

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 2022

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

CONTENTS

	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 11
Governance statement	12 - 15
Statement on regularity, propriety and compliance	16
Statement of trustees' responsibilities	17
Independent auditor's report on the accounts	18 - 21
Independent reporting accountant's report on regularity	22 - 23
Statement of financial activities including income and expenditure account	24 - 25
Balance sheet	26
Statement of cash flows	27
Notes to the accounts including accounting policies	28 - 47

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr I Henderson
Mr A Sen
Mrs L Frall
Dr W F O'Sullivan (Resigned 31 August 2022)
Mrs L Remmer
Dr G Benford (Appointed 1 September 2022)

Trustees

Mrs L Frall (Co-chair of trustees) (Resigned 31 August 2022)
Mrs S Colombini (Headteacher and Accounting Officer)
Mr I Henderson
Dr W F O'Sullivan (Chair of trustees)
Mr J Otieno (Parent trustee) (Resigned 30 April 2022)
Dr G Benford (Resigned 31 August 2022)
Mr P Owen (Resigned 11 November 2021)
Mr N Davies (Resigned 31 August 2022)
Mr A Sen
Mrs F White
Miss L Erro (Staff trustee)
Mrs C Jones (Appointed 13 May 2022)
Mr R Wallace (Appointed 13 May 2022)

Senior leadership team

- Headteacher	Sarah Colombini
- Finance and operations manager	Lisa Hughes
- Deputy headteacher	Alec Waters
- Assistant headteacher	Andrew Barnard
- Assistant headteacher	Robert Goodwin
- Assistant headteacher	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
Epsilon House
The Square
Gloucester Business Park
Gloucester
GL3 4AD
United Kingdom

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Lloyds Bank Plc
19 Eastgate Street
Gloucester
Gloucestershire
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
Somerset
BA1 2HJ
United Kingdom

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2021 to 31 August 2022. 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 aged 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 1,000 students and had a roll of 866 at the October 2021 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 2022

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	1
Full-time equivalent employee number	1.00

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	4,242,509
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 2022

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 2022

Objectives, strategies and activities

22/23 Key Objectives

Every child is different.

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

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

The School Improvement Plan 2022/23 is written to enable us to strive for improvements in our school's academic outcomes **with +0.7 Progress 8 at GCSE and +0.2 L3VA at A level** with continuing focus on ensuring both disadvantaged and SEN students are making the same levels of progress as the rest of the cohort.

The SIP addresses the key fundamental areas that will facilitate further improvement of the school's academic outcomes and student outcomes.

These key areas will be:

- To become a more culturally inclusive school where all staff and students feel part of the school community
- The quality and culture of leadership across the school
- The quality of our curriculum offer, our teaching and learning pedagogy and its facilitation within the classroom through a bespoke CPD programme
- Communication with stakeholders

It is important to recognise that the wellbeing of our staff and students is pivotal in ensuring the SIP is successful. Therefore, we will continue to improve opportunities to support the wellbeing of staff and students through the Staff Wellbeing Charter and Student Wellbeing Hub via proactive and reactive approaches to supporting good mental and physical health.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Inclusion and Diversity

Ribston Hall is committed to becoming a more culturally inclusive school by improving diversity, equality, and inclusion throughout the school community. Using models based on research evidence, developed in valuable partnership with school stakeholders, a shared school vision will be to drive inclusivity under that facilitates belonging and promotes respect for all. Decision making will be determined by the needs of the students in on-going consultation and dialogue with valuable partners such as staff and the local community to shape policy and drive improvement. Increase the cultural competence of the leadership team, carry out training with school leaders to develop their self-awareness and knowledge, to understand and determine what race equality and racial literacy is and explore issues around race within Ribston Hall that will shape next steps planning for a more culturally inclusive school. Train staff to overcome the emotional and psychological barriers associated with discussing gender, sexual orientation and race that will build confidence and equip teachers with a better understanding of diversity, improving the experience of students.

Curriculum Thinking

Curriculum areas will embed the use of Curriculum Knowledge Maps to offer students learning opportunities as an active process. They will be refined to deliver a more engaging, diverse, and inclusive knowledge centred curriculum that offers powerful skill development, self-assessment to enhance students' cognitive fluency and personal character.

All staff recognise their role in ensuring the quality of the curriculum offer by deepening their understanding and use of metacognitive language effectively to develop cognitive fluency. The school's core teaching principles of metacognition and challenge will be evident across all stages and in all subject areas. Curriculum maps will offer flexibility to meet the needs of different groups of students.

Teaching and Learning – Pedagogy

Utilising our established evidenced-informed research approach, the school's learning culture of challenge, deep thinking, and metacognitive strategies will be cultivated using instructional coaching and intentional practice.

Teachers and leaders will work together collaboratively to transform practice through six key teaching strategies. Developmental knowledge will be shared across the school to showcase best practice and develop subject blueprints. Clear links will emerge between teacher's engagement with evidence and research, their own intentional practice using Walkthrus, and students' learning, including evidence of student's ability to build their knowledge successfully over time.

The Teaching & Learning focus group will reflect on their practice through action research projects, challenging assumptions and sharing reflections with the wider staff as part of INSET.

Culture of Leadership

Set high expectations for leaders at all levels including the student body. Introduce the Ribston leadership framework to middle leaders and students that establishes the fundamentals of good leadership, develops practice, supports corporate review, and improves self-reflection.

Embed the use of instructional coaching through training as a vehicle for both senior & middle leaders to further develop their skills whilst supporting their staff in developing autonomy. Employ the same framework to develop our student leaders across all key stages.

Assessment

Strengthen the accessibility of the school's assessment criteria to provide Ribston Cognitive Qualities criteria that are student friendly with the intention of deepening understanding of effective individual learning strategies.

Consistent implementation of the criteria driven Ribston Cognitive Qualities (RCQs) and the Professional Predicted Grade (PPG) will provide accurate diagnostic evidence and predictions of student progress to ensure timely and effective intervention.

Enhancement of mentoring resources will facilitate the further development of cognitive fluency through evaluation, target setting and student action. Students will become better self-regulated learners; they will become more accountable for their own learning and develop a consistent ability to monitor and review their own progress.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Continuing Professional Development

Enhance staff pedagogical knowledge through designated INSET and a new staff centred bespoke CPD programme that will embed our professional culture of learning excellence across the whole school. This will take place through research projects and reading chosen based on the school's T&L priorities.

Utilising the bespoke CPD programme, embed in the professional culture of the school, a strong culture of reflection and a belief that research must be embedded in our teaching practice, inextricably linked to a wide range of evidence. Teachers and leaders will work together collaboratively to select the most appropriate strategy/activity/reading/research to maximise learning in a specific context.

Engagement with Key Stakeholders

Assess degree of and barriers to, stakeholder engagement. Implementation work will be undertaken to increase engagement with stakeholders that bring a variety of assets to the school (parents, trustees, agencies).

Student and parent feedback and contributions will be actively sought and used to inform strategic improvement planning throughout the year. An agreed action plan will be put in place that will seek to develop relationships with the school's stakeholders and cement partnerships to support the strategic development of the school.

Sixth Form Retention and Recruitment

Ensure Ribston is the school of choice for our students when progressing to A Level study. Sixth Form retention of Year 11 will be improved through our ambitious development priorities. We will showcase our academic and pastoral improvements to support an effective retention and recruitment programme.

Increase calendared events between the key stages and Sixth Form student leaders to promote greater visibility and interactive experiences. Use these opportunities as a platform to support and develop powerful interaction with the Sixth form community.

Keystones

- To ensure financial solvency through improvement of recruitment of students at all levels
- To develop an estates management strategy, that will utilise public funds and other sources of income that support the educational aims of the school, that do not waste resources and that provide inspiring and pleasant working environments for all students and staff
- Strengthen 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 2022

Strategic report

Achievements and performance

Key performance indicators

Following a two-year gap due to the Coronavirus pandemic, this year we have welcomed the return of public examinations. This has enabled the school to demonstrate its significant improvement in student knowledge and skills from the development of pedagogy across the school during this time.

At GCSE, the number of entries achieving the top grades has increased by almost 10%. This translates the average grade achieved across all entries being a grade 7, an increase of half a grade per entry on our 2019 results. We are also projecting that our Progress 8 score (the progress measure at GCSE) will also increase when it is published in October. Although the increase is smaller in this area due to the cohort joining the school with higher prior attainment, it still represents improvement in our outcomes despite the considerable challenges faced by students and the school.

This year's Advanced Level results were record-breaking in terms of the school's prior performance data. The percentage of entries gaining the top A* grade increased from 1.89% to 17.16%. A*-B grades, which are seen as the primary performance measure for Sixth Forms across the country increased by almost 40% to 70.89%. From early analysis, these headlines place us in amongst and potentially above some of our closest competitors. The average grade has moved from a C to a B which highlights the impact of the improved outcomes and the increase of grades which facilitate entry to the most prestigious higher education institutions across the country.

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

This year saw the completion of the Rosalind Franklin Science Centre funded by the Selective Schools Expansion Fund award of £1,589,857 and proceeds from the sale of the former caretakers dwelling, which were re-invested into the new facility complete with photo-voltaic tiles. A grant donation by Gloucester United Schools was used towards fixtures and fittings and interactive whiteboards in each new laboratory. The building officially opened in May 2022.

To assist with the recovery from the pandemic students a package of tutoring support was put in place provided by the School Led Tutoring grant and the Recovery Premium as well as the addition of an Academic Mentor in the summer term, partially funded by the government.

During the year school security was enhanced to provide secure boundary fencing, electronic main gates, additional CCTV cameras complete with remote out of hours monitoring. An additional supplementary grant to support salary increases as well as other inflationary cost pressures was provided during 21-22.

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 2022 and the associated expenditure are shown as Restricted General Funds in the Statement of Financial Activities.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

At 31 August 2022 the net book value of fixed assets was £13,166,582 (2021: £12,688,402) and movements in tangible fixed assets are shown in note 11 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 £145,226 (2021: £2,197,105). However, this includes the LGPS pension deficit of £294,000 (2021: £2,444,000) and if this future deficit is removed it then results in a Restricted General Fund surplus of £148,774 (2021: £246,895).

Teaching staff costs as a percentage of the general annual grant for the period is 75%, a significant proportion of the grant as expected (2021: 79%).

The Restricted Fixed Asset Fund carried forward is £13,200,242 (2021: £12,660,329). 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 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 £59,248 (2021: £30,624). Restricted income reserves currently stand at £148,774 (2021: £246,895).

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.

The Board of Trustees considers capital spend as part of the annual budget setting process, identifying grants and donations 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 2022

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 £294,000 (2021: £2,444,000). 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, some events continue to be held virtually since the pandemic e.g. 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, Devolved Formula Capital and GUS funding to develop the school site to accommodate the growing student population. This will include refurbishment of the space previously occupied by our science laboratories to enhance our learning resources and wider facilities for our ongoing expansion. The school will continue to develop its' plans to ensure the site is secure, ICT resources are updated and school buildings are maintained to the highest standards.

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.

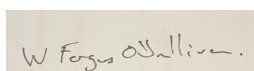
The school will continue to develop strong relationships with our Partnership Primary Schools and their students in line with our Fair Access and Admissions Policy as well as improving communications with key stakeholders to promote and market the whole school through social media, newsletters, and the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

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 06 December 2022 and signed on its behalf by:



Dr W F O'Sullivan
Chair of trustees

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

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 7 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
Mrs L Frall (Co-chair of trustees) (Resigned 31 August 2022)	6	7
Mrs S Colombini (Headteacher and Accounting Officer)	6	7
Mr I Henderson	4	7
Dr W F O'Sullivan (Chair of trustees)	7	7
Mr J Otieno (Parent trustee) (Resigned 30 April 2022)	1	4
Dr G Benford (Resigned 31 August 2022)	5	7
Mr P Owen (Resigned 11 November 2021)	0	2
Mr N Davies (Resigned 31 August 2022)	5	7
Mr A Sen	5	7
Mrs F White	3	7
Miss L Erro (Staff trustee)	4	7
Mrs C Jones (Appointed 13 May 2022)	2	2
Mr R Wallace (Appointed 13 May 2022)	2	2

Meetings were as scheduled and resumed in person. The committee quorum was three.

During the financial year 2021/22, 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.

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

The board of trustees and the Headteacher continues to work with an experienced School Improvement Partner to ensure that the school is equipped strategically to deliver the school development plan and to facilitate our vision for Ribston Hall.

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.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Governance reviews

The Trustees review the performance of the board annually at the last meeting of the school year.

This activity includes:

- a review of meeting attendance throughout the year
- a review of the board and its committees annual work plans to ensure all planned aspects have been addressed in line with statutory and key tasks
- a review of statutory policies and documents
- a review of Trustee/Governor skills and training

The actions consequent of the last review were the need to :

1. ensure separation of members and trustees was in line with new articles
2. recruit new Trustees given upcoming end to terms of office
3. ensure succession planning for the Chairs Role from 1/9/23

Actions to ensure resolution of the issue 1 were agreed for execution with effect from the 1/9/22. New Trustee recruitment and Chair succession planning will be actively pursued during 2022/23

An external review of Governance was undertaken in 2020/21 by the School Improvement Partner who reviewed operational documents, met with the chairs to review practice and subsequently provided coaching in making effective challenge in May 2021. The commissioning of a further external review will be considered at the final Board meeting of 22/23.

Conflicts of interest

In accordance with statutory requirements as set out in the Academy Trust Handbook and the Charity Commission law, The Trustees and the Clerk regularly review any potential conflicts of interest. This ensures that any personal or business interests, either direct or indirect, does not influence any decisions made within the Trust. The agenda for all Trustee meetings contains an item for 'Declarations of Interest' so that disclosures can be made at the beginning of each meeting if required.

Finance committee

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:

Trustees	Meetings attended	Out of possible
Mrs L Frall (Co-chair of trustees) (Resigned 31 August 2022)	4	4
Mrs S Colombini (Headteacher and Accounting Officer)	2	4
Mr I Henderson	3	4
Dr W F O'Sullivan (Chair of trustees)	4	4
Mr P Owen (Resigned 11 November 2021)	0	1
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 2022

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 teaching and learning responsibilities to deliver the strategic aspirations of the school
- Migrating the payroll to an alternate provider
- 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 2021 to 31 August 2022 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 2021 to 31 August 2022 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 2022

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
- Personnel Files
- Management of payments and receipts
- Cash Flow

This report will be considered at the first meeting of the Academy's Audit (Finance) Committee in the new autumn term, 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:

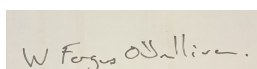
- the work of the internal and external auditors;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the 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

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 06 December 2022 and signed on its behalf by:



Mrs S Colombini
Headteacher and Accounting Officer



Dr W F O'Sullivan
Chair of trustees

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2022

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 Academy Trust Handbook 2021.

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 Academy Trust Handbook 2021.

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

06 December 2022

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

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 2021 to 2022 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:

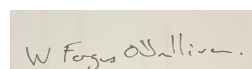
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting 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 06 December 2022 and signed on its behalf by:



Dr W F O'Sullivan

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 2022

Opinion

We have audited the accounts of Ribston Hall High School Academy Trust for the year ended 31 August 2022 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 2021 to 2022 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 2022 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 2021 to 2022.

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 2022

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 2022

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 2021 to 2022 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 2022

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**

14 December 2022
.....

**Chartered Accountants
Statutory Auditor**

Epsilon House
The Square
Gloucester Business Park
Gloucester
United Kingdom
GL3 4AD

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 2022

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 2021 to 2022, 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 2021 to 31 August 2022 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 Academy Trust Handbook, extant from 1 September 2021, 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 2021 to 2022. 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 2021 to 31 August 2022 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 2022

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 2021 to 31 August 2022 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: ..14 December 2022

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2022 £	Total 2021 £
Income and endowments from:						
Donations and capital grants	3	4,069	-	1,016,800	1,020,869	712,764
Charitable activities:						
- Funding for educational operations	4	213,798	4,657,687	-	4,871,485	4,573,333
Other trading activities	5	46,677	-	-	46,677	42,063
Total		<u>264,544</u>	<u>4,657,687</u>	<u>1,016,800</u>	<u>5,939,031</u>	<u>5,328,160</u>
Expenditure on:						
Raising funds	6	1,649	-	-	1,649	11,013
Charitable activities:						
- Educational operations	7	234,271	4,930,559	581,136	5,745,966	5,158,426
Total	6	<u>235,920</u>	<u>4,930,559</u>	<u>581,136</u>	<u>5,747,615</u>	<u>5,169,439</u>
Net income/(expenditure)		28,624	(272,872)	435,664	191,416	158,721
Transfers between funds	16	-	(104,249)	104,249	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension schemes	24	-	2,429,000	-	2,429,000	(426,000)
Net movement in funds		28,624	2,051,879	539,913	2,620,416	(267,279)
Reconciliation of funds						
Total funds brought forward		30,624	(2,197,105)	12,660,329	10,493,848	10,761,127
Total funds carried forward		<u>59,248</u>	<u>(145,226)</u>	<u>13,200,242</u>	<u>13,114,264</u>	<u>10,493,848</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2022

Comparative year information Year ended 31 August 2021	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £ £		Total 2021 £
Income and endowments from:					
Donations and capital grants	3	-	5,497	707,267	712,764
Charitable activities:					
- Funding for educational operations	4	132,916	4,440,417	-	4,573,333
Other trading activities	5	42,063	-	-	42,063
Total		<u>174,979</u>	<u>4,445,914</u>	<u>707,267</u>	<u>5,328,160</u>
Expenditure on:					
Raising funds	6	8,567	2,446	-	11,013
Charitable activities:					
- Educational operations	7	147,661	4,436,986	573,779	5,158,426
Total	6	<u>156,228</u>	<u>4,439,432</u>	<u>573,779</u>	<u>5,169,439</u>
Net income		18,751	6,482	133,488	158,721
Transfers between funds	16	-	(86,588)	86,588	-
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	24	-	(426,000)	-	(426,000)
Net movement in funds		18,751	(506,106)	220,076	(267,279)
Reconciliation of funds					
Total funds brought forward		<u>11,873</u>	<u>(1,690,999)</u>	<u>12,440,253</u>	<u>10,761,127</u>
Total funds carried forward		<u>30,624</u>	<u>(2,197,105)</u>	<u>12,660,329</u>	<u>10,493,848</u>

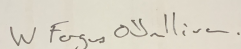
RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

BALANCE SHEET

AS AT 31 AUGUST 2022

		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		13,166,582		12,688,402
Current assets					
Debtors	12	138,345		112,983	
Cash at bank and in hand		493,896		618,087	
		<u>632,241</u>		<u>731,070</u>	
Current liabilities					
Creditors: amounts falling due within one year	13	(385,297)		(471,226)	
		<u></u>		<u></u>	
Net current assets			246,944		259,844
Total assets less current liabilities			<u>13,413,526</u>		<u>12,948,246</u>
Creditors: amounts falling due after more than one year	14		(5,262)		(10,398)
			<u></u>		<u></u>
Net assets before defined benefit pension scheme liability			13,408,264		12,937,848
Defined benefit pension scheme liability	24		(294,000)		(2,444,000)
			<u></u>		<u></u>
Total net assets			<u>13,114,264</u>		<u>10,493,848</u>
Funds of the academy trust:					
Restricted funds	16				
- Fixed asset funds			13,200,242		12,660,329
- Restricted income funds			148,774		246,895
- Pension reserve			(294,000)		(2,444,000)
			<u>13,055,016</u>		<u>10,463,224</u>
Total restricted funds			13,055,016		10,463,224
Unrestricted income funds	16		59,248		30,624
			<u>59,248</u>		<u>30,624</u>
Total funds			<u>13,114,264</u>		<u>10,493,848</u>

The accounts on pages 24 to 47 were approved by the Trustees and authorised for issue on 06 December 2022 and are signed on their behalf by:



Dr W F O'Sullivan
Chair of trustees

Company Number 07625308

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Net cash provided by operating activities	20		93,401		154,025
Cash flows from investing activities					
Capital grants from DfE Group		921,999		682,393	
Capital funding received from sponsors and others		94,801		24,874	
Purchase of tangible fixed assets		(1,407,994)		(567,923)	
Proceeds from sale of tangible fixed assets		226,666		-	
		<hr/>		<hr/>	
Net cash (used in)/provided by investing activities			(164,528)		139,344
Cash flows from financing activities					
Repayment of long term CIF loan		(53,064)		(55,893)	
Finance costs		-		(2,076)	
		<hr/>		<hr/>	
Net cash used in financing activities			(53,064)		(57,969)
Net (decrease)/increase in cash and cash equivalents in the reporting period			(124,191)		235,400
Cash and cash equivalents at beginning of the year			618,087		382,687
			<hr/>		<hr/>
Cash and cash equivalents at end of the year			493,896		618,087
			<hr/> <hr/>		<hr/> <hr/>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

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 2021 to 2022 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.

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.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

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 2022

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 2022

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 2022

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 24, 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 2022. 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 2022 £	Total 2021 £
Capital grants	-	921,999	921,999	682,393
Other donations	4,069	94,801	98,870	30,371
	<u>4,069</u>	<u>1,016,800</u>	<u>1,020,869</u>	<u>712,764</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
DfE/ESFA grants				
General annual grant (GAG)	-	4,295,036	4,295,036	3,946,842
Other DfE/ESFA grants:				
Pupil premium	-	63,766	63,766	58,279
Supplementary grant	-	49,056	49,056	-
Teachers pension grants	-	28,749	28,749	161,882
Teachers pay grants	-	10,174	10,174	57,288
Others	-	53,365	53,365	85,863
	-	4,500,146	4,500,146	4,310,154
Other government grants				
Local authority grants	-	6,276	6,276	1,579
COVID-19 additional funding				
DfE/ESFA				
Catch-up premium	-	8,736	8,736	53,760
Other funding				
School funds	-	136,506	136,506	55,003
Catering income	189,303	-	189,303	122,036
Other incoming resources	24,495	6,023	30,518	30,801
	213,798	142,529	356,327	207,840
Total funding	213,798	4,657,687	4,871,485	4,573,333

The academy received £8,736 (2021: £53,760) of funding for catch-up premium and costs incurred in respect of this funding totalled £8,736 (2021: £53,760)

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Hire of facilities	27,307	-	27,307	31,903
Other income	19,370	-	19,370	10,160
	46,677	-	46,677	42,063

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

6 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2022 £	Total 2021 £
Expenditure on raising funds					
- Allocated support costs	-	1,649	-	1,649	11,013
Academy's educational operations					
- Direct costs	3,232,653	-	263,559	3,496,212	3,297,424
- Allocated support costs	1,009,856	840,896	399,002	2,249,754	1,861,002
	<u>4,242,509</u>	<u>842,545</u>	<u>662,561</u>	<u>5,747,615</u>	<u>5,169,439</u>

Net income/(expenditure) for the year includes:

	2022 £	2021 £
Fees payable to auditor for:		
- Audit	11,475	8,890
- Assurance services other than audit	2,850	2,680
- Other services	1,375	1,225
Operating lease rentals	10,428	13,419
Depreciation of tangible fixed assets	581,136	573,779
Bank and loan interest	-	2,076
Net interest on defined benefit pension liability	42,000	32,000
	<u>600,069</u>	<u>610,079</u>

7 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Direct costs				
Educational operations	-	3,496,212	3,496,212	3,297,424
Support costs				
Educational operations	234,271	2,015,483	2,249,754	1,861,002
	<u>234,271</u>	<u>5,511,695</u>	<u>5,745,966</u>	<u>5,158,426</u>

	2022 £	2021 £
Analysis of support costs		
Support staff costs	977,547	785,466
Depreciation	581,136	573,779
Technology costs	93,636	72,796
Premises costs	259,760	173,189
Legal costs	16,718	27,252
Other support costs	268,943	179,764
Governance costs	52,014	48,756
	<u>2,249,754</u>	<u>1,861,002</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

8 Staff

Staff costs

Staff costs during the year were:

	2022 £	2021 £
Wages and salaries	2,958,870	2,828,334
Social security costs	298,809	277,682
Pension costs	934,918	793,422
	<hr/>	<hr/>
Staff costs - employees	4,192,597	3,899,438
Agency staff costs	49,912	20,208
Staff restructuring costs	-	17,548
	<hr/>	<hr/>
Total staff expenditure	4,242,509	3,937,194
	<hr/> <hr/>	<hr/> <hr/>

Staff restructuring costs comprise:

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

Special staff severance payments

Included in staff restructuring costs are special severance payments totalling £Nil (2021: £17,104).

Staff numbers

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

	2022 Number	2021 Number
Teachers	53	50
Administration and support	78	71
Management	6	6
	<hr/>	<hr/>
	137	127
	<hr/> <hr/>	<hr/> <hr/>

Higher paid staff

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

	2022 Number	2021 Number
In the band £60,001 - £70,000	4	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 2022

8 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 £600,985 (2021: £585,500).

9 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 (2021 - £85,000 - £90,000)
- Employer's pension contributions £20,000 - £25,000 (2021 - £20,000 - £25,000)

Miss Leticia Erro, Staff Trustee

- Remuneration £45,000 - £50,000 (2021 - £40,000 - £45,000)
- Employer's pension contributions £10,000 - £15,000 (2021 - £10,000 - £15,000)

During the year, travel and subsistence payments totalling £Nil (2021: £Nil) were reimbursed or paid directly to a Trustee.

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

10 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 2022

11 Tangible fixed assets

	Freehold property £	Freehold improvement £	Assets under construction £	Computer equipment £	Furniture & equipment £	Total £
Cost						
At 1 September 2021	13,762,007	2,543,099	630,906	399,588	284,061	17,619,661
Transfer to freehold property	630,906	-	(630,906)	-	-	-
Additions	1,174,100	57,733	-	43,564	10,585	1,285,982
Disposals	(286,274)	-	-	-	-	(286,274)
At 31 August 2022	15,280,739	2,600,832	-	443,152	294,646	18,619,369
Depreciation						
At 1 September 2021	3,070,118	1,340,595	-	316,816	203,730	4,931,259
Transfer to freehold property	(253,418)	253,418	-	-	-	-
On disposals	(59,608)	-	-	-	-	(59,608)
Charge for the year	282,447	245,453	-	36,010	17,226	581,136
At 31 August 2022	3,039,539	1,839,466	-	352,826	220,956	5,452,787
Net book value						
At 31 August 2022	12,241,200	761,366	-	90,326	73,690	13,166,582
At 31 August 2021	10,691,889	1,202,504	630,906	82,772	80,331	12,688,402

Transactions relating to land and buildings during the year include:

- the disposal of the freehold property on Linden Road by the academy trust at a value of £226,666

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.

12 Debtors

	2022 £	2021 £
Trade debtors	1,648	7,966
VAT recoverable	13,135	30,472
Other debtors	11,651	13,569
Prepayments and accrued income	111,911	60,976
	138,345	112,983

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Government loans	13,730	61,658
Trade creditors	123,248	210,041
Other taxation and social security	71,858	68,430
Other creditors	80,994	77,931
Accruals and deferred income	95,467	53,166
	<u>385,297</u>	<u>471,226</u>

14 Creditors: amounts falling due after more than one year

	2022 £	2021 £
Government loans	5,262	10,398
	<u>5,262</u>	<u>10,398</u>

Analysis of loans

	2022 £	2021 £
Wholly repayable within five years	18,992	72,056
Less: included in current liabilities	(13,730)	(61,658)
	<u>5,262</u>	<u>10,398</u>

Loan maturity

Debt due in one year or less	13,730	61,658
Due in more than one year but not more than two years	5,262	5,137
Due in more than two years but not more than five years	-	5,261
	<u>18,992</u>	<u>72,056</u>

Government loans comprise loans amounting to £18,992 (2021: £72,056) 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 a rate of 2.01% (2021: 1.04% - 2.01%).

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

15 Deferred income

	2022	2021
	£	£
Deferred income is included within:		
Creditors due within one year	25,146	6,810
	<u> </u>	<u> </u>
Deferred income at 1 September 2021	6,810	22,884
Released from previous years	(6,810)	(22,884)
Resources deferred in the year	25,146	6,810
	<u> </u>	<u> </u>
Deferred income at 31 August 2022	25,146	6,810
	<u> </u>	<u> </u>

At the balance sheet date, the Academy was holding funds received in advance in relation to school trips due to take place in 2022/23. The prior year balance related entirely to funds received in advance in relation to school trips due to take place in 2021/22.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

16 Funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
General Annual Grant (GAG)	242,529	4,295,036	(4,312,327)	(104,249)	120,989
Pupil premium	-	63,766	(63,766)	-	-
Catch-up premium	-	8,736	(8,736)	-	-
Supplementary grant	-	49,056	(49,056)	-	-
Other DfE/ESFA grants	-	92,288	(84,658)	-	7,630
Other government grants	-	6,276	(6,276)	-	-
School Fund Account	448	136,505	(121,336)	-	15,617
Other restricted funds	3,918	6,024	(5,404)	-	4,538
Pension reserve	(2,444,000)	-	(279,000)	2,429,000	(294,000)
	<u>(2,197,105)</u>	<u>4,657,687</u>	<u>(4,930,559)</u>	<u>2,324,751</u>	<u>(145,226)</u>
Restricted fixed asset funds					
DfE group capital grants	1,441,764	921,999	(234,856)	-	2,128,907
Capital expenditure from GAG	275,587	-	(26,790)	51,633	300,430
Transfer on conversion	10,946,493	-	(290,871)	-	10,655,622
Other donations	67,749	94,801	(28,421)	(1,296)	132,833
School Fund	792	-	(198)	-	594
CIF loan	(72,056)	-	-	53,912	(18,144)
	<u>12,660,329</u>	<u>1,016,800</u>	<u>(581,136)</u>	<u>104,249</u>	<u>13,200,242</u>
Total restricted funds	<u>10,463,224</u>	<u>5,674,487</u>	<u>(5,511,695)</u>	<u>2,429,000</u>	<u>13,055,016</u>
Unrestricted funds					
General funds	<u>30,624</u>	<u>264,544</u>	<u>(235,920)</u>	<u>-</u>	<u>59,248</u>
Total funds	<u>10,493,848</u>	<u>5,939,031</u>	<u>(5,747,615)</u>	<u>2,429,000</u>	<u>13,114,264</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.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

16 Funds

(Continued)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
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>
Restricted fixed asset funds					
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>
Total restricted funds	<u>10,749,254</u>	<u>5,153,181</u>	<u>(5,013,211)</u>	<u>(426,000)</u>	<u>10,463,224</u>
Unrestricted funds					
General funds	<u>11,873</u>	<u>174,979</u>	<u>(156,228)</u>	<u>-</u>	<u>30,624</u>
Total funds	<u>10,761,127</u>	<u>5,328,160</u>	<u>(5,169,439)</u>	<u>(426,000)</u>	<u>10,493,848</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

17 Analysis of net assets between funds

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	13,166,582	13,166,582
Current assets	59,248	505,493	67,500	632,241
Creditors falling due within one year	-	(356,719)	(28,578)	(385,297)
Creditors falling due after one year	-	-	(5,262)	(5,262)
Defined benefit pension liability	-	(294,000)	-	(294,000)
Total net assets	<u>59,248</u>	<u>(145,226)</u>	<u>13,200,242</u>	<u>13,114,264</u>

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2021 are represented by:				
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)
Total net assets	<u>30,624</u>	<u>(2,197,105)</u>	<u>12,660,329</u>	<u>10,493,848</u>

18 Long-term commitments, including operating leases

At 31 August 2022 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2022 £	2021 £
Amounts due within one year	6,924	17,296
Amounts due in two and five years	-	6,844
	<u>6,924</u>	<u>24,140</u>

19 Capital commitments

	2022 £	2021 £
Expenditure contracted for but not provided in the accounts	<u>26,882</u>	<u>1,131,264</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

20 Reconciliation of net income to net cash flow from operating activities

	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)	191,416	158,721
Adjusted for:		
Capital grants from DfE and other capital income	(1,016,800)	(707,267)
Finance costs payable	-	2,076
Defined benefit pension costs less contributions payable	237,000	124,000
Defined benefit pension scheme finance cost	42,000	32,000
Depreciation of tangible fixed assets	581,136	573,779
(Increase) in debtors	(25,362)	(39,198)
Increase in creditors	84,011	9,914
Net cash provided by operating activities	<u>93,401</u>	<u>154,025</u>

21 Analysis of changes in net funds

	1 September 2021 £	Cash flows £	31 August 2022 £
Cash	618,087	(124,191)	493,896
Loans falling due within one year	(61,658)	47,928	(13,730)
Loans falling due after more than one year	(10,398)	5,136	(5,262)
	<u>546,031</u>	<u>(71,127)</u>	<u>474,904</u>

22 Contingent liabilities

During the year, a legal claim has arisen in relation to matters that occurred during the year. The Academy considers that they are unlikely to be financially liable and due to its unlikely nature has not been included in the balance sheet.

23 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.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

24 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 £55,603 (TPS) and £21,678 (LGPS) were payable to the schemes at 31 August 2022 (2021 - £55,775 (TPS) and £19,165 (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 2024.

The employer's pension costs paid to the TPS in the period amounted to £493,864 (2021: £476,290).

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.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

24 Pension and similar obligations

(Continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 25.26% 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.

Total contributions made	2022	2021
	£	£
Employer's contributions	201,000	192,000
Employees' contributions	50,000	44,000
	<u> </u>	<u> </u>
Total contributions	251,000	236,000
	<u> </u>	<u> </u>

Principal actuarial assumptions	2022	2021
	%	%
Rate of increase in salaries	3.35	3.20
Rate of increase for pensions in payment/inflation	3.05	2.90
Discount rate for scheme liabilities	4.25	1.65
Inflation assumption (CPI)	3.30	2.90
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
	<u> </u>	<u> </u>

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

	2022	2021
	Years	Years
Retiring today		
- Males	21.7	21.9
- Females	24.1	24.3
Retiring in 20 years		
- Males	22.6	22.9
- Females	25.8	26.0
	<u> </u>	<u> </u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

24 Pension and similar obligations

(Continued)

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

	2022	2021
Discount rate + 0.1%	(80,000)	(129,000)
Discount rate - 0.1%	80,000	129,000
Mortality assumption + 1 year	142,000	227,000
Mortality assumption - 1 year	(142,000)	(227,000)
CPI rate + 0.1%	70,000	110,000
CPI rate - 0.1%	(70,000)	(110,000)
	<u> </u>	<u> </u>

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

	2022 Fair value £	2021 Fair value £
Equities	2,208,000	2,259,000
Government bonds	617,000	678,000
Cash and other liquid assets	65,000	64,000
Property	357,000	226,000
	<u> </u>	<u> </u>
Total market value of assets	3,247,000	3,227,000
	<u> </u>	<u> </u>

The actual return on scheme assets was £(180,000) (2021: £499,000).

Amount recognised in the Statement of Financial Activities

	2022 £	2021 £
Current service cost	438,000	316,000
Interest income	(55,000)	(45,000)
Interest cost	97,000	77,000
	<u> </u>	<u> </u>
Total operating charge	480,000	348,000
	<u> </u>	<u> </u>

Changes in the present value of defined benefit obligations

	2022 £	2021 £
At 1 September 2021	5,671,000	4,403,000
Current service cost	438,000	316,000
Interest cost	97,000	77,000
Employee contributions	50,000	44,000
Actuarial (gain)/loss	(2,664,000)	880,000
Benefits paid	(51,000)	(49,000)
	<u> </u>	<u> </u>
At 31 August 2022	3,541,000	5,671,000
	<u> </u>	<u> </u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

24 Pension and similar obligations

(Continued)

Changes in the fair value of the academy trust's share of scheme assets

	2022 £	2021 £
At 1 September 2021	3,227,000	2,541,000
Interest income	55,000	45,000
Actuarial loss/(gain)	(235,000)	454,000
Employer contributions	201,000	192,000
Employee contributions	50,000	44,000
Benefits paid	(51,000)	(49,000)
	<u>3,247,000</u>	<u>3,227,000</u>
At 31 August 2022	<u>3,247,000</u>	<u>3,227,000</u>

25 Related party transactions

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 Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account (2021: £Nil), other than certain trustees' remuneration and expenses already disclosed in note 10.