

Company Registration No. 07625308 (England and Wales)

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

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# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

Mr I Henderson  
Mr A Sen  
Mrs L Frall  
Dr W F O'Sullivan  
Mrs L Remmer (Appointed 24 September 2020)

### Trustees

Mrs L Frall (Co-chair of trustees)  
Mrs S Colombini (Headteacher and Accounting Officer)  
Mr I Henderson  
Dr W F O'Sullivan (Co-chair of trustees) (Appointed 24 September 2020)  
Mr J Otieno (Parent trustee)  
Dr G Benford (Appointed 24 September 2020)  
Mr P Owen (Appointed 24 September 2020 and resigned 11 November 2021)  
Mr N Davies  
Mr A Sen  
Mrs F White  
Miss L Erro (Staff trustee)

### Senior leadership team

- Headteacher	Sarah Colombini
- Finance and operations manager	Lisa Hughes
- Deputy headteacher	Alec Waters
- Assistant headteacher	Andrew Barnard
- Assistant headteacher (appointed 1 September 2020)	Robert Goodwin
- Assistant headteacher (appointed 1 September 2020)	Andrew Sargent

### Company secretary

L Hughes

### Company registration number

07625308 (England and Wales)

### Principal and registered office

Stroud Road  
Gloucester  
GL1 5LE  
United Kingdom

### Independent auditor

Azets Audit Services  
Pillar House  
113-115 Bath Road  
Cheltenham  
Gloucestershire  
GL53 7LS  
United Kingdom

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### **Bankers**

Lloyds Bank Plc  
19 Eastgate Street  
Gloucester  
GL1 1NU  
United Kingdom

### **Solicitors**

Harrison Clark Rickerbys LLP  
c/o Harrison Clark Rickerbys Limited  
Ellenborough House  
Wellington Street  
Cheltenham  
Gloucestershire  
GL50 1YD  
United Kingdom

Stone King LLP  
13 Queen Square  
Bath  
BA1 2HJ  
United Kingdom

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 AUGUST 2021*

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The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates an Academy for students age 11-18 which is a selective girls school for ages 11-16, with a co-educational sixth form. The Academy is situated in the south of the city of Gloucester and attracts students from Gloucestershire as a whole. The School has a total capacity of 900 students and had a roll of 821 at the October 2020 census.

#### **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 charitable company operates as Ribston Hall High School Academy Trust.

The Trustees of Ribston Hall High School Academy Trust are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

##### Members' liability

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

##### Trustees' indemnities

The school has Trustees liability insurance in place (note 12 refers). There are no qualifying third party indemnity provisions to report.

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

The members may appoint Trustees in accordance with the Memorandum and Articles. The members may appoint Staff Trustees provided that the total number of Staff Trustees (including the Headteacher) does not exceed one third of the total number of Trustees. The Local Authority at the request of the Trustees may appoint the Local Authority Trustee. Parent Trustees must be a parent of a pupil at the school at the time when they are elected. The Trustees may appoint up to three co opted Trustees. Additional Trustees may, if deemed necessary, be appointed by the Secretary of State. The term of office for any Trustee, other than the Headteacher, is four years.

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

Prior to appointment Trustees take part in an induction programme which includes a school visit and meeting with the Chair of Trustees, Vice Chair(s), and the Headteacher. On-going training and relevant CPD opportunities are given to all Trustees throughout their term of office.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### Organisational structure

The Trustees are responsible for setting strategic direction and general policy. They adopt an annual development plan and budget and monitor the development of the school through these documents. They make decisions about the future direction of the school, capital expenditure and, with the senior leadership team, on staff appointments.

The Board of Trustees meets at least six times a year, receives reports from its separate finance committee, and manages its strategic objectives.

The Finance Committee meets regularly, at least three times a year, and has clear decision making powers and Terms of Reference which are reviewed annually.

On a day to day basis the operational running of the school has been delegated to the Headteacher. The Headteacher acts as the Accounting Officer.

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

Pay decisions are made by the Governing Body which has delegated certain responsibilities and decision making powers to the Pay Committee. The Pay Committee shall be responsible for the establishment and review of the pay policy, subject to the approval of the Governing Body, and shall have full authority to take pay decisions on behalf of the Governing Body in accordance with this policy.

The Governing Body has established pay ranges for the Headteacher and Assistant Headteachers within the relevant group parameters. The Governing Body will normally appoint new leadership teachers at the bottom point of the relevant pay range.

#### Trade union facility time

##### *Relevant union officials*

Number of employees who were relevant union officials during the relevant period	2
Full-time equivalent employee number	1.22

##### *Percentage of time spent on facility time*

Percentage of time	Number of employees
0%	2
1%-50%	-
51%-99%	-
100%	-

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

Total cost of facility time	-
Total pay bill	3,775,438
Percentage of the total pay bill spent on facility time	-

##### *Paid trade union activities*

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
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#### Related parties and other connected charities and organisations

The school works with the Ribston Hall Association (RHA), a Parent, Teacher and Friends Association who organise events to raise funds for the school to enable students to achieve their best. The Headteacher is a committee member of the RHA. The charity is registered with the Charity Commission for England and Wales and is run independently of the school.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **Objectives and activities**

#### Objects and aims

To advance for the public benefit, education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a selective School offering a broad and balanced curriculum.

The Trustees and Staff at Ribston Hall have agreed the following:

The School Intent at Ribston is to provide an education that gives students opportunities to:

- **Cognitive Fluency:**  
Become effective, autonomous learners who have developed skills that enable them to learn with cognitive fluency. They will have high aspirations and will work hard to achieve their goals;
- **Personal Character:**  
Develop their personal character. They will have high expectations of themselves and their behaviour. They will show good judgement, confidence and self-belief;
- **Compassion & Tolerance:**  
Develop compassion, tolerance and a strong social conscience. Students will take opportunities to improve their own world through their careers and relationships in both the local and global community.

The strategic implementation for our curriculum is to facilitate a culture of academic excellence and personal growth through enriching and effective learning experiences.

Promote Challenge & Deep thinking - High expectations from students and teachers, with opportunities for independent learning through:

- **Modelling & Risk-Taking** - Students are resilient and know how to apply knowledge and skills
- **Questioning** - 'high-level' questioning so that students think hard
- **Feedback & Metacognition for Self-Reflection** - High quality, to encourage future discovery
- **Positive Learning Climate** – Embedded use of positive language

These four key strategies will be embedded into the curriculum and teaching through the implementation of the Effective Teaching Framework and supportive teacher CPD in pedagogical development. These strategies, alongside increasingly demanding subject content will provide opportunities throughout the Key Stages for students to develop themselves.

### **Curriculum Supporting Principles**

- The curriculum considers the individual needs of students and offers them the opportunity to experience success both academically and personally;
- Students will meet or exceed their expected academic progress over their 7 year journey;
- Targeted intervention and support or additional challenge will be put into place to ensure students meet their expected outcomes;
- Knowledge will be taught to be remembered and will be sequenced coherently throughout the Key Stages;
- Students will regularly have opportunities for deep learning experiences through academic subject teaching or the PSHE and Careers provision;
- High quality assessment and feedback to ensure students understand how to make progress;
- RHHS will value and support time for enrichment outside of the curriculum through extra-curricular activities, trips, visits, immersive 'drop down' days, and taster sessions;
- Staff will be supported to develop their pedagogy and professional practice;
- Senior Leaders, Curriculum Leads and Students will play an important part in the success of the curriculum by leading a regular programme of monitoring, evaluation and review.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Objectives, strategies and activities

#### **21/22 Key Objectives**

Every child is different.

At Ribston Hall High School, we believe that each child's individuality should be encouraged and **developed**.

At Ribston Hall, we recognise that over the past eighteen months, COVID-19 and the resulting lockdowns have impacted on the school and our students' learning. Last year, our key strategic focus was to address the potential gaps in students' knowledge and understanding through the Recovery Strategy.

The core principles of the Recovery Strategy are still embedded in our School Improvement Plan as the most recent lockdown in January 2021 has continued to impact on our learners. This, alongside the large numbers of students self-isolating due to COVID across the spring and summer term have further impacted on student progress.

With this in mind, the principles of our Recovery strategy will continue as part of this strategic planning cycle. This means that support will remain in place using progress assessments during the school year to indicate potential gaps in student knowledge and understanding.

The strategy focusses on three key pillars of support:

#### **1. Teaching and Assessment**

- Continuing development of excellent teaching
- Approaches to 'blended Learning'
- Transition support – assessment to identify gaps from previous Year/Key Stage
- Assessment and Feedback

#### **2. Targeted Support**

- Intervention Programmes: Academic and Pastoral
- One-to-One and Small group tuition

#### **3. Wider Strategies**

- Supporting Parents and Carers
- Access to technology

Continuing school closures up until the end of the spring Term 2021 due to COVID-19 reduced the school's ability to realise a small number of the Key Objectives within the 2020/21 School Improvement Plan although great strides were made in Teaching and Learning and Assessment.

Key Objectives that were not achieved in their entirety will continue to be pursued and realised next year alongside a mindful consideration of future interruptions to the school year.

The School Improvement Plan 2021/22 addresses key fundamental areas that will facilitate further improvement of the school and will serve to work in conjunction with the School's Recovery Strategy. These key areas will be:

- The quality of teaching & learning and its facilitation within the classroom
- The quality and culture of leadership across the school
- Development of Sixth Form opportunities and aspiration



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Academic Outcomes**

Continue to strive for consistent improvements in the 2022 academic outcomes through the school's Progress 8 at GCSE and L3VA at A level. With specific focus on ensuring disadvantaged and SEN students are making the same progress as the rest of the cohort.

### **Curriculum Thinking**

Ensure Ribston Hall's Curriculum Intent is secure within the school community. Continue to embed the shared language that underpins the learning culture within the school.

Further develop Curriculum Knowledge Maps to strengthen a common approach to curriculum delivery at each Key Stage. Meticulous curriculum planning and sequencing will support skills and knowledge development, increase challenge and opportunities to interconnect prior learning. Curriculum Knowledge Maps will be structured to align with our new assessment framework and ensure students are prepared to learn through opportunities for development of autonomy, cognitive fluency and personal character.

### **Teaching and Learning – Pedagogy**

A continuing focus on effective teaching through the school's evidenced-informed research approach, endorsed by the Teaching & Learning group. Following recent development, the priority is now to fully embed challenge, deep thinking and metacognitive strategies (EEF recommendations) in teaching practice.

This will be supported by the Teaching and Learning focus group; peer coaching will be used to and further encourage reflective practice when developing staff engagement with pedagogy. This will be utilised as a support structure alongside the development of middle leaders' use of instructional coaching.

### **Assessment**

Implement our new Assessment framework with core principles that support the development of metacognitive strategies to enhance learning.

Establish the consistent implementation of the criteria driven Ribston Cognitive Qualities (RCQs) and the Professional Predicted Grade (PPG) to provide accurate diagnostic evidence and predictions of student progress. Ensure deep level analysis against targets by middle and senior leaders to facilitate suitable intervention, bridge gaps, and plan next step learning.

### **Continuing Professional Development**

Continue to cultivate an appetite of professional growth within the staff body through a personalised and self-selected CPD offer that will include the development of pedagogical and subject knowledge. Middle Leaders will facilitate individual support through Performance Management conversations, collaborative curriculum planning and development in the use of instructional coaching.

Opportunities for enhanced CPD will include the use of the T&L group to act as peer coaches to support individual pedagogical development and encourage reflection alongside guided action research within the classroom.

### **Quality and Culture of Leadership**

Set high expectations for leaders at all levels. Create a leadership framework that establishes the fundamentals of good leadership, develops practice, supports corporate review and improves self-reflection. Establish the use of instructional coaching as a vehicle for both senior and middle leaders further develop their skills whilst supporting their staff in developing autonomy.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **PSHE**

Develop and deliver a more coordinated and progressive PSHE and Study Skills Curriculum specific to each Key Stage that enriches the spiritual, moral, cultural, mental, and physical development of our students. to include a broader spectrum of mental health themes.

Revisit and further develop PSHE knowledge maps with meticulous planning to ensure coverage at each Key Stage against the major themes, including new requirements for statutory RSE, and Health Education. Ensure these include all contributions made by subjects and provides regular opportunities to develop opinions and enhance student metacognitive ability.

### **Careers & IAG**

Incorporated within the PSHE programme will be the delivery of a cohesive and integrated Careers Programme that aligns with the Gatsby Benchmarks.

### **Sixth Form Opportunities and Aspiration**

Establish the unique and individualised offer within the Sixth Form that secures exceptional learning skills consistent with undergraduate study or Level 3 Apprenticeships. Embed the use of Personalised Learning Checklists (PLCs) and Independent Learning Tasks (ILTs) in Post 16 teaching and learning to support the improvement of student progress in KS5. Continue to develop opportunities for personal development through a vibrant enrichment and PSHE programme. Effective IAG will provide the next stage of preparation for all.

### **Quality and Culture of Student Leadership**

Further develop opportunities for student leadership to enrich their school experience and empower the leaders of the future.

### **Keystones**

Enhance the school's learning environment with the completion of our state-of-the-art Science Laboratory build in early 2022. Prepare the scientists of the future with an engaging and enriching programme of STEM learning offering the very best experiences inside and outside of the classroom.

To ensure financial solvency through:

- Improvement of recruitment of students at all levels
- Establishing the School's marketing and communications strategy (including centenary celebrations) across all forms of media

Continue engagement with our Partnership Primary Schools to deliver the ambitious offer laid out in the Fair access and partnership plan to support disadvantaged children in the local area to aspire to attend a grammar school.

### Public benefit

All the activities undertaken by the school are for the education of its students and the good of the wider local community. As such the primary objective of the school is to support those objectives and there is no financial return to any shareholders.

The school's Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising powers or duties. This has been with particular reference to Principles 1 and 2 as found in "The Advancement of Education for the Public Benefit, 2008".

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **Strategic report**

#### **Achievements and performance**

##### Key performance indicators

For a second year, the way that school results have been generated this year is significantly different due to the Coronavirus pandemic. Exams were cancelled for a second year in January 2021 and schools were asked to prepare 'Teacher Assessed Grades' (TAGs) for students. The process this year was a further significant change and placed a lot of pressure on school staff to perform a role that examination boards usually facilitate. This involved setting papers, marking, moderating, and deciding standardised grading against text-based grade descriptors.

As in summer 2020, we followed a very rigorous process for generating TAGs. This was quality assured at all levels and placed great emphasis on teacher's professional judgement. The TAG process also allowed for candidates to appeal their grade provided by the school. Whilst this potentially left the school vulnerable to impact from the workload from the opportunity for candidates to appeal their grade, this did not prove to be the case. The appeals deadline has now passed, and the school received no formal 'stage 2 appeals', this is a clear reflection of how successfully and fairly this process was managed by the school.

The TAGs we prepared using data from student performance show a further positive improvement in outcomes. This was also expected due to improved baseline data from the respective cohorts. The percentage of students achieving grades 9-7 has increased from 60.38% to 71.40%. The Average Attainment 8 Score per pupil this year has increased from 69.71 to 71.39.

At A Level the data used to generate TAGs shows a further improvement on performance from previous years, this is partly a reflection of increased rigour in our Sixth Form admissions process, but also the development of pedagogy over the past 12-18 months. Students results graded at A\*-B have increased from 69.01% to 71.11% and the average points per entry has increased from 41.28 to 42.49.

##### Going concern

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

#### **Financial review**

2020/2021 proved to be another exceptional year due to the COVID 19 pandemic resulting in further school closures, providing a small number of students with access to the school site during the spring term. The school benefitted from additional funds in the form of the COVID19 Catch Up grant which enabled investment in ICT equipment to better support remote teaching and learning as well as providing catch up sessions for students identified as requiring additional support through the National Tutoring Programme.

The announcement of a Summer Schools grant allowed for a week long programme in August 2021 of both academic and non-academic activities for all new year sevens transitioning from primary to secondary school from September 2021 led by the school's own staff. Afternoon activities included drama workshops, self defence classes as well as art based sessions and a fete ran by the students at the end of the week to help with socialisation and familiarisation of the school site.

The majority of the School's income is obtained from the 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 General Funds in the Statement of Financial Activities.

The sale of school meals was affected by the absence of students for the spring term and the isolation of some year groups and closure of the school site to external groups who regularly use the school site for sporting and social activities affected the income derived from lettings.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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The building of the new science block, funded by the Selective Schools Expansion Fund continued but some delays were experienced at the beginning of the project caused by the pandemic and completion of the new building is expected in late Spring 2022. The new building incorporates photo-voltaic roof panels to reduce energy costs. The budgeted cost of the project increased due to the difficulties with obtaining supplies and the rising costs of labour, building materials and more latterly the logistical difficulties of delivering goods to site. The increased costs of the project will be met by the sale of a former caretaker's dwelling no longer used by the school with sale proceeds realised in September 2021. Surplus funds, after the additional costs of the building have been met, will be invested to improve site security, health and safety.

At 31 August 2021 the net book value of fixed assets was £12,688,402 (2020: £12,557,398) and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the School.

The accounts present a deficit carried forward on the Restricted General Fund of £2,197,105 (2020: £1,690,999). However, this includes the LGPS pension deficit of £2,444,000 (2020: £1,862,000) and if this future deficit is removed it then results in a Restricted General Fund surplus of £246,895 (2020: £171,001).

Teaching staff costs as a percentage of the general annual grant for the period is 79%, a significant proportion of the grant as expected (2020: 77%).

The Restricted Fixed Asset Fund carried forward is £12,660,329 (2020: £12,440,253). This does not represent cash reserves available to spend. The bulk of this fund represents the assets donated on conversion including the freehold land and buildings. This fund will be depleted annually by the depreciation charge.

#### Reserves policy

The Finance committee, in conjunction with the full Board of Trustees recognises the importance of carrying forward sufficient funds to meet the school's long term aims and objectives, whilst balancing this with the delivery of a quality education for all of its' students.

The school endeavours to build on its low reserves by exploring opportunities to increase income generation, fundraising and grant funding. Unrestricted income reserves currently stand at £30,624 (2020: £11,873). Restricted income reserves currently stand at £246,895 (2020: £171,001).

The trustees have agreed that the appropriate level of reserves should be equivalent to one month of GAG funding to provide sufficient liquid funds to cover committed expenditure, including employee costs for one month.

A restricted fixed asset reserve fund is required for longer term planning, to support investment in IT and other significant equipment, to support refurbishment projects and as contributions to capital bids.

The only fund in deficit is in respect of the Local Government Pension Scheme fund, and annual contributions were set at conversion at a level which is intended to eliminate this deficit over a long and ongoing period of time.

#### Investment policy

The accounting policy for investments is determined when the need arises. Should an investment become possible, then the trust determines the minimum risk options available to protect public monies, seeking appropriate advice from a professional adviser.

The Academy does not hold any investments at the current time.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Principal risks and uncertainties

The Trustees have assessed the major risks to which the School is exposed and identified and implemented strategies for addressing these risks. Significant risks and the measures in place to reduce these risks have been formally documented in the Risk Register, which is subject to continuing review. Where significant financial risk still remains this is addressed by buying into the Department for Education Risk Protection Arrangement (RPA). The Trustees have an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The School has completed a thorough review of its financial and risk management objectives in its Risk Register document. There is also a significant risk to the academy if required to meet the cost of any ill health early retirement. This risk has been mitigated by specific ill health insurance cover.

The school's non-teaching staff are entitled to membership of the Local Government Pension Scheme and under Accounting Standard FRS102, it is necessary to charge projected deficits on the Local Government Pension Scheme that is provided to support staff, to the restricted fund. The School's share of the scheme's assets is currently assessed to be less than its liabilities in the scheme and consequently the balance sheet shows a net liability of £2,444,000 (2020: £1,862,000). The employer contributions have been assessed and have been increased to bring a reduction in this pension deficit in the future, although this may not be achieved until stock market investment values start to recover.

### **Fundraising**

Fundraising at Ribston Hall High School has largely been through the Parents' Association, Ribston Hall Association, a registered charity in their own right. This has been based around events such as a regular quiz, providing refreshments at school events and performances, raffles, and a 100 club, although this has been affected again this year by the COVID-19 pandemic although some events have been held virtually such as the quiz.

Parents are also invited to make regular donations to school funds to support school projects.

### **Plans for future periods**

Over the next three years the school intends to utilise the government CIF system, GUS funding and the current SSEF round 3 funding to complete the new state of the art science block and to develop the school site to accommodate the growing student population. This will include ensuring that the school site is secure, ICT resources are updated, and school buildings are maintained to the highest standards.

Despite the challenges presented by COVID 19, the building of the new science block continues apace and the whole school community looks forward to unveiling its' new science block, to be completed in the Spring 2022. This will provide a state of the art, six laboratory space for our young scientists.

Plans will be developed to refurbish the second floor of the main building following the science department's move to new premises.

Plans curtailed during the pandemic will be revisited to ensure the Centenary celebrations take place to mark one hundred years of Ribston Hall High School.

To ensure financial solvency the school will continue to manage its funds prudently and focus on the internal retention of students into the sixth form without compromising on the admissions policy, develop the school fund and alumni support and respond to funding changes at the earliest opportunity.

The school will continue to develop strong relationships with our intended Partnership Primary Schools and their students in line with our Fair Access and Admissions Policy as well as improving communications with key stakeholders to promote and market the whole school through social media, newsletters, and the school website.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Auditor**

In so far as the Trustees are aware:

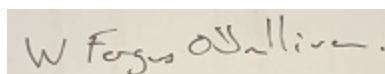
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 09 December 2021 and signed on its behalf by:



Mrs L Frall

**Co-chair of trustees**



Dr W F O'Sullivan

**Co-chair of trustees**

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Ribston Hall High School 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 Trustees, we have taken account of the guidance in DfE's governance handbook and competency framework for governance.

The board of trustees has delegated the day-to-day responsibility to the headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Ribston Hall High School Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 8 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Mrs L Frall (Co-chair of trustees)	8	8
Mrs S Colombini (Headteacher and Accounting Officer)	8	8
Mr I Henderson	6	8
Dr W F O'Sullivan (Co-chair of trustees) (Appointed 24 September 2020)	8	8
Mr J Otieno (Parent trustee)	4	8
Dr G Benford (Appointed 24 September 2020)	3	8
Mr P Owen (Appointed 24 September 2020 and resigned 11 November 2021)	5	8
Mr N Davies	7	8
Mr A Sen	8	8
Mrs F White	6	8
Miss L Erro (Staff trustee)	5	8

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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Meetings were as scheduled but due to the pandemic were held virtually. The committee quorum was three.

During the financial year 2020/21, the board of trustees continued to receive detailed reports from the Finance and Operations Manager providing greater clarity and transparency on both the financial situation, premises, health and safety and all operational matters pertaining to the academy. The work with a Schools Resource Management Adviser during the year did not raise any significant concerns with the finances of the academy and there was no further action by the ESFA during the year.

#### **Governance reviews**

This year, eight full trustees' meetings and four finance meetings were held.

The board of trustees has supported the Headteacher with a restructure of the Senior Leadership Team to ensure that the school is equipped strategically to deliver the school development plan and to facilitate our vision for Ribston Hall. This has also included working with an experienced School Improvement Partner.

As a school we continue to embed cultural change by continuing to use a common language both in school and in our communications with all staff, students and parents.

Further school closures during the year, due to COVID-19 reduced the academy trust's ability to realise a number of the key objectives within the 2020-21 School Development Plan, and the focus was redirected towards the development of remote learning alongside a partial re-opening to students in a safe and robust way. The professionalism of the whole community continued to support and inspire students throughout this challenging period.

The finance committee together with the audit committee are sub-committees of the main board of trustees. Their purpose is to assist the decision making of the board of trustees, by enabling more detailed consideration to be given to fulfilling the board's responsibilities to ensure sound management of the school's finances, including proper planning, monitoring and probity.

Attendance at meetings in the year was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Mrs L Frall (Co-Chair of Trustees)	4	4
Dr W Fergus O'Sullivan (Co-Chair of Trustees)	3	4
Mrs S Colombini (Headteacher and Accounting Officer)	4	4
Mr I Henderson	3	4
Mr P Owen	1	4
Mr A Sen	4	4

#### **Review of value for money**

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



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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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 board of trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- Reviewing the structure of the Senior Leadership Team and Extended Leadership Team to deliver the strategic aspirations of the school
- Migrating the financial accounting software to Xero to provide efficient stream lined accounting systems
- Embedding the strategic intent through clear visualisation and staff, student and parent communications
- Reviewing and updating policies to ensure accountability across all areas of school life

#### **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 Ribston Hall High School Academy Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts.

#### **Capacity to handle risk**

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing 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 accounts. This process is regularly reviewed by the Board of Trustees.

#### **The risk and control framework**

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

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

The Board of Trustees appointed School Business Leadership Services to carry out an internal audit during term six.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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The internal auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. The Board of Trustees requested a focus on personnel files, the processes surrounding the sale of the former Caretakers dwelling and use of the Covid 19 Catch Up funding.

In particular, the checks carried out in the current period included:

- Previous internal audit issues raised
- Financial procedures
- Financial accounting records and systems
- Banking procedures and reconciliations
- Payroll processing reviewed
- Personnel records checked
- Receipts reconciliation
- Personnel Files
- Sales process for the land recently sold
- Covid 19 Catch Up grant spending

This report will be considered at the first meeting of the Academy's Audit (Finance) Committee to consider the findings and to agree further actions with the Finance and Operations Manager. The Audit Committee as part of the Finance Committee will monitor progress at future scheduled meetings throughout the year.

### Review of effectiveness

As accounting officer, the headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal and external auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework;
- regular reports and discussion with the Finance and Operations Manager;
- discussion at Finance and Audit committee meetings;
- support and guidance from the ESFA and appointed SRMA.

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

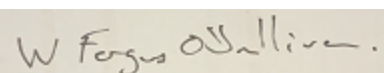
Approved by order of the board of trustees on 09 December 2021 and signed on its behalf by:



Mrs L Frall  
**Co-chair of trustees**



Mrs S Colombini  
**Headteacher and Accounting Officer**



Dr W F O'Sullivan  
**Co-chair of trustees**

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

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As accounting officer of Ribston Hall High School Academy Trust, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 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 board of trustees and ESFA.



Mrs S Colombini  
**Accounting Officer**

09 December 2021

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2021**

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The trustees (who are also the directors of Ribston Hall High School Academy Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2020 to 2021 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 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 accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

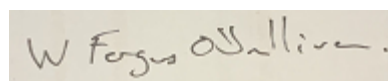
The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring that grants received from ESFA/DfE have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

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

Approved by order of the members of the board of trustees on 09 December 2021 and signed on its behalf by:



Mrs L Frall  
**Co-chair of trustees**



Dr W F O'Sullivan  
**Co-chair of trustees**

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Opinion**

We have audited the accounts of Ribston Hall High School Academy Trust for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

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

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

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

### **Other information**

The Trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

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

### **Responsibilities of Trustees**

As explained more fully in the statement of trustees' responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

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

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

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

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Azets Audit Services*

**Katherine Parkin (Senior Statutory Auditor)  
for and on behalf of Azets Audit Services**

15 December 2021

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**Chartered Accountants  
Statutory Auditor**

Pillar House  
113-115 Bath Road  
Cheltenham  
Gloucestershire  
United Kingdom  
GL53 7LS



# **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO RIBSTON HALL HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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

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In accordance with the terms of our engagement letter dated 14 September 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Ribston Hall High School 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 Ribston Hall High School Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Ribston Hall High School 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 Ribston Hall High School Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Ribston Hall High School Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Ribston Hall High School Academy Trust's funding agreement with the Secretary of State for Education dated 31 May 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.

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO RIBSTON HALL HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **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.

*Azets Audit Services*

### **Reporting Accountant**

Azets Audit Services

Dated: 15 December 2021  
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# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2021 £	Total 2020 £
<b>Income and endowments from:</b>						
Donations and capital grants	3	-	5,497	707,267	712,764	83,711
Charitable activities:						
- Funding for educational operations	4	132,916	4,440,417	-	4,573,333	4,643,225
Other trading activities	5	42,063	-	-	42,063	67,621
Investments	6	-	-	-	-	189
<b>Total</b>		<u>174,979</u>	<u>4,445,914</u>	<u>707,267</u>	<u>5,328,160</u>	<u>4,794,746</u>
<b>Expenditure on:</b>						
Raising funds	7	8,567	2,446	-	11,013	31,712
Charitable activities:						
- Educational operations	8	147,661	4,436,986	573,779	5,158,426	5,271,416
<b>Total</b>	7	<u>156,228</u>	<u>4,439,432</u>	<u>573,779</u>	<u>5,169,439</u>	<u>5,303,128</u>
<b>Net income/(expenditure)</b>		18,751	6,482	133,488	158,721	(508,382)
Transfers between funds	17	-	(86,588)	86,588	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial (losses)/gains on defined benefit pension schemes	25	-	(426,000)	-	(426,000)	116,000
<b>Net movement in funds</b>		18,751	(506,106)	220,076	(267,279)	(392,382)
<b>Reconciliation of funds</b>						
Total funds brought forward		11,873	(1,690,999)	12,440,253	10,761,127	11,153,509
Total funds carried forward		<u>30,624</u>	<u>(2,197,105)</u>	<u>12,660,329</u>	<u>10,493,848</u>	<u>10,761,127</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

Comparative year information Year ended 31 August 2020	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £ £		Total 2020 £
<b>Income and endowments from:</b>					
Donations and capital grants	3	7,400	27,316	48,995	83,711
Charitable activities:					
- Funding for educational operations	4	143,139	4,500,086	-	4,643,225
Other trading activities	5	54,364	13,257	-	67,621
Investments	6	189	-	-	189
<b>Total</b>		<u>205,092</u>	<u>4,540,659</u>	<u>48,995</u>	<u>4,794,746</u>
<b>Expenditure on:</b>					
Raising funds	7	31,712	-	-	31,712
Charitable activities:					
- Educational operations	8	162,017	4,538,313	571,086	5,271,416
<b>Total</b>	7	<u>193,729</u>	<u>4,538,313</u>	<u>571,086</u>	<u>5,303,128</u>
<b>Net income/(expenditure)</b>		11,363	2,346	(522,091)	(508,382)
Transfers between funds	17	(62,771)	(12,147)	74,918	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	25	-	116,000	-	116,000
<b>Net movement in funds</b>		(51,408)	106,199	(447,173)	(392,382)
<b>Reconciliation of funds</b>					
Total funds brought forward		63,281	(1,797,198)	12,887,426	11,153,509
Total funds carried forward		<u>11,873</u>	<u>(1,690,999)</u>	<u>12,440,253</u>	<u>10,761,127</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## BALANCE SHEET

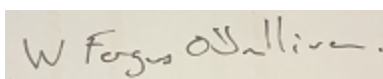
AS AT 31 AUGUST 2021

	Notes	2021		2020	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		12,688,402		12,557,398
<b>Current assets</b>					
Debtors	13	112,983		73,785	
Cash at bank and in hand		618,087		382,687	
		<u>731,070</u>		<u>456,472</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	14	(471,226)		(327,627)	
<b>Net current assets</b>			259,844		128,845
<b>Total assets less current liabilities</b>			12,948,246		12,686,243
Creditors: amounts falling due after more than one year	16		(10,398)		(63,116)
<b>Net assets before defined benefit pension scheme liability</b>			12,937,848		12,623,127
Defined benefit pension scheme liability	25		(2,444,000)		(1,862,000)
<b>Total net assets</b>			<u>10,493,848</u>		<u>10,761,127</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	17				
- Fixed asset funds			12,660,329		12,440,253
- Restricted income funds			246,895		171,001
- Pension reserve			(2,444,000)		(1,862,000)
<b>Total restricted funds</b>			<u>10,463,224</u>		<u>10,749,254</u>
<b>Unrestricted income funds</b>	17		30,624		11,873
<b>Total funds</b>			<u>10,493,848</u>		<u>10,761,127</u>

The accounts on pages 25 to 48 were approved by the Trustees and authorised for issue on 09 December 2021 and are signed on their behalf by:



Mrs L Frall  
Co-chair of trustees



Dr W F O'Sullivan  
Co-chair of trustees

Company Number 07625308

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

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	Notes	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	21		154,025		205,569
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		-		189	
Capital grants from DfE Group		682,393		42,195	
Capital funding received from sponsors and others		24,874		6,800	
Purchase of tangible fixed assets		(567,923)		(88,325)	
<b>Net cash provided by/(used in) investing activities</b>			139,344		(39,141)
<b>Cash flows from financing activities</b>					
Repayment of long term CIF loan		(55,893)		(62,771)	
Finance costs		(2,076)		-	
<b>Net cash used in financing activities</b>			(57,969)		(62,771)
<b>Net increase in cash and cash equivalents in the reporting period</b>			235,400		103,657
Cash and cash equivalents at beginning of the year			382,687		279,030
<b>Cash and cash equivalents at end of the year</b>			618,087		382,687

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# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

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### 1 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.

#### 1.1 Basis of preparation

The accounts of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

#### 1.2 Going concern

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

#### 1.3 Income

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

##### Grants

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

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

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.

##### 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.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### 1 Accounting policies

(Continued)

#### Other income

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

#### Donated goods, facilities and services

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

#### Donated fixed assets

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

### 1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

#### Expenditure on raising funds

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

#### Charitable activities

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

### 1.5 Tangible fixed assets and depreciation

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require 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.



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### 1 Accounting policies

(Continued)

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction at rates calculated to write off the cost of each asset, as follows:

Freehold property	2% on cost
Freehold improvements	10% on cost
Computer equipment	25% - 33% reducing balance
Furniture & equipment	25% reducing balance and 15% on cost

The school owns the property it operates from. The valuation of the Freehold buildings was considered by the Trustees and included at what they consider a reasonable estimate of current market value.

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.

#### 1.6 Liabilities

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

#### 1.7 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.

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.

#### 1.8 Leased assets

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

#### 1.9 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. Prepayments are not financial instruments.

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

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### 1 Accounting policies

(Continued)

#### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. 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.

#### 1.10 Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### 1.11 Pensions benefits

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

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

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

#### 1.12 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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 Education and Skills Funding Agency, Department for Education, Private Sponsors and School Fund accounts.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 1 Accounting policies

(Continued)

#### 1.13 Employee benefits

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.14 Agency arrangements

The academy trust acts as an agent in distributing certain monies to students and other schools, for example 16-19 Bursary funding from the ESFA in so far as these are not discretionary in nature.

### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Capital grants	-	682,393	682,393	42,195
Other donations	-	30,371	30,371	41,516
	<u>-</u>	<u>712,764</u>	<u>712,764</u>	<u>83,711</u>
	<u><u>-</u></u>	<u><u>712,764</u></u>	<u><u>712,764</u></u>	<u><u>83,711</u></u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	3,946,842	3,946,842	3,891,125
Other DfE / ESFA grants:				
Pupil premium	-	58,279	58,279	50,043
Teachers pension grants	-	161,882	161,882	165,025
Teachers pay grants	-	57,288	57,288	58,400
Covid-19 catch up premium	-	53,760	53,760	-
Others	-	85,863	85,863	26,211
	<u>-</u>	<u>4,363,914</u>	<u>4,363,914</u>	<u>4,190,804</u>
<b>Other government grants</b>				
Local authority grants	-	1,579	1,579	-
Special educational projects	-	-	-	23,800
	<u>-</u>	<u>1,579</u>	<u>1,579</u>	<u>23,800</u>
<b>COVID-19 additional funding (non DfE/ ESFA)</b>				
Coronavirus job retention scheme grant	-	-	-	878
<b>Other funding</b>				
School funds	-	55,003	55,003	267,709
Catering income	122,036	-	122,036	137,580
Other incoming resources	10,880	19,921	30,801	22,454
	<u>132,916</u>	<u>74,924</u>	<u>207,840</u>	<u>427,743</u>
Total funding	<u>132,916</u>	<u>4,440,417</u>	<u>4,573,333</u>	<u>4,643,225</u>

The academy received £53,760 of funding for catch-up premium and costs incurred in respect of this funding totalled £53,760.

The academy furloughed some of its premises staff in 2020 under the government's CJRS. The funding received of £878 related to staff costs in respect of 1 member of staff which are included within note 10 below as appropriate.

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Hire of facilities	31,903	-	31,903	26,680
Other income	10,160	-	10,160	40,941
	<u>42,063</u>	<u>-</u>	<u>42,063</u>	<u>67,621</u>

### 6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Short term deposits	-	-	-	189
	<u>-</u>	<u>-</u>	<u>-</u>	<u>189</u>

### 7 Expenditure

	Staff costs £	Non Pay Expenditure Premises £	Other £	Total 2021 £	Total 2020 £
Expenditure on raising funds					
- Direct costs	-	-	-	-	16,746
- Allocated support costs	3,450	7,563	-	11,013	14,966
Academy's educational operations					
- Direct costs	3,116,558	-	180,866	3,297,424	3,475,480
- Allocated support costs	817,186	746,968	296,848	1,861,002	1,795,936
	<u>3,937,194</u>	<u>754,531</u>	<u>477,714</u>	<u>5,169,439</u>	<u>5,303,128</u>

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

	2021 £	2020 £
Fees payable to auditor for:		
- Audit	8,890	12,300
- Assurance services other than audit	2,680	3,750
- Other services	1,225	1,900
Operating lease rentals	13,419	12,216
Depreciation of tangible fixed assets	573,779	570,868
Loss on disposal of fixed assets	-	218
Loan interest	2,076	-
Net interest on defined benefit pension liability	32,000	34,000
	<u>634,069</u>	<u>665,052</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 8 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>Direct costs</b>				
Educational operations	100,578	3,196,846	3,297,424	3,475,480
<b>Support costs</b>				
Educational operations	47,083	1,813,919	1,861,002	1,795,936
	<u>147,661</u>	<u>5,010,765</u>	<u>5,158,426</u>	<u>5,271,416</u>

	2021 £	2020 £
<b>Analysis of support costs</b>		
Support staff costs	785,466	758,368
Depreciation	573,779	571,086
Technology costs	72,796	60,469
Premises costs	173,189	160,280
Legal costs	27,252	30,259
Other support costs	179,764	166,748
Governance costs	48,756	48,726
	<u>1,861,002</u>	<u>1,795,936</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2021 £	2020 £
Wages and salaries	2,828,334	2,736,473
Social security costs	277,682	264,223
Pension costs	793,422	776,643
	<hr/>	<hr/>
Staff costs - employees	3,899,438	3,777,339
Agency staff costs	20,208	30,375
Staff restructuring costs	17,548	-
	<hr/>	<hr/>
Total staff expenditure	3,937,194	3,807,714
	<hr/> <hr/>	<hr/> <hr/>

Staff restructuring costs comprise:

Redundancy payments	444	-
Severance payments	17,104	-
	<hr/>	<hr/>
	17,548	-
	<hr/> <hr/>	<hr/> <hr/>

#### Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £17,104 (2020: £Nil). Individually, the payments were: £17,104.

#### Staff numbers

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

	2021 Number	2020 Number
Teachers	50	54
Administration and support	71	66
Management	6	4
	<hr/>	<hr/>
	127	124
	<hr/> <hr/>	<hr/> <hr/>

#### Higher paid staff

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

	2021 Number	2020 Number
In the band £60,001 - £70,000	3	3
In the band £80,001 - £90,000	1	1
	<hr/> <hr/>	<hr/> <hr/>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### 9 Staff

(Continued)

#### Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior leadership team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £585,500 (2020: £429,591).

### 10 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff members under their contracts of employment, and not in respect of their services as Trustees.

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

Mrs Sarah Colombini, Headteacher

- Remuneration £85,000 - £90,000 (2020 - £80,000 - £85,000)
- Employer's pension contributions £20,000 - £25,000 (2020 - £15,000 - £20,000)

Miss Leticia Erro, Staff Trustee

- Remuneration £40,000 - £45,000 (2020 - £40,000 - £45,000)
- Employer's pension contributions £10,000 - £15,000 (2020 - £10,000 - £15,000)

During the year, travel and subsistence payments totalling £Nil (2020: £65) were reimbursed or paid directly to a Trustee.

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

### 11 Trustees' and officers' insurance

The academy trust has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.



# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 12 Tangible fixed assets

	Freehold property	Freehold improvements	Assets under construction	Computer equipment	Furniture & equipment	Total
	£	£	£	£	£	£
<b>Cost</b>						
At 1 September 2020	13,762,007	2,525,384	-	349,020	278,467	16,914,878
Additions	-	17,715	630,906	50,568	5,594	704,783
At 31 August 2021	13,762,007	2,543,099	630,906	399,588	284,061	17,619,661
<b>Depreciation</b>						
At 1 September 2020	2,541,900	1,339,703	-	290,960	184,917	4,357,480
Charge for the year	528,218	892	-	25,856	18,813	573,779
At 31 August 2021	3,070,118	1,340,595	-	316,816	203,730	4,931,259
<b>Net book value</b>						
At 31 August 2021	10,691,889	1,202,504	630,906	82,772	80,331	12,688,402
At 31 August 2020	11,220,107	1,185,681	-	58,060	93,550	12,557,398

On conversion the Trustee's agreed to base their valuation of freehold land and buildings on insurance valuation. This was chosen in favour of having a formal valuation done as the cost of a formal valuation would be onerous compared with the additional benefit derived by the users of the accounts.

Due to the School buildings being deemed specialist in nature and therefore not traded in an open market, insurance valuation was deemed to be a reasonable estimate of depreciated replacement cost for recognition purposes.

### 13 Debtors

	2021 £	2020 £
Trade debtors	7,966	5,620
VAT recoverable	30,472	16,263
Other debtors	13,569	-
Prepayments and accrued income	60,976	51,902
	112,983	73,785

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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

	2021 £	2020 £
Government loans	61,658	64,833
Trade creditors	210,041	50,367
Other taxation and social security	68,430	64,320
Other creditors	77,931	90,731
Accruals and deferred income	53,166	57,376
	<u>471,226</u>	<u>327,627</u>

### 15 Deferred income

	2021 £	2020 £
Deferred income is included within:		
Creditors due within one year	6,810	22,884
	<u>6,810</u>	<u>22,884</u>
Deferred income at 1 September 2020	22,884	79,913
Released from previous years	(22,884)	(79,913)
Resources deferred in the year	6,810	22,884
	<u>6,810</u>	<u>22,884</u>
<b>Deferred income at 31 August 2021</b>	<u>6,810</u>	<u>22,884</u>

At the balance sheet date, the Academy was holding funds received in advance in relation to school trips due to take place in 2021/22. The prior year balance related entirely to SSEF grant income which has been deferred.

### 16 Creditors: amounts falling due after more than one year

	2021 £	2020 £
Government loans	10,398	63,116
	<u>10,398</u>	<u>63,116</u>

# RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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16 Creditors: amounts falling due after more than one year	(Continued)	
Analysis of loans	2021 £	2020 £
Wholly repayable within five years	72,056	127,949
Less: included in current liabilities	(61,658)	(64,833)
	<hr/>	<hr/>
Amounts included above	10,398	63,116
	<hr/> <hr/>	<hr/> <hr/>
<b>Loan maturity</b>		
Debt due in one year or less	61,658	64,833
Due in more than one year but not more than two years	5,137	53,056
Due in more than two years but not more than five years	5,261	10,060
	<hr/>	<hr/>
	72,056	127,949
	<hr/> <hr/>	<hr/> <hr/>

Government loans comprise loans amounting to £72,056 (2020: £127,949) from the ESFA under the Condition Improvement Fund. The loans are to be repaid in instalments over a 3 to 5 year period commencing from September 2017. Interest is charged on the loans at rates between 1.04% - 2.01%.

## 17 Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	157,446	3,946,842	(3,805,866)	(55,893)	242,529
Pupil premium	-	58,279	(58,279)	-	-
Teachers pension grants	-	161,882	(161,882)	-	-
Teachers pay grants	-	57,288	(57,288)	-	-
Covid-19 catch up premium	-	53,760	(23,065)	(30,695)	-
Other DfE / ESFA grants	-	85,863	(85,863)	-	-
Other government grants	-	1,579	(1,579)	-	-
School Fund Account	13,555	55,002	(68,109)	-	448
Other restricted funds	-	25,419	(21,501)	-	3,918
Pension reserve	(1,862,000)	-	(156,000)	(426,000)	(2,444,000)
	<u>(1,690,999)</u>	<u>4,445,914</u>	<u>(4,439,432)</u>	<u>(512,588)</u>	<u>(2,197,105)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	943,713	682,393	(215,037)	30,695	1,441,764
Capital expenditure from GAG	305,046	-	(29,459)	-	275,587
Transfer on conversion	11,251,096	-	(304,603)	-	10,946,493
Other donations	67,289	24,874	(24,414)	-	67,749
School Fund	1,058	-	(266)	-	792
CIF loan	(127,949)	-	-	55,893	(72,056)
	<u>12,440,253</u>	<u>707,267</u>	<u>(573,779)</u>	<u>86,588</u>	<u>12,660,329</u>
<b>Total restricted funds</b>	<u>10,749,254</u>	<u>5,153,181</u>	<u>(5,013,211)</u>	<u>(426,000)</u>	<u>10,463,224</u>
<b>Unrestricted funds</b>					
General funds	<u>11,873</u>	<u>174,979</u>	<u>(156,228)</u>	<u>-</u>	<u>30,624</u>
<b>Total funds</b>	<u>10,761,127</u>	<u>5,328,160</u>	<u>(5,169,439)</u>	<u>(426,000)</u>	<u>10,493,848</u>

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

The Restricted General Fund includes GAG and other grants receivable from the ESFA, Local Authority and Private Sponsors towards the School's educational activities. School funds held in respect of educational visits and events are also included in the Restricted General Fund.

The Restricted Fixed Asset Fund includes amounts receivable from the ESFA and private Sponsors in respect of tangible fixed assets held for Academy use.

The Pension Reserve relates to the School's share of the deficit of the Local Government Pension Scheme overseen by the Local Authority.

Transfers between funds relate to fixed asset purchases made from other funds and to reflect appropriately the underlying arrangements in respect of CIF loans.

The academy trust is not subject to GAG carried forward limits.

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 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	3,891,125	(3,716,684)	(16,995)	157,446
Pupil premium	-	50,043	(50,043)	-	-
Teachers pension grants	-	165,025	(165,025)	-	-
Teachers pay grants	-	58,400	(58,400)	-	-
Other DfE / ESFA grants	-	26,211	(26,211)	-	-
Other government grants	-	24,678	(24,678)	-	-
School Fund Account	17,527	267,709	(271,681)	-	13,555
CIF loan	(4,848)	-	-	4,848	-
Other restricted funds	4,123	57,468	(61,591)	-	-
Pension reserve	(1,814,000)	-	(164,000)	116,000	(1,862,000)
	<u>(1,797,198)</u>	<u>4,540,659</u>	<u>(4,538,313)</u>	<u>103,853</u>	<u>(1,690,999)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	1,113,211	42,195	(211,693)	-	943,713
Capital expenditure from GAG	322,545	-	(34,494)	16,995	305,046
Transfer on conversion	11,557,897	-	(306,801)	-	11,251,096
Other donations	78,234	6,800	(17,745)	-	67,289
School Fund	1,411	-	(353)	-	1,058
CIF loan	(185,872)	-	-	57,923	(127,949)
	<u>12,887,426</u>	<u>48,995</u>	<u>(571,086)</u>	<u>74,918</u>	<u>12,440,253</u>
<b>Total restricted funds</b>	<u>11,090,228</u>	<u>4,589,654</u>	<u>(5,109,399)</u>	<u>178,771</u>	<u>10,749,254</u>
<b>Unrestricted funds</b>					
General funds	<u>63,281</u>	<u>205,092</u>	<u>(193,729)</u>	<u>(62,771)</u>	<u>11,873</u>
<b>Total funds</b>	<u>11,153,509</u>	<u>4,794,746</u>	<u>(5,303,128)</u>	<u>116,000</u>	<u>10,761,127</u>

#### 18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2021 are represented by:</b>				
Tangible fixed assets	-	-	12,688,402	12,688,402
Current assets	30,624	656,463	43,983	731,070
Creditors falling due within one year	-	(409,568)	(61,658)	(471,226)
Creditors falling due after one year	-	-	(10,398)	(10,398)
Defined benefit pension liability	-	(2,444,000)	-	(2,444,000)
<b>Total net assets</b>	<u>30,624</u>	<u>(2,197,105)</u>	<u>12,660,329</u>	<u>10,493,848</u>

**18 Analysis of net assets between funds****(Continued)**

	<b>Unrestricted Funds £</b>	<b>Restricted funds:</b>		<b>Total Funds £</b>
		<b>General £</b>	<b>Fixed asset £</b>	
<b>Fund balances at 31 August 2020 are represented by:</b>				
Tangible fixed assets	-	-	12,557,398	12,557,398
Current assets	11,873	384,234	60,365	456,472
Creditors falling due within one year	-	(213,233)	(114,394)	(327,627)
Creditors falling due after one year	-	-	(63,116)	(63,116)
Defined benefit pension liability	-	(1,862,000)	-	(1,862,000)
<b>Total net assets</b>	<b>11,873</b>	<b>(1,690,999)</b>	<b>12,440,253</b>	<b>10,761,127</b>

**19 Capital commitments**

	<b>2021 £</b>	<b>2020 £</b>
Expenditure contracted for but not provided in the accounts	1,131,264	1,642,850

**20 Long-term commitments, including operating leases**

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

	<b>2021 £</b>	<b>2020 £</b>
Amounts due within one year	17,296	17,296
Amounts due in two and five years	6,844	24,140
	<b>24,140</b>	<b>41,436</b>

<b>21 Reconciliation of net income/(expenditure) to net cash flow from operating activities</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	158,721	(508,382)
Adjusted for:		
Capital grants from DfE and other capital income	(707,267)	(48,995)
Investment income receivable	-	(189)
Finance costs payable	2,076	-
Defined benefit pension costs less contributions payable	124,000	130,000
Defined benefit pension scheme finance cost	32,000	34,000
Depreciation of tangible fixed assets	573,779	570,868
Loss on disposal of fixed assets	-	218
(Increase)/decrease in debtors	(39,198)	50,600
Increase/(decrease) in creditors	9,914	(22,551)
<b>Net cash provided by operating activities</b>	<b>154,025</b>	<b>205,569</b>

<b>22 Analysis of changes in net funds</b>	<b>1 September 2020</b>	<b>Cash flows</b>	<b>31 August 2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash	382,687	235,400	618,087
Loans falling due within one year	(64,833)	3,175	(61,658)
Loans falling due after more than one year	(63,116)	52,718	(10,398)
	<u>254,738</u>	<u>291,293</u>	<u>546,031</u>

### **23 Contingent liabilities**

At 31 August 2021 the Academy had contingent liabilities totalling £Nil (2020: £Nil).

### **24 Members' liability**

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

### **25 Pension and similar obligations**

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £55,775 (TPS) and £19,165 (LGPS) were payable to the schemes at 31 August 2021 (2020 - £53,078 (TPS) and £19,044 (LGPS)) and are included within creditors.

## Teachers' Pension Scheme

### Introduction

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

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

### Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to the TPS in the period amounted to £476,290 (2020: £460,978).

A copy of the valuation report and supporting documentation is on the Teachers' Pension Website.

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

### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 26.1% for employers and 5.5 - 12.5% for employees.

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

<b>Total contributions made</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Employer's contributions	192,000	183,000
Employees' contributions	44,000	40,000
	<hr/>	<hr/>
Total contributions	236,000	223,000
	<hr/> <hr/>	<hr/> <hr/>



25 Pension and similar obligations

(Continued)

<b>Principal actuarial assumptions</b>	<b>2021</b>	<b>2020</b>
	%	%
Rate of increase in salaries	3.20	2.50
Rate of increase for pensions in payment/inflation	2.90	2.20
Discount rate for scheme liabilities	1.65	1.70
Inflation assumption (CPI)	2.90	2.30
Commutation of pension to lump sums pre-April 2008	35.0	35.0
Commutation of pension to lump sums post-April 2008	68.0	68.0

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

	<b>2021</b>	<b>2020</b>
	Years	Years
Retiring today		
- Males	21.9	21.7
- Females	24.3	23.9
Retiring in 20 years		
- Males	22.9	22.4
- Females	26.0	25.3

Scheme liabilities would have been affected by changes in assumptions as follows:

	<b>2021</b>	<b>2020</b>
Discount rate + 0.1%	(25,800)	(103,400)
Discount rate - 0.1%	25,800	103,400
Mortality assumption + 1 year	226,840	176,120
Mortality assumption - 1 year	(226,840)	(176,120)
CPI rate + 0.1%	22,000	86,800
CPI rate - 0.1%	(22,000)	(86,800)

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

	<b>2021</b>	<b>2020</b>
	Fair value	Fair value
	£	£
Equities	2,259,000	1,677,000
Government bonds	678,000	585,000
Cash and other liquid assets	64,000	76,000
Property	226,000	203,000
Total market value of assets	3,227,000	2,541,000

The actual return on scheme assets was £499,000 (2020: £82,000).

<b>25 Pension and similar obligations</b>	<b>(Continued)</b>	
<b>Amount recognised in the Statement of Financial Activities</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Current service cost	316,000	313,000
Interest income	(45,000)	(43,000)
Interest cost	77,000	77,000
	<u>348,000</u>	<u>347,000</u>
	<u><u>348,000</u></u>	<u><u>347,000</u></u>
<b>Changes in the present value of defined benefit obligations</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
At 1 September 2020	4,403,000	4,084,000
Current service cost	316,000	313,000
Interest cost	77,000	77,000
Employee contributions	44,000	40,000
Actuarial loss/(gain)	880,000	(77,000)
Benefits paid	(49,000)	(34,000)
	<u>5,671,000</u>	<u>4,403,000</u>
At 31 August 2021	<u><u>5,671,000</u></u>	<u><u>4,403,000</u></u>
<b>Changes in the fair value of the academy trust's share of scheme assets</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
At 1 September 2020	2,541,000	2,270,000
Interest income	45,000	43,000
Actuarial gain	454,000	39,000
Employer contributions	192,000	183,000
Employee contributions	44,000	40,000
Benefits paid	(49,000)	(34,000)
	<u>3,227,000</u>	<u>2,541,000</u>
At 31 August 2021	<u><u>3,227,000</u></u>	<u><u>2,541,000</u></u>
<b>26 Related party transactions</b>		
<p>Owing to the nature of the academy trust and composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.</p> <p>No related party transactions took place in the period of account (2020: £Nil), other than certain trustees' remuneration and expenses already disclosed in note 10.</p>		
<b>27 Post balance sheet events</b>		
<p>On 30 September 2021, Ribston Hall High School Academy Trust sold a property for a consideration of £226,666. The deemed carrying value at this date was equal to the sale proceeds.</p>		

## Document Activity Report

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