 2021 and 2020.

The insurance provides cover up to £10,000,000 on any one loss and any one membership year.

The cost of this insurance is included in the total insurance cost.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

11. Tangible Fixed Assets

	Leasehold Land and Buildings £	Assets under construction £	Furniture and Equipment £	Computer Equipment £	Total £
Cost or valuation					
At 1 September 2020	6,537,906	6,880,000	180,770	271,522	13,870,198
Additions	-	-	75,265	42,380	117,645
Transfers	6,880,000	(6,880,000)	-	-	-
At 31 August 2021	<u>13,417,906</u>	<u>-</u>	<u>256,035</u>	<u>313,902</u>	<u>13,987,843</u>
Depreciation					
At 1 September 2020	971,383	-	152,420	210,336	1,334,139
Charged in period	226,749	-	16,102	39,219	282,070
At 31 August 2021	<u>1,198,132</u>	<u>-</u>	<u>168,522</u>	<u>249,555</u>	<u>1,616,209</u>
Net book values					
At 31 August 2021	<u>12,219,774</u>	<u>-</u>	<u>87,513</u>	<u>64,347</u>	<u>12,371,634</u>
At 31 August 2020	<u>5,566,523</u>	<u>6,880,000</u>	<u>28,350</u>	<u>61,186</u>	<u>12,536,059</u>

From October 2020, a new STEM building was brought into use and has consequently been depreciated in the year to 31 August 2021. As the building was substantially completed in the year ended 31 August 2020 the asset and related donation in kind was recognised in the previous accounting period.

As no fair value was readily available and no additional costs were incurred in the current financial year end, the asset was transferred from "Assets under construction" into "Leasehold land and buildings" at the cost to the donor.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

12. Debtors	2021	2020
	£	£
Trade debtors	-	200
VAT recoverable	16,336	16,167
Prepayments and accrued income	72,630	55,904
	<u>88,966</u>	<u>72,271</u>
13. Creditors: amounts falling due within one year	2021	2020
	£	£
Trade creditors	18,280	42,656
Other creditors	16,425	13,181
Accruals and deferred income	99,354	70,360
	<u>134,059</u>	<u>126,197</u>
Deferred income	2021	2020
	£	£
Deferred income at 1 September 2020	14,273	21,972
Released from previous years	(14,273)	(21,972)
Resources deferred in the year	47,878	14,273
Deferred income at 31 August 2021	<u>47,878</u>	<u>14,273</u>

Deferred income includes grant income of £47,330 (2020: £13,883) and other income of £548 (2020: £390) that the Academy has received or invoiced in advance of entitlement of receipt.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

14. Funds

	Balance at 1 September 2020	Income	Expenditure	Gains, Losses and Transfers	Balance at 31 August 2021
	£	£	£	£	£
Restricted general funds					
General Annual Grant (GAG)	99,648	4,507,553	(4,447,934)	(66,021)	93,246
UIFSM	8,360	23,400	(24,560)	-	7,200
Pupil premium	-	232,450	(232,450)	-	-
Catch-up premium	-	40,400	(40,400)	-	-
Other ESFA/ DfE grants	-	228,726	(225,846)	-	2,880
Other Covid-19 funding	-	28,890	(28,890)	-	-
Other grants	149,297	341,210	(327,654)	-	162,853
Pension reserve	(2,543,000)	-	(297,000)	(441,000)	(3,281,000)
	(2,285,695)	5,402,629	(5,624,734)	(507,021)	(3,014,821)
Restricted fixed asset funds					
DfE Group capital grants	51,624	17,809	-	(51,624)	17,809
Capital expenditure from GAG	89,536	-	(55,320)	117,645	151,861
New Build – Phase 1 donation	6,880,000	-	(114,667)	-	6,765,333
Assets transferred from predecessor school	5,566,523	-	(112,083)	-	5,454,440
	12,587,683	17,809	(282,070)	66,021	12,389,443
Total restricted funds	10,301,988	5,420,438	(5,906,804)	(441,000)	9,374,622
Unrestricted funds					
Unrestricted funds	57,672	1,275	(64)	-	58,883
Total unrestricted funds	57,672	1,275	(64)	-	58,883
Total funds	10,359,660	5,421,713	(5,906,868)	(441,000)	9,433,505

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

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

The UIFSM reserve represents grants funded by the ESFA/ DfE on free school meals received and expended in the year.

The pupil premium reserve represents grants funded by the ESFA/ DfE received and expended in the year.

Other ESFA/ DfE grants including the Catch-up premium and Non ESFA/ DfE Covid-19 related funding represent grants received and expended on support for teachers' pay and pension costs, Covid catch-up, mass testing and related funding.

Other grants in restricted funds were funded by other government grants and donations and will be spent on specific projects in future years.

The pension reserve represents the Academy's share of the LGPS pension fund deficit.

The restricted fixed asset funds are not available for spending as they represent the net book value of fixed assets transferred from the predecessor school and subsequent additions thereto, including donated assets. Future depreciation will be charged against these funds.

Unrestricted funds include surpluses transferred on academy conversion, to be spent at the discretion of the governors.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2021

.....continued

14. Funds (continued)

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, Losses and Transfers £	Balance at 31 August 2020 £
Restricted general funds					
General Annual Grant (GAG)	402	4,149,069	(4,015,387)	(34,436)	99,648
Pupil premium	-	206,472	(206,472)	-	-
Other ESFA/ DfE grants	28,530	232,260	(252,430)	-	8,360
Other grants	126,040	329,595	(306,338)	-	149,297
Pension reserve	(2,021,000)	-	(261,000)	(261,000)	(2,543,000)
	(1,866,028)	4,917,396	(5,041,627)	(295,436)	(2,285,695)
Restricted fixed asset funds					
DfE Group capital grants	50,713	17,230	-	(16,319)	51,624
Capital expenditure from GAG	80,458	-	(41,677)	50,755	89,536
New Build – Phase 1 donation	-	6,880,000	-	-	6,880,000
Assets transferred from predecessor school	5,678,605	-	(112,082)	-	5,566,523
	5,809,776	6,897,230	(153,759)	34,436	12,587,683
Total restricted funds	3,943,748	11,814,626	(5,195,386)	(261,000)	10,301,988
Unrestricted funds					
Unrestricted funds	56,357	1,479	(164)	-	57,672
Total unrestricted funds	56,357	1,479	(164)	-	57,672
Total funds	4,000,105	11,816,105	(5,195,550)	(261,000)	10,359,660

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

.....continued

15. Analysis of net assets between funds

Fund balances at 31 August 2021 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	12,371,634	12,371,634
Current assets	58,883	400,238	17,809	476,930
Current liabilities	-	(134,059)	-	(134,059)
Pension scheme liability	-	(3,281,000)	-	(3,281,000)
Total net assets	58,883	(3,014,821)	12,389,443	9,433,505

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

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	12,536,059	12,536,059
Current assets	57,672	383,502	51,624	492,798
Current liabilities	-	(126,197)	-	(126,197)
Pension scheme liability	-	(2,543,000)	-	(2,543,000)
Total net assets	57,672	(2,285,695)	12,587,683	10,359,660

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

.....continued

16. Commitments under operating leases

Operating leases

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

	2020/21 £	2019/20 £
Amounts due within one year	15,730	13,447
Amounts due between one and five years	8,171	10,381
	<u>23,901</u>	<u>23,828</u>

17. Reconciliation of net expenditure to net cash flow from operating activities	2020/21 £	2019/20 £
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(485,155)	6,620,555
Adjusted for:		
Depreciation (note 11)	282,070	153,759
Capital grants from DfE and other capital income	(17,809)	(17,230)
Donated fixed assets	-	(6,880,000)
Interest receivable (note 5)	(75)	(279)
Defined benefit pension scheme cost less contributions payable (note 22)	252,000	220,000
Defined benefit pension scheme finance cost (note 22)	45,000	41,000
Increase in debtors	(16,695)	(2,464)
Increase in creditors	7,862	32,346
Net cash provided by/ (used in) operating activities	<u>67,198</u>	<u>167,687</u>

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

.....continued

18. Cash flows from investing activities	2020/21	2019/20
	£	£
Dividends, interest and rent from investments	75	279
Purchase of tangible fixed assets	(117,645)	(50,755)
Capital grants from DfE/ESFA	17,809	17,230
Net cash (used in)/ provided by investing activities	(99,761)	(33,246)

19. Analysis of cash and cash equivalents

	2021	2020
	£	£
Cash in hand and at bank	387,964	420,527
Total cash and cash equivalents	387,964	420,527

20. Analysis of changes in net funds

	At 1 September 2020	Cash flows	Other non-cash changes	At 31 August 2021
	£	£	£	£
Cash	420,527	(32,563)	-	387,964
Overdraft facility repayable on demand	-	-	-	-
Total	420,527	(32,563)	-	387,964

21. 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.

22. Pension and similar obligations

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

The latest actuarial valuation of the TPS was 31 March 2016 and of the LGPS 31 March 2019.

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

Teachers' Pension Scheme

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

Notes to the Financial Statements for the Year Ended 31 August 2021

.....continued

22. Pension and similar obligations
Teachers' Pension Scheme (continued)

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 is due to be implemented from 1 April 2023.

The employer's pension costs paid to the TPS in the period amounted to £524,851 (2020: £455,321).

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

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

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Notes to the Financial Statements for the Year Ended 31 August 2021

.....continued

22. Pension and similar obligations

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 period ended 31 August 2021 was £333,541 (2020: £295,344) of which employer's contributions totalled £265,194 and employees' contributions totalled £68,347. Estimated employer's contributions for the period to 31 August 2022 total £265,000.

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

From 2014 the academy entered into an agreement with the trustees of the scheme to make further deficit contributions in addition to normal funding levels. The rate relating to the deficit repayment is 5.7% based on a recovery period of 19 years.

Principal Actuarial Assumptions	2021	2020
Rate of increase in salaries	3.70%	3.00%
Rate of increase for pensions in payment/inflation	2.90%	2.20%
Discount rate for scheme liabilities	1.65%	1.70%
Commutation of pension to lump sums	50-75%	50-75%

Sensitivity analysis

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are:

Change in assumptions at 31 August 2021:	Approximate % increase to Employer Liability	Approximate monetary amount (£)
0.1% decrease in real discount rate	2%	172,000
0.1% increase in the salary increase rate	0%	16,000
0.1% increase in pension increase rate	2%	153,000
1 year increase in life expectancy	4%	295,000

It must be appreciated in accordance with the Charity Commission publication, 'Charity Reserves and Defined Pension Schemes' that where, under FRS 102, a charity discloses a significant pension fund deficit, this does not mean that an immediate liability for this amount crystallises. Similarly, where a pension surplus is disclosed this does not create an immediately realisable asset that can be released straight away and expended on the purposes of the charity. In particular, the disclosure of a pension liability does not mean that an equivalent amount is already committed and is no longer available to the governors to further the charity's objectives.

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

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22. Pension and similar obligations

Local Government Pension Scheme (continued)

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

	2021	2020
Retiring today		
Males	21.8	21.6
Females	24.2	23.8
Retiring in 20 years		
Males	23.0	22.5
Females	26.1	25.4

The academy trust's share of the assets in the scheme were:

	2021 £	2020 £
Equities	2,536,000	1,809,000
Bonds	981,000	754,000
Property	450,000	392,000
Cash	123,000	60,000
Total market value of assets	4,090,000	3,015,000

Amounts recognised in the statement of financial activities

	2020/21 £	2019/20 £
Current service cost	(517,000)	(435,000)
Past service cost	-	-
Interest income	54,000	53,000
Interest cost	(99,000)	(94,000)
Total operating charge	(562,000)	(476,000)

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

	2020/21 £	2019/20 £
At 1 September	5,558,000	4,696,000
Current service cost	517,000	435,000
Interest cost	99,000	94,000
Employee contributions	68,000	58,000
Actuarial loss	1,172,000	316,000
Benefits paid	(43,000)	(41,000)
Past service cost	-	-
At 31 August	7,371,000	5,558,000

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2021

.....continued

22. Pension and similar obligations

Local Government Pension Scheme (continued)

Changes in the fair value of the academy's share of scheme assets:	2020/21	2019/20
	£	£
At 1 September	3,015,000	2,675,000
Interest income	54,000	53,000
Actuarial gain	731,000	55,000
Employer contributions	265,000	215,000
Employee contributions	68,000	58,000
Benefits paid	(43,000)	(41,000)
At 31 August	<u>4,090,000</u>	<u>3,015,000</u>

23. Related Party Transactions

Owing to the nature of the academy trust and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions may take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures. No related party transactions took place in the period of account other than certain governors' remuneration already disclosed in note 9.

24. Events after the end of the reporting period

In July 2021, construction work formally began on Phase 2 of the school's expansion project, as funded by Warwickshire County Council's Education and Learning (Schools) capital programme. The funds released for the project amount to £8.9 million (including developer contributions). Phase 2 comprises a new 6th Form block and this is expected to come into use in the academic year commencing September 2022.

25. Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2021 the trust received £9,208 and disbursed £5,963 from the fund. An amount of £15,225 is included in other creditors relating to total undistributed funds carried forward and unspent in the year that is repayable to the ESFA.