

Company Registration No. 08153177 (England and Wales)

**NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE  
(A COMPANY LIMITED BY GUARANTEE)**

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

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

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# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

Mr L Hampton-Whitehead  
Mr D Hogg  
Mr C Rayfield  
Mr G Spaul

### Trustees

Mrs K Elen (Chair)  
Mr C Germaine (Trustee)  
Mrs H Kelly (Parent Trustee) (Resigned 1 September 2020)  
Mr A Johnson (Principal and Accounting Officer) (Resigned 30 April 2021)  
Mr G Bodger (Trustee) (Resigned 7 December 2020)  
Mrs J Niland (Parent Trustee) (Resigned 9 November 2020)  
Mrs C Spedding (Parent Trustee)  
Mr M Lake (Trustee)  
Mrs S Karunaratne (Staff Trustee)  
Mr A Causon (Trustee) (Appointed 2 September 2020 and resigned 16 October 2021)  
Mrs K Hancock (Trustee)  
Mr G Kelly (Trustee) (Appointed 2 September 2020 and resigned 20 September 2021)  
Mrs N Gee (Trustee) (Appointed 14 December 2020)  
Mr J Joyce (Trustee) (Appointed 14 December 2020)  
Mr R Phillips (Principal and Accounting Officer) (Appointed 1 May 2021)

### Senior leadership team

Mr A Johnson (Principal) (Resigned 30 April 2021)  
Mr R Philips (Vice Principal)  
Mrs J A Price (Business Manager)  
Mr M John (Assistant Principal)  
Miss L Rogers (Director - Sixth Form)  
Miss K Gordelier (Senior Teacher)  
Mr D Williams (Senior Teacher)  
Mrs E O'Regan (Senior Teacher) (Appointed 1 September 2021)  
Mrs V Taylor (Senior Teacher) (Appointed 1 September 2021)  
Mrs J Wells (Senior Teacher) (Appointed 1 September 2021)

### Company secretary

Mrs J Price

### Company registration number

08153177 (England and Wales)

### Principal and registered office

Watery Lane  
Newent  
Gloucestershire  
GL18 1QF  
United Kingdom

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## REFERENCE AND ADMINISTRATIVE DETAILS

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<b>Independent auditor</b>	Azets Audit Services Pillar House 113-115 Bath Road Cheltenham Gloucestershire GL53 7LS United Kingdom
<b>Bankers</b>	Lloyds Bank Plc 19 Eastgate Street Gloucester GL1 1NU United Kingdom
<b>Solicitors</b>	Browne Jacobson LLP Victoria Square House Victoria Square Birmingham B2 4BU United Kingdom

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT

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

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

The academy trust operates an academy for pupils aged 11-19 serving the town of Newent and surrounding villages, including a proportion of students travelling from the city of Gloucester by bus to attend the school. It has a capacity for 1,442 students but currently has a roll of 1,047 in the school census in October 2020.

We are a high achieving school at the very heart of our community. We have a strong tradition of academic success within a positive and caring learning environment based upon mutual trust and respect.

We continue to be a good school, as confirmed by Ofsted following their visit in March 2018, offering a high quality of education with recent observations recognising that our students are making strong progress in the majority of subjects.

In addition, it was rightly observed that our students feel safe, and are safe, in school. This is achieved by the school's culture of care and vigilance. All staff are firmly committed to ensuring that every student achieves their full potential.

Our fantastic report is a real vindication of our drive to develop confident, well informed and caring young adults who have self-belief and fully participate in their local, national and international communities; the academy provides a wealth of additional opportunities for students to achieve these aims.

In Autumn 2017 we became the first Secondary School in Gloucestershire to be awarded the Mental Health Champion Award by GHLL. An award we are particularly proud of!

In September 2020 the National Cyber Security Centre (part of GCHQ) made us a Gold Standard school for Cyber Security. This prestigious award is built on the success of our ground-breaking work as a CyberHub School and demonstrates our ongoing commitment to Cyber Security Education.

Newent Community School and Sixth Form Centre is a school about individuals and it is our vision that everybody feels that they have a voice which can be heard within the school and a personalised experience which enables them to succeed both personally and academically.

### **Structure, governance and management**

#### Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Newent Community School and Sixth Form Centre are also the directors of the charitable company for the purposes of company law.

The charitable company operates as Newent Community School and Sixth Form Centre.

In April 2020 following agreement with the Charity Commission, the academy adopted new articles of association under the terms of the recovery plan with the ESFA. A condition was to fully separate the members and trustees which happened in January 2020.

The Members operate under an agreed Handbook which sets out the vision, values and strategic goals of the trust, and the role and responsibilities. The handbook details the meeting and reporting structure that is adhered to.

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.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

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

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#### 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 academy trust provides indemnity insurance to cover the liability of trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the academy trust.

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

The number of trustees shall be not less than three, and shall include the Principal. The members of the trust are responsible for the appointment of up to 8 trustees. Up to 7, and at least 2, parent trustees are elected by parents of registered students at the school.

A parent trustee must be a parent of a student at the School at the time when (s)he is elected. The number of parent trustees required shall be made up by parent trustees appointed by the board of trustees if the number of parents standing for election is less than the number of vacancies. In appointing a parent trustee, the board of trustees shall appoint a person who is the parent of a registered student at the school; or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

Up to 4 staff trustees may be appointed through such process as the members of the trust may determine, provided that the total number of trustees (including the Principal) who are employees of the academy trust does not exceed one third of the total number of trustees.

The trustees may appoint up to 3 co-opted trustees. The Secretary of State may also appoint additional trustees under certain circumstances.

The term of office for any trustee shall be 4 years, except for the Principal. Subject to remaining eligible, trustees may be re-appointed or re-elected.

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

Trustees are appointed or elected based on the skills that they will bring to the board of trustees. On appointment, trustees receive information relating to the trust, their specific role and responsibility upon the board of trustees, and attend a briefing and receive an induction pack on the role and responsibilities of trustees. Trustees are given the opportunity and encouraged to attend training sessions on relevant issues and changes in legislation etc., including sessions which run before each full trustees' meeting. The topics covered are regularly reviewed to ensure that trustees are kept up to date as far as possible.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

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

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#### Organisational structure

The board of trustees is responsible for the strategic direction of the School; it meets at least 3 times per year. An extra ordinary meeting is able to be booked to discuss a specific agenda item depending on the emerging needs of the school.

The board of trustees and other trustees with specific duties/tasks make up the full governing body of the academy trust.

The full governing body and its delegated trustee Groups (Strategy, Finance & Resources and Standards & Pupil Welfare) review the academy trust's progress towards its educational objectives and results. It also approves major expenditure requests on the recommendation of the Finance and Resources Group, and sets, and makes the relevant recommendations regarding the budget for the following year to the board of trustees. The Finance and Resources Group meets at least 6 times per year.

A temporary change to the Governance structure was implemented during the academic year 2019/2020 as a direct consequence of the global pandemic. This allowed the school to appropriately respond to the challenging situation. From September 2020 this temporary Governance structure was removed and the standard reporting structure was reintroduced. However, while the reporting structure was reinstated, the decision was taken to continue with the majority of the group meetings being held on Microsoft Teams rather than face to face.

Other trustees carry out delegated responsibilities in particular areas including:

Child Protection Trustee  
Children in Care Trustee  
SEN Trustee  
Pupil Premium Trustee  
Health and Safety Trustee  
Safeguarding Trustee

In addition, three trustees have been appointed to the Principal's Performance Management Review Panel.

Terms of reference, roles and responsibilities and training for each trustee are reviewed and agreed at the beginning of the year.

The Principal/Acting Principal is the designated Accounting Officer of the academy trust and has overall responsibility for the day-to-day financial management of the charitable company. The Principal has delegated responsibility for low values of expenditure to specific budget holders who are responsible for managing their own teams within the constraints of their allocated budgets. However, the Trust operates a zero based budgeting approach. All requested expenditure is required to obtain the Chief Financial Officer's approval prior to the goods or services being committed to by the Finance Team. A system of financial controls is in place to manage this process.

The Principal manages the academy trust on a daily basis supported by a Senior Leadership Team. The Senior Leadership Team meets twice a week to discuss emerging matters and one extended meeting to develop strategies for future development to be put to the appropriate trustee group or the full governing body as appropriate and as required for approval. Each member of the Senior Leadership Team has specific responsibilities to assist the Principal to lead and manage key strategic and operational aspects of the academy trust.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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

The academy trust has a Pay Policy which is reviewed annually. The Policy sets out the arrangements and detailed procedure for the setting and reviewing of pay for all staff including key individuals.

The pay scale for each key position is reviewed as and when the post becomes vacant when thorough benchmarking is undertaken both on a regional and national basis. Reference is also made to the School Teachers' Pay and Conditions Document.

A robust Teacher Appraisal Protocol, underpinning the Pay Policy, is operated in full throughout the academy. The cycle of review meetings are completed by 31 October with recommendations for pay amendments made by the Principal to the relevant trustees' meeting as soon as possible after 31 October.

In addition, the Principal's Performance Management Review Panel, which is supported by an external consultant, provides recommendations to the Trustees in line with the School's Pay Policy.

#### 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%	-
51%-99%	-
100%	-

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

Total cost of facility time	-
Total pay bill	-
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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# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

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

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#### Related parties and other connected charities and organisations

During the year the academy trust's wholly owned subsidiary trading company, Newent Community Sports Limited, continued to trade. This subsidiary trading company was created in May 2017. This company has an accounting period ending 31 August 2021. The purpose of the subsidiary is to facilitate the letting of the Astroturf, tennis courts and all external pitches. In addition, the management of the Clubhouse is included within the scope of the company's activities.

An area of work that has become established in this year is the Academy developing its partnership with Universities and Institutions delivering Trainee Teacher programmes. Trainees spend an extended period at the Academy as part of their programme of classroom experience.

The academy trust continues to be involved in the active partnership with the Tujane project which links with St George's Secondary School near Kisumu in Kenya. This project also involves Dene Magna School and Lakers School. Students and staff visited Kisumu in July 2019 as part of the exchange programme. The Academy, for the first time, assumed responsibility of holding and administering the funds for this project in 2019. This project will be reconnected with when it is appropriate to do so given the impact of the global pandemic.

The Friends of Newent Community School, a separate registered charity which raised funds to support the activities of the academy trust ceased to exist, following distribution of all remaining funds held, on 27 April 2020. The School was pleased to accept the offer made by a small group of parents to create a new Parents' Teacher Association in July 2021. The Newent Community School Parents' Association was formed at a meeting on 1 July 2021 and has already been proactive in setting out its fundraising strategy.

The Association has partnered with the Gloucester School Lottery and Forest School Lottery offering parents and the wider school community to purchase tickets in one or both lottery schemes. In addition, members of the Association were present as the first Parents' Information Evening in September 2021 to raise their profile and secure additional support.

The school was awarded the National Cyber School in 2019/2020 and our Head of Computing was awarded The National Cyber Hero award for his pioneering work in getting more girls interested in a career in IT. The opportunities, technologies and expertise that this opportunity released enabled our school to move radically away from how computing is traditionally delivered in schools. It enabled us to be at the forefront of developing innovative solutions to tackle diversity through physical computing.

Newent Community School, Rugged Interactive, Gloucestershire Health and Care NHS Foundation Trust and the Anna Freud National Centre for Children and Families continue to work together to evaluate the SmartGym Resilience Programme although it is recognised that the challenge of the global pandemic has impacted the outcome of this evaluation somewhat. The physical activity element was created by the Anna Freud National Centre and the gamified physical activities element uses Rugged Interactive's CardioWall® technology.

The Acting Principal is an ex officio member of the Gloucestershire Association of Secondary Headteachers. The academy trust benefits from receiving information directly from the Gloucestershire Schools Forum via membership of this association.

The Principal was the Priority Lead for Cyber Security in Gloucestershire and trustee of The Cyber Trust. However, following the resignation of the Principal in April 2021, the Acting Principal has not taken up either of these roles.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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The Business Manager is currently the Chair of the Gloucestershire Association of School Business Management. The academy trust benefits from receiving information from leading departments in Local Authority and Education Funding Agency via membership of this association. She has continued to be involved in national working party linking with the Department for Education and Deloitte on a benchmarking tool which will be made available to all Schools, both maintained and Academy Schools. To ensure colleagues working within and looking to join the School Business Leader profession, the Business Manager has been approved by Serco to support the End of Point Assessment process for the SBL Apprenticeship. There is only a handful of assessors nationally to undertake this work.

In addition, the Business Manager was successfully accredited, following a rigorous process, to be a School Resource Management Adviser (SRMA) through the Institute of School Business Leaders (ISBL). SRMAs are sector experts, who provide impartial, professional advice to schools and academy trusts which includes how to make best use of their revenue and capital resources to deliver educational outcomes and contribute to whole-school improvement. As an SRMA the Business Manager is working closely with Department for Education and Education Skills and Funding Agency colleagues. Unfortunately due to the global pandemic there has not been the possibility of undertaking a SRMA visit to another school, however, it is hoped this situation will become easier in 2021/2022.

#### **Objectives and activities**

##### Objects and aims

Staffing at the Academy has been stable at a senior level since 2016, however, in April 2021 the Principal took the decision to retire. Following extensive discussion the Trustees took the decision to offer an Acting Principal position to the Vice Principal for a fixed period of time to August 2022 to allow for an appropriate recruitment process to be undertaken. This recruitment is currently in process, however, to ensure appropriate levels of capacity within the Leadership Team a number of internal Acting positions were appointed. These include Acting roles for Assistant Principals and Senior Teachers with specific responsibilities.

At the end of August 2021, two long serving members of staff left our employment. Due to a further increase in Year 7 students for September 2021, the academy completed a comprehensive recruitment programme for Classroom staff to ensure our curriculum was fully staffed. This increased our staff by approximately 3.5FTE for September 2021. During the year the levels of staffing within the Support Staff functions remained broadly steady, however, there was a requirement to undertake a recruitment programme for a small number of roles in preparation for August 2021. The Academy was fully staffed throughout the year.

The academy trust's objects are specifically restricted to the following:

- to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the academy trust"); and
- to promote, for the benefit of the inhabitants of Newent and the surrounding area, the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interest of social welfare and the object of improving the condition of life of the said inhabitants. The academy trust is committed to creating a safe, engaging and vibrant learning environment which cultivates open-minded, aspirational global citizens through a lifelong love of learning, alongside partnerships which empower, inspire and achieve success within the School and the local, national and international communities which we are involved in.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

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

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The academy trust prioritises academic achievement and progress and we constantly strive to further improve teaching and learning. High quality teaching and learning goes on across all subjects, age groups and abilities, as evidenced through rigorous monitoring as well as examination results. Lessons are planned according to students' needs to ensure progress towards their individual targets. Students are challenged and stimulated - the more able and talented are extended and those with additional needs are supported.

The academy trust aims to develop its students as future global citizens and ensure that they have a wide range of opportunities: as well as House and whole School activities, the academy trust also offers a wide range of regular extra-curricular clubs during the day and after school, and students are encouraged to get involved.

The academy trust places a great deal of importance on inclusion and support. The quality of the pastoral care, guidance and the social inclusion of students are key features of the ethos and community of the School.

Due to the global pandemic some aspects of working life have dramatically changed but, it is important to say, that the School has been committed to working throughout the lockdown for the benefit of all students, particularly vulnerable students and those children of keyworkers. The Principal was able to continue to develop the parental engagement on all levels during the pandemic and lockdown period with sending out weekly updates to all families. These updates were incredibly important in maintaining our school community, ensuring that students and their families continued to feel connected to the staff in preparation for their return. The updates were not only informative but included a human perspective of the situation that everyone faced and continues to face.

#### Objectives, strategies and activities

This was the ninth year of operation for Newent Community School and Sixth Form Centre as an academy trust.

The Ofsted judgement in March 2018 awarded the Academy a "good" judgement. This was confirmation that the Academy had maintained the February 2014 judgement. Since March 2018 the Academy has worked to build on this judgement, working towards an "outstanding" outcome at the next scheduled inspection.

The Ofsted Report is very clear that the Principal had the ability to bring about positive change and demonstrates that the school has the capacity to improve further.

In particular, the commitment to supporting pupils' physical and mental health is demonstrated by the achievement of the Mental Health Champions Award in 2017. This work of the Academy being part of the NHS Trailblazer Pilot has continued although naturally disrupted by the pandemic. This work compliments the programme of mentoring and counselling that has been in place for a number of years and further confirms the view of the Academy being a safe, secure and supportive environment.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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While impacted by the global pandemic, the academy enhanced its work to support the physical and mental wellbeing of students by entering into a partnership with Rugged Interactive, Gloucestershire Health and Care NHS Foundation Trust and the Anna Freud National Centre for Children and Families. We worked together to evaluate the SmartGym Resilience Programme. The programme combines physical and cognitive activities, gamification of physical activities (using game elements to solve problems and increase engagement) and a tailored support tool to embed and reinforce users' personal development. The physical activity element was created by the Anna Freud National Centre and the gamified physical activities element uses Rugged Interactive's CardioWall® technology.

It was considered through the 2018 Ofsted visit that the academy trust has successfully halted a decline in outcomes for disadvantaged pupils through changes in leadership and partnership with a 'disadvantage pilot' project. This was seen as improving both the achievement and attendance of disadvantaged pupils currently at the school and this work continues to progress with the introduction, from the summer of 2019, the achievement for all programme. This programme will not only develop our provision for Pupil Premium students but "for All". While there was some incredibly positive early progress in this work, the pandemic delayed progress in this area and discussions are currently ongoing to implement appropriate measures and support from this particular group of students for 2021/2022. An Acting Assistant Principal is now the Pupil Premium Champion following the resignation of the Principal in April 2021.

The Ofsted Inspectors in 2018 considered that safeguarding is effective and that the safeguarding arrangements are fit for purpose. Records were noted as being detailed and of high quality. Pupils confirmed to Inspectors that they feel safe and are safe in the school. Pupils receive and understand the advice provided about potential risks and how to stay safe in various situations, including on the internet. Bullying is rare at the academy trust and, when it does occur, pupils are confident that it is dealt with swiftly and effectively. Finally, most parents believe that their children are safe, happy and well looked after at school.

During the lockdown period, a number of specific processes were implemented to ensure the on going safety of students who were vulnerable. This work ensured that students and their families felt supported during a challenging time and this has enabled students to return to school in a positive and optimistic manner.

Specific priorities in the new academic year are broadly unchanged from the previous year:

- To ensure teachers are using data to ensure challenge in every lesson for all students and to improve the effectiveness of feedback given.
- To continue to increase numbers coming into Year 7 as happened in the past three years.
- To develop cross party working, with Trustees and members of the Senior Leadership Team, to investigate all aspects of soft or hard federations and forming or joining a Multi Academy Trust although work through the pandemic was minimal so that appropriate resources were focused on supporting students, families and staff during a challenging period.
- To continue to develop the Sixth Form including an increase of numbers within both Year 12 and Year 13 following the opening of our new build Sixth Form Centre.
- To carry on the work of developing the academy trust as a Hub of Excellence which started three years ago linking with external agencies and companies to benefit the students and wider school company.

Alongside the core objectives in terms of student progress and achievement, not only in the core subjects but across the curriculum and in extra-curricular areas, the academy trust is also committed to its role at the heart of the local community. The academy trust sees an active policy of engagement with the wider community, including our feeder primary schools and local secondary schools and FE colleges, as key to success in the medium and longer term.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

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

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The academy trust is committed to equal opportunities for all areas of its activities, including creating a working environment in which the contribution and needs of all people are fully valued.

The academy trust continues to be involved in a wide range of activities in support of local, national and international charities, including The Prime Minister's National Dementia Initiative, the Gloucestershire Healthy Living and Learning 'Pink Curriculum' and non-uniform days, tutorial charity fundraising events and whole School events to raise funds for Children in Need, Macmillan Cancer Nurses and a range of local charities.

#### Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on Public Benefit when reviewing the Charity's aims and objectives and in planning future activities. In particular the trustees consider how planned activities will contribute to the aims and objectives they have set.

## **Strategic report**

### **Achievements and performance**

The school successfully maintained a "good" Ofsted judgement in March 2018, following an Ofsted visit. The Inspectors comments confirmed that the academy trust has the capacity to improve further.

Our pupil admission number (PAN) remains at 239 and we maintained a consecutive increase in our Year 7 intake in September 2020 which has been further maintained in September 2021. This has seen the school increase in size by 175 students in the past two years. This clearly demonstrates the work undertaken by the Principal and Senior Leadership Team is making a real difference to the wider community and ensures that the academy will become the school of choice in the area.

Due to the student intake in September 2020 the Academy had to increase capacity in its private transport arrangement with Stagecoach West, adding a further bus to the four double deckers travelling from Gloucester City and one bus travelling from the Forest of Dean area. In September 2021, the academy once again achieved close to the PAN which resulted in a further need to increase capacity of the fifth bus contracted to travel from Gloucester City.

There is a strategic target to continue to grow the student intake annually which is evidenced in the marketing campaigns that have been implemented. Further work has been completed through targeted FaceBook campaigns, increased use of targeted editorial pieces both online and in the papers. These pieces highlight the excellent facilities and opportunities given to the young people at the school. Families are able to tour virtually through the building allowing the opportunity to view the school in the comfort of their home. This virtual tour has the additional benefit of supporting students who are more anxious about joining the school each year which has been welcomed by parents.

In the key areas of student progress and attainment at GCSE level the school continued to improve. There were successes at all grades which is evidence that the Academy's commitment to high quality teaching and learning is clear and obvious.

All students due to take examinations in GCSE and A Levels in Summer 2021 were unable to do so following the cancellation by the Government. This resulted in Centre Assessed Grades to be awarded to students following a fully documented, rigorous and thorough process.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### Key performance indicators

The academy trust achieved the following results with regard to its other key performance indicators:

- The overall attendance target for the academic year was 97%, however, the enforced lockdown due to the global pandemic prevented students attending education for the entire year.
- The student recruitment data reflected an increase from 906 to 990 students in all year groups. The Year 7 students in September 2020 remained broadly the same as the previous year, September 2019. This is a clear vindication of the marketing strategy implemented during the year. This has continued into 2021 / 2022 with student numbers increasing by a further 57 in September 2021.
- The academy trust's financial year resulted in a revenue surplus of £241,751 compared with a budgeted position of £53,000. The continuation in the positive outcome built on the previous year's surplus of £231,235 (before actuarial adjustments and transfers to fund capital expenditure).

Additional highlights during the year were somewhat limited due to the global pandemic with no trips, visits or events being held for students. The use of "learning bubbles" throughout the academic year limited students' curriculum opportunities too as the use of practical rooms eg cookery, art and other specialist rooms were not possible. However, it must be noted how well our students adapted to the change in their learning environment although it goes without saying that the challenging year did, as has been well documented, impact students personal wellbeing.

A positive outcome of having to work through the global pandemic and maintain a high level of teaching and learning was the school's ability to respond to the changing landscape. For example, the following changes were implemented which will continue going forward:

- Move to a cloud based system of file storage
- Move to online, remote Parents' Evening appointments as opposed to inviting parents to individual meetings at school
- More telephone calls made home as part of an increased package of support for families
- Change to the transition programme for Y6 students and how information is collected from the Primary Schools

#### Going concern

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

#### **Financial review**

Most of the academy trust's income is obtained from the Department for Education (DfE) via the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2021 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The academy trust reported a restricted revenue surplus (before transfers and pension adjustments) of £268,111 in the year, which increased the restricted revenue reserves to carry forward to a surplus of £215,585 (excluding the pension reserve). Total Revenue income, including the General Annual Grant (GAG) as well as other income, was in line with budget. However, revenue expenditure was lower than budget as a result of effective management and strong financial controls.

There were no cashflow concerns through the year and this continues into 2021 / 2022.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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Total capital income was £147,114, which was higher than the previous year due to the successful Capital Improvement Fund application. The successful application allowed the school to undertake a refurbishment of an external block focusing on asbestos removal and updating fire safety with the replacement of fire doors throughout. In accordance with the Academies Accounts Direction, such grants are shown in the Statement of Financial Activities as restricted income in the restricted fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

At 31 August 2021 the net book value of fixed assets was £18,883,837. Movements in tangible fixed assets are shown in the note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the academy trust.

As previously noted the academy trust opened a wholly own subsidiary company, Newent Community Sports Limited, which commenced trading 1 May 2017. The income and expenditure of this subsidiary company, for the twelve months to 31 August 2021 are incorporated within these financial statements. From incorporation of the company the progress has been significant both in terms of financial benefits and from a marketing aspect in the local community and wider afield.

#### Reserves policy

The Trustees review the reserve levels of the academy trust on a regular basis and have established a reserves policy in line with guidelines.

The Academy's policy states that the appropriate level of revenue reserves should be equivalent to one month's expenditure, currently estimated to be between £350,000 and £400,000. This being to provide sufficient working capital, in order to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. In addition, the changes and improvements required in line with the Development Plan, alongside the anticipated impact of a further increase in student numbers, will require adjustments to the Academy Trust's management and staffing structure and resources which will involve short term costs, including some one-off items, over and above the academy trust's normal revenue expenditure.

With this in mind the trustees believe that although the academy trust's current level of free reserves of £87,061 (total funds less the amount held in fixed assets and restricted funds) is lower than the level required by the reserves policy, it will be crucial to support the academy trust's activities in the coming years.

There are a number of restricted funds representing the residual unspent element of grants and other income received during the year totalling £233,428 which will be spent for the specific purposes concerned. There was also a negative pension reserve in respect of the Local Government Pension Scheme amounting to £3,510,000 at the year end and this deficit increased during the period ending 31 August 2021.

#### Investment policy

The academy trust considered options on its Reserves and Investment Protocol in 2014/2015 and having agreed roll out in 2015/2016 of using a 32 day notice investment account, Trustees continued with this strategic decision until the remaining funds were required as a direct result of the falling revenue reserves of the Academy early in the 2018/2019 academic year. Due to the financial recovery of the academy, it is expected that the 32 day notice investment account will be reintroduced during the coming 2021 / 2022 academic year.

As the additional GAG funding impacts on the financial position of the Academy, the investment policy will aim to ensure that any funds that the Academy does not immediately need to cover anticipated expenditure, are invested in such a way as to maximise the Academy's income but with minimal risk. The Academy does not consider the investment of surplus funds as a primary activity.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

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

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#### Principal risks and uncertainties

The academy trust operates a Risk Management and Assessment Protocol and has established a risk register and risk review process. This process will be further defined over the coming year to ensure effective control measures and action to mitigate risks are put in place.

The principal risks from last year's report remain in place, remain predominantly unchanged in the relevant period and will remain as priority actions. However, for the foreseeable future there are also additional risks and uncertainties relating to Covid-19 that in some cases exacerbate existing concerns. The original risk and control measures are detailed first followed by specific Covid-19 risk and mitigations. Although detailed in separate sections for ease of understanding given the magnitude of the challenge facing our country they should be seen as inter-related:

- Failure to maintain the momentum of change and improvement implemented to achieve the Ofsted's "Good" category.
- Unsatisfactory improvements to Governance including a failure to recruit trustees with the necessary skills and experience.
- A shortfall in funding as a result of falling rolls.
- Increased local competition for lower School and Sixth Form students leading to a reduction in student numbers.
- A failure of the academy trust's IT systems.

#### Key controls in place:

- The academy trust have continued to work with System 15 to deliver a Managed IT Service to provide greater security against any potential IT system failure.
- An organisational structure with defined roles, responsibilities and authorisation levels.
- Financial planning, budgeting and management reporting, highlighting areas of financial risk.
- A Marketing and PR programme.
- Formal written and published policies and protocols including a Business Continuity Plan.
- With regard to pension risks, the academy trust has recognised its share of the Local Government Pension Scheme (LGPS) deficit in accordance with Financial Reporting Standard 102.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### Specific Covid-19 Risks:

- It is important to note that schools nationwide have struggled at times to keep up with the rapidly changing guidance from government. Although we have kept abreast of these changes thus far and have carefully considered how to apply government guidance to our own context there is always the danger that given the pace of change something will be missed.
- Societal anxiety and frustration with the current situation has led in some circumstances to greater tensions between children that is often manifested through an increase in off task behaviour in students; this may result in an increase in fixed term and even permanent exclusions.
- Previously very positive relationships between home and school have in a minority of cases become increasingly fractured due to the anxiety caused by misinformation shared on social media. This has also necessitated a significant amount of time that could be better deployed elsewhere devoted to correcting the myths that have taken hold with some parents, often fuelled by 'fake news' shared on social media. All of which may impact upon our ability to successfully recruit new students and staff.
- The digital divide in Gloucestershire is a major concern to the school. Remote learning still presents considerable challenges that include problems of access – to technology, to broadband or to peace, quiet and space in the home. In addition there are other challenges that are experienced by many families, including how to motivate a child to engage outside of the classroom's structured regime and the very real struggle to get children to turn off the Xbox and pick up the textbook.
- Although we have revised and adapted our remote learning offer on a number of occasions, the nature of our diverse catchment necessitates a blended approach of technology supported where necessary with printed work. However, despite a blended offer there is a very real danger that given the requirement for specialist teaching facilities and equipment in many subjects, much of the content provided remotely will not fully align with the classroom curriculum.
- Finally, despite the generally high levels of resilience among our staff, they are tired, anxious and exhausted. Without doubt their workload has increased significantly as a result of Covid-19. The impact of this may result in increased staff absence (including long term stress related absence) which may compromise our ability to provide a balanced education and compromise financial stability.

#### Key controls in place:

- Ongoing risk assessment in place.
- Daily 'sense checks' with members of the Senior Leadership Team to explore implications of changes to guidance.
- Senior leadership team signed up for all available email alerts from governmental and news organisations.
- Whole year group bubbles in place for curricular activities.
- Dedicated play spaces for students at break and lunch time.
- Enhanced cleaning in all areas of the school augmented by timetable changes that limit the movement of children around school.
- Regular weekly briefings to all parents and staff since the start of the original lockdown to dispel myths and reduce the impact of 'fake news' on school population.
- Home school contact has been successful in most instances of encouraging parents to reverse their decision to home school.
- Increased promotion and advertisement of the school through high quality promotional resources (including a professionally produced short film) and targeted advertising.
- Every opportunity is taken to promote and manage staff welfare. Feedback from staff throughout the pandemic has been very positive, as has the response from union representatives.

In addition to the risk and controls that have been identified above, the decision by trustees, given the opportunity that presented itself, to appoint an experienced Principal from September 2016 cannot be ignored. The Ofsted visit in March 2018 clearly commented on this appointment contributing to the Academy's current success.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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To ensure the academy trust's risk of fraud and management of funds is maintained we are committed to a programme of internal scrutiny, however, this has been a significant challenge through the lockdown period. As required within our ESFA recovery plan we were asked to recruit a trustee with relevant accounting qualifications. To date, we have been successful in recruiting three trustees all in the Accounting profession and, therefore, have surpassed our recovery plan requirement, however, it must be noted that two of the three trustees have resigned in September 2021 to due increased work commitments. Through 2020 / 2021 the three trustees were fully committed to the internal scrutiny process becoming scrutineers, reporting direct to the trustees on the programme undertaken and findings established. It is considered that this approach will ensure a thorough and comprehensive knowledge, understanding, attitude and reporting is maintained.

As part of Finance and Resources Governors Group's work they review the financial performance through the use of a Monthly Management Pack. This includes a review of cash flow together with actual income and expenditure against budget.

#### **Fundraising**

In a typical year, the academy is involved in raising money for charities and each year has a programme of planned events, however, this has had to be altered during the global pandemic. It is the intention of the trustees that this important learning experience is reintroduced as soon as possible.

Typically events are split into three categories: whole school eg Children in Need, Poppy Appeal, etc; tutorial charity where each tutorial undertakes an activity and elects a charity to receive the money raised; and staff fundraising eg Macmillan Coffee Morning, etc. Depending on the nature of trips and events eg Kenya Community Trip, students may undertake fundraising such as bag packing in a local supermarket to raise additional funds. Any promotional material produced clearly states the nature of the fundraising and the destination. All monies raised are passed on to the charities and no funds are retained by the academy. The academy raises funds through parental, student and community donations.

In addition, the Newent Community School Parents' Association (NCSPA) was formed in July 2021. This followed a period of 15 months without a Parents' Association. No fundraising was performed by the NCSPA in 2020 / 2021, however, their programme commenced in September 2021. This is a separate registered charity. Further details of the fundraising activities of this association are outlined above.

The academy maintains records to support the total sums raised and once monies have been collected the full amount is paid or transferred to the relevant charity.

The academy does not employ or work with professional fundraisers to carry out fundraising for local and national charities. However, where particular fundraising campaigns have been set up for raising funds for capital projects, external advice has been sought accordingly. This ensures that the academy is compliant with the recognised standards. All charities the academy raises funds for are carefully considered to ensure they too comply with the regulatory requirements and adhere to ethical standards.

The academy's fundraising complaints procedures are the standard complaints procedures documented within the academy's policies. The academy acknowledges that fundraising activities can create additional financial pressures on parents and therefore sets low contributions for fundraising activities for charities. The academy does not persistently approach or cause undue pressure on parents where contributions are not made.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Plans for future periods

The medium and long term plans which will provide the focus of the academy trust's activity during 2020/2021 are laid down in the Development Plan which has been discussed and agreed with the Trustees.

A number of organisational changes have taken place with effect from September 2016 which continued to be embedded. The academy does not expect significant changes in the coming period, however, there will also be the need to focus on the effects of the global pandemic and react as necessary to the ever-changing situation. The changes to date include:

- Further alterations to the curriculum to respond to the new National Curriculum.
- The continued roll out of the three year GCSE courses in response to the changes in specifications and at post 16 to reflect the changes to course organisation and specifications.
- The rise in the participation age and the continued emphasis on the core subjects of English, Maths and Science.
- A number of changes in the way the academy trust supports students with Special Education Needs and students that attract Pupil Premium Funding.
- Originally due to a reduction in student numbers, which is particularly evident in the junior years, it was necessary for the Academy to restructure in order to save costs in line with reduced income and to ensure that the organisational structure is appropriate and fit for purpose. However, this situation will be subject to continuous review due to the upturn in student numbers and the successful In Year Funding Application.
- The ongoing use and development of a safeguarding reporting system, My Concern, which was made available for all staff to report or update a student record if they are anxious about or have a specific concern for.

### Auditor

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the Charitable Company's auditors are unaware, and;
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the Charitable Company's auditors are 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 14 December 2021 and signed on its behalf by:



Mrs K Elen  
**Chair**

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Scope of responsibility

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

The board of trustees has delegated the day-to-day responsibility to the principal, 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 Newent Community School And Sixth Form Centre and the Secretary of State for Education. The accounting officer is 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 full board of trustees has formally met 7 times during the year with 6 meetings of the Finance and Resources Group being held.

During the year, as a direct consequence of the global pandemic and the need to appropriately respond to the challenging situation, meetings were moved to Microsoft Teams, in all but a small number of cases, rather than face to face.

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

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Mrs K Elen (Chair)	7	7
Mr C Germaine (Trustee)	7	7
Mrs H Kelly (Parent Trustee) (Resigned 1 September 2020)	0	0
Mr A Johnson (Principal and Accounting Officer) (Resigned 30 April 2021)	4	5
Mr G Bodger (Trustee) (Resigned 7 December 2020)	1	2
Mrs J Niland (Parent Trustee) (Resigned 9 November 2020)	0	1
Mrs C Spedding (Parent Trustee)	6	7
Mr M Lake (Trustee)	5	7
Mrs S Karunaratne (Staff Trustee)	6	7
Mr A Causon (Trustee) (Appointed 2 September 2020 and resigned 16 October 2021)	6	7
Mrs K Hancock (Trustee)	7	7
Mr G Kelly (Trustee) (Appointed 2 September 2020 and resigned 20 September 2021)	7	7
Mrs N Gee (Trustee) (Appointed 14 December 2020)	5	5
Mr J Joyce (Trustee) (Appointed 14 December 2020)	3	5
Mr R Phillips (Principal and Accounting Officer) (Appointed 1 May 2021)	2	2

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **Governance Reviews**

The Board are committed to undergoing regular reviews. The review in 2019 / 2020 led to the re-structure of the Board's committee structure from January 2020 onwards.

The separation of Trustees' and Members' Boards and the selection of appointees to the Members' Board were completed with reference to ESFA requirements.

The Board had formed a temporary committee group (Covid response committee) in response to the pandemic situation, however, this was not continued into 2020 / 2021. From September 2020 this temporary Governance structure was removed and the standard reporting structure was reintroduced. However, while the reporting structure was reinstated, the decision was taken to continue with the majority of the group meetings being held on Microsoft Teams rather than face to face.

The Full Board exceeded the recommendation of meeting six times in the year with the attendance at the meetings provided above. The Board has continued to implement a full delegated Trustee Group structure of two distinct groups:

Standards and Student Welfare  
Finance and Resource

These Groups operated within the full Scheme of Delegation and have individual Terms of Reference. The financial oversight is undertaken by the Finance and Resources Group which normally meets six times through the year. Each Trustee Group provides a report at each Full Board meeting on recent activity. In addition, all Trustees have full access to all financial documentation and monthly management accounts at all times and are able to raise any challenge should they wish to do so.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### Finance and resources group

The Finance and Resources Group is a sub-committee of the main board of trustees. Its principal purpose is as follows along with the standard regularity, monitoring and reviewing aspects of any committee function:

- To assist the decision making of the governing body.
- To consider the academy trust's indicative funding and to assess its implications for the academy trust, in consultation with the Principal, drawing any matters of significance or concern to the attention of the governing body.
- To consider and recommend acceptance/non-acceptance of the academy trust's budget at the start of each financial year.
- To contribute to the formulation of the academy trust's development plan, in consultation with the Principal, with the stated and agreed aims and objective of the academy trust.

The biggest challenge that the committee has had to respond to and fully understand is the on going financial constraints due to the reduction in student numbers, however, in September 2019 the academy saw a significant increase in Year 7 students joining which has continued in September 2020. The trustees have undertaken this function with a good balance of challenge and support throughout the year.

During March 2020 Mrs K Hancock, who is a qualified accountant, joined the academy as a trustee and this group. In addition, Mr G Kelly and Mr A Causon, both qualified accountants, joined the academy 2 September 2020, however, both Mr Kelly and Mr Causon have subsequently resigned early in 2021 / 2022 due to work constraints.

Attendance at Standards and Students Welfare Group meetings in the year was as follows:

<b>Standards &amp; Pupil Welfare</b>	<b>Meetings Attended</b>	<b>Out of possible</b>
Committee member		
Mr G Bodger (Trustee)	-	1
Mr C Germaine (Chair, Trustee)	4	4
Mr S Karunaratne (Staff Trustee)	4	4
Mrs H Kelly (Parent Trustee)	-	-
Mrs J Niland (Parent Trustee)	1	1
Mrs C Spedding (Parent Trustee)	4	4
Mr R Phillips (Vice Principal)	4	4
Mr M John (Assistant Principal)	4	4
Miss L Rogers (Director of Sixth Form)	3	3
Miss K Gordelier (Senior Teacher)	2	3

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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Attendance at Finance and Resources Group meetings in the year was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Mrs K Elen (Chair)	6	6
Mr A Johnson (Principal and Accounting Officer) (Resigned 30 April 2021)	3	4
Mrs C Spedding (Parent Trustee)	2	6
Mr M Lake (Trustee)	6	6
Mr A Causon (Trustee) (Appointed 2 September 2020 and resigned 16 October 2021)	6	6
Mrs K Hancock (Trustee)	6	6
Mr G Kelly (Trustee) (Appointed 2 September 2020 and resigned 20 September 2021)	5	6
Mr R Phillips (Principal and Accounting Officer) (Appointed 1 May 2021)	2	2
Mrs J A Price (Business Manager)	6	6

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

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

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

- Challenge - Is the School's performance high enough? Why and how is a service provided? Do we still need it? Can it be delivered differently? What do parents want?
- Compare - How does the School's student performance and financial performance compare? How does it compare with other schools? How does it compare with similar schools?
- Consult - How does the School seek the views of stakeholders about the services the School provides?
- Compete - How does the School secure efficient and effective services? Are services of appropriate quality, economic?

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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Therefore, the trustees, and the Senior Leadership Team and Managers, will:

- make comparisons with other similar schools using data provided by GASH, GASBM and the Government, e.g. benchmarking tools, quality of teaching and learning, levels of expenditure.
- challenge proposals, examining them for effectiveness, efficiency, and cost, eg setting of annual student achievement targets.
- require suppliers to compete on grounds of cost, and quality/ suitability of services/ products/ backup.
- consult individuals and organisations on quality/ suitability of service we provide to parents and students,
- and services we receive from providers, e.g. sex and relationship education, student reports, assigned inspector, Ofsted, finance consultant.

The trustees and Senior Leadership Team and Managers apply the principles of value for money when making decisions to improve the educational outcomes of the school by:

- the allocation of resources to best promote the aims and values of the School;
- the targeting of resources to best improve standards and the quality of provision; and
- the use of resources to best support the various educational needs of all students.

The Governing Body is accountable for the way in which the School's resources are allocated to meet the objectives set out in the School Development Plan. Trustees need to secure the best possible outcome for students, in the most efficient and effective way, at a reasonable cost. This will lead to continuous improvement in the School's achievements and services.

The Governing Body approves the budget each year and is mindful of the need to balance expenditure against income to ensure the Academy Trust remains a 'going concern'. The trustees of the Finance and Resources Group receive and approve the Annual Accounts and External Auditors' Management Letter. The governing body receive the signed Annual Accounts with all related documentation.

The Business Manager, supported by the Finance Office, is always striving to find value for money in terms of suitability, efficiency, time and cost. Measures already in place are detailed in the Financial Policy which is permanently available for all staff and trustees.

Tender exercises are regularly undertaken to ensure that high value contracts are assessed against the marketplace on a regular basis and that long term contracts remain competitive.

#### **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 Newent Community School And Sixth Form Centre for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts.

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

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the Finance and Resources Group of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- identification and management of risks.

The board of trustees has decided not to appoint an auditor for this purpose. However, the trustees have appointed Mr G Kelly, a trustee, to carry out a programme of internal checks. Mr G Kelly is a qualified accountant and will be supported by two further trustees, Mrs K Hancock and Mr A Causon, both qualified accountants.

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

- A full review of the previous audit management letter and recommendations.
- Testing of recruitment and safeguarding processes
- Testing of payroll processes
- Testing of all relevant financial policies, protocols and processes

Going forward, three times a year, the internal scrutineer will report to the board of trustees, through the finance and resources group on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and will annually prepare an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

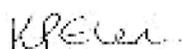
### **Review of effectiveness**

As accounting officer the principal / acting principal 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 scrutineer;
- the work of the external auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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 Resources Group and a plan to address weaknesses, if relevant and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 14 December 2021 and signed on its behalf by:



Mrs K Elen  
**Chair**



Mr R Phillips  
**Accounting Officer**

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

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

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2020.

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



Mr R Phillips  
**Accounting Officer**

14 December 2021

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2021**

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

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

In preparing these accounts, the trustees are required to:

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

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

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

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

Approved by order of the members of the board of trustees on 14 December 2021 and signed on its behalf by:



Mrs K Elen  
**Chair**

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Opinion**

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

In our opinion the accounts:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 August 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021.

### **Basis for opinion**

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

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

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

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

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

### **Other information**

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

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

We have nothing to report in this regard.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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

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

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

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

In the light of the knowledge and understanding of the group and parent charitable company 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 by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 group's and 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 group or the parent 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.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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

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

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

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

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

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

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.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **Use of our report**

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

*Azets Audit Services*

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

16 December 2021  
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**Chartered Accountants  
Statutory Auditor**

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

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE AND THE EDUCATION AND SKILLS FUNDING AGENCY

**FOR THE YEAR ENDED 31 AUGUST 2021**

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In accordance with the terms of our engagement letter dated 13 September 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Newent Community School and Sixth Form Centre during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Newent Community School and Sixth Form Centre and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Newent Community School and Sixth Form Centre 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 Newent Community School and Sixth Form Centre and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Newent Community School and Sixth Form Centre's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Newent Community School and Sixth Form Centre's funding agreement with the Secretary of State for Education dated 31 August 2012 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure.

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

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Azets Audit Services*

### **Reporting Accountant**

Azets Audit Services

Dated: 16 December 2021

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2021 £	Total 2020 £
<b>Income and endowments from:</b>						
Donations and capital grants	3	3,000	1,304	147,114	151,418	72,447
Charitable activities:						
- Funding for educational operations	4	150,612	5,261,421	-	5,412,033	5,132,870
Other trading activities	5	42,758	12,011	-	54,769	84,118
Investments	6	75	-	-	75	218
<b>Total</b>		<u>196,445</u>	<u>5,274,736</u>	<u>147,114</u>	<u>5,618,295</u>	<u>5,289,653</u>
<b>Expenditure on:</b>						
Raising funds	7	35,308	12,011	-	47,319	81,330
Charitable activities:						
- Educational operations	8	187,497	5,168,614	546,565	5,902,676	5,632,146
<b>Total</b>	7	<u>222,805</u>	<u>5,180,625</u>	<u>546,565</u>	<u>5,949,995</u>	<u>5,713,476</u>
<b>Net income/(expenditure)</b>		(26,360)	94,111	(399,451)	(331,700)	(423,823)
Transfers between funds	16	(5,723)	(34,045)	39,768	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial losses on defined benefit pension schemes	22	-	(578,000)	-	(578,000)	(44,000)
<b>Net movement in funds</b>		<u>(32,083)</u>	<u>(517,934)</u>	<u>(359,683)</u>	<u>(909,700)</u>	<u>(467,823)</u>
<b>Reconciliation of funds</b>						
Total funds brought forward		119,144	(2,776,481)	19,338,088	16,680,751	17,148,574
Total funds carried forward		<u>87,061</u>	<u>(3,294,415)</u>	<u>18,978,405</u>	<u>15,771,051</u>	<u>16,680,751</u>

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

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

FOR THE YEAR ENDED 31 AUGUST 2021

Comparative year information Year ended 31 August 2020	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2020
		£	£	£	£
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	14,601	57,846	72,447
Charitable activities:					
- Funding for educational operations	4	132,920	4,999,950	-	5,132,870
Other trading activities	5	56,493	27,625	-	84,118
Investments	6	218	-	-	218
<b>Total</b>		189,631	5,042,176	57,846	5,289,653
<b>Expenditure on:</b>					
Raising funds	7	53,681	27,649	-	81,330
Charitable activities:					
- Educational operations	8	155,006	4,931,236	545,904	5,632,146
<b>Total</b>	7	208,687	4,958,885	545,904	5,713,476
<b>Net income/(expenditure)</b>		(19,056)	83,291	(488,058)	(423,823)
Transfers between funds	16	-	(20,338)	20,338	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	22	-	(44,000)	-	(44,000)
<b>Net movement in funds</b>		(19,056)	18,953	(467,720)	(467,823)
<b>Reconciliation of funds</b>					
Total funds brought forward		138,200	(2,795,434)	19,805,808	17,148,574
Total funds carried forward		119,144	(2,776,481)	19,338,088	16,680,751

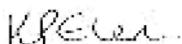
# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## CONSOLIDATED BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021		2020	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		18,883,837		19,268,203
<b>Current assets</b>					
Debtors	14	260,309		190,962	
Cash at bank and in hand		484,801		334,932	
			745,110		525,894
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	15	(347,896)		(355,346)	
<b>Net current assets</b>			397,214		170,548
<b>Net assets excluding pension liability</b>			19,281,051		19,438,751
Defined benefit pension liability	22		(3,510,000)		(2,758,000)
<b>Net assets</b>			15,771,051		16,680,751
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	16				
- Fixed asset funds			18,978,405		19,338,088
- General funds			215,585		(18,481)
- Pension reserve			(3,510,000)		(2,758,000)
<b>Total restricted funds</b>			15,683,990		16,561,607
<b>Unrestricted income funds</b>	16		87,061		119,144
<b>Total funds</b>			15,771,051		16,680,751

The accounts were approved by order of the board of trustees and authorised for issue on 14 December 2021.



Mrs K Elen  
Chair

Company Number 08153177

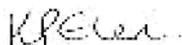
# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## BALANCE SHEET ACADEMY ONLY

AS AT 31 AUGUST 2021

	Notes	2021		2020	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12	18,883,837		19,268,203	
Investments	13		1		1
			18,883,838		19,268,204
<b>Current assets</b>					
Debtors	14	260,209		190,862	
Cash at bank and in hand		480,167		331,653	
			740,376		522,515
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	15	(344,623)		(352,071)	
<b>Net current assets</b>			395,753		170,444
<b>Net assets excluding pension liability</b>			19,279,591		19,438,648
Defined benefit pension liability	22	(3,510,000)		(2,758,000)	
<b>Net assets</b>			15,769,591		16,680,648
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	16				
- Fixed asset funds			18,978,405		19,338,088
- General funds			215,585		(18,481)
- Pension reserve			(3,510,000)		(2,758,000)
<b>Total restricted funds</b>			15,683,990		16,561,607
<b>Unrestricted income funds</b>	16		85,601		119,041
<b>Total funds</b>			15,769,591		16,680,648

The accounts were approved by order of the board of trustees and authorised for issue on 14 December 2021.



Mrs K Elen  
Chair

Company Number 08153177

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

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	Notes	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	19		231,747		253,887
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		75		218	
Capital grants from DfE Group		19,806		38,310	
Capital funding received from sponsors and others		-		38,900	
Purchase of tangible fixed assets		(82,666)		(175,962)	
<b>Net cash used in investing activities</b>			(62,785)		(98,534)
<b>Cash flows from financing activities</b>					
Repayment of CIF loan		(19,093)		(20,338)	
Repayment of ESFA loan		-		(58,000)	
<b>Net cash used in financing activities</b>			(19,093)		(78,338)
<b>Net increase in cash and cash equivalents in the reporting period</b>			149,869		77,015
Cash and cash equivalents at beginning of the year			334,932		257,917
<b>Cash and cash equivalents at end of the year</b>			484,801		334,932

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# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 1 Accounting policies

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

##### 1.1 Basis of preparation

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

The consolidated statement of financial activities and consolidated balance sheet consolidate the financial statements of the academy trust and its material subsidiary undertakings ('subsidiaries'). The results of subsidiaries are consolidated on a line-by-line basis.

##### 1.2 Going concern

The trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events of 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. Following significant operating deficits in previous years, GAG reserves are still in deficit by £48,004 at the end of the year however the academy is now carrying forward a net revenue surplus of £287,813. The trustees have reviewed the situation and believe that they can continue to improve the position and will have adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

##### 1.3 Basis of consolidation

The financial statements consolidate the accounts of Newent Community School and Sixth Form Centre and its material subsidiaries. The results of subsidiaries acquired during the year are included from the effective date of acquisition.

The academy trust has taken advantage of the exemption contained within 408 of the Companies Act 2006 not to present its own Statement of Financial Activities.

The income and expenditure account for the year dealt with in the accounts of the academy trust was £911,057 deficit (2020: £445,729 deficit).

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

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

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 1 Accounting policies

(Continued)

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 consolidated statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

#### Donations

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

#### Other income

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

#### Donated goods, facilities and services

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

#### 1.5 Expenditure

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

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

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 1 Accounting policies

(Continued)

##### 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.

#### 1.6 Tangible fixed assets and depreciation

Assets costing £2,000 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.

Depreciation is provided on all tangible fixed assets other than freehold land and assets in the course of construction, at rates calculated to write off the cost of each asset on a straight line basis over its expected useful life, as follows:

Freehold property	2%
Computer equipment	25%
Fixtures and fittings	10%-25%
Motor vehicles	33%

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

Due to the academy trust's 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.

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 consolidated statement of financial activities.

#### 1.7 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.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

---

### 1 Accounting policies

(Continued)

#### 1.8 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.

#### 1.9 Leased assets

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

#### 1.10 Financial instruments

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

Amounts due from the academy trust's wholly owned subsidiary are held at face value less any impairment.

##### 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.

Amounts due to the academy trust's wholly owned subsidiary are held at face value less any impairment.

#### 1.11 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.

#### 1.12 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.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 1 Accounting policies

(Continued)

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.

#### 1.13 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, the Department for Education, private sponsors and the Local Authority.

The academy is carrying a deficit of £48,004 on the GAG fund and a net surplus of £44,780 on restricted GAG funds plus unrestricted funds, due to an excess of available funds over expenditure. The academy continues with its recovery plan to address the underlying causes.

#### 1.14 Agency arrangements

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

The academy trust also acts as an agent in distributing school bus passes to students. Payments received from parents of students and subsequent payments to the provider of the school bus services are excluded from the consolidated statement of financial activities on the basis that the academy trust does not have control over the charitable application of the funds. The funds received and paid, and any balances held, are disclosed in the notes to the financial statements.

#### 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.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 2 Critical accounting estimates and areas of judgement

(Continued)

##### 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 22, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Capital grants	-	147,114	147,114	18,946
Other donations	3,000	1,304	4,304	53,501
	<u>3,000</u>	<u>148,418</u>	<u>151,418</u>	<u>72,447</u>

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	4,546,564	4,546,564	4,328,970
Other DfE / ESFA grants:				
Pupil premium	-	158,532	158,532	132,856
Teachers pension grants	-	185,213	185,213	171,159
Teachers pay grants	-	65,545	65,545	60,572
Covid-19 catch up premium	-	70,970	70,970	-
Others	-	136,870	136,870	68,827
	-	5,163,694	5,163,694	4,762,384
<b>Other government grants</b>				
Local authority grants	-	69,000	69,000	123,696
<b>Covid-19 additional funding (DfE/ESFA)</b>				
Coronavirus exceptional support	-	-	-	23,660
<b>Other funding</b>				
Catering services	112,647	-	112,647	99,261
School funds	-	(7,061)	(7,061)	24,787
Other incoming resources	37,965	35,788	73,753	99,082
	150,612	28,727	179,339	223,130
<b>Total funding</b>	150,612	5,261,421	5,412,033	5,132,870

The academy received £70,970 of funding for catch-up premium and costs incurred in respect of this funding totalled £13,679, with the remaining £57,291 to be spent in 2021/22.

The academy trust was eligible to claim additional funding in the prior year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "Covid-19 additional funding (DfE/ESFA)".

The funding received in the prior year for coronavirus exceptional support covered £23,660 of cleaning materials, free school meal vouchers and educational equipment costs. These costs are included in notes 7 and 8 below as appropriate.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Hire of facilities	2,066	12,011	14,077	34,855
Other income	40,692	-	40,692	49,263
	<u>42,758</u>	<u>12,011</u>	<u>54,769</u>	<u>84,118</u>

### 6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Short term deposits	75	-	75	218
	<u>75</u>	<u>-</u>	<u>75</u>	<u>218</u>

### 7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2021 £	Total 2020 £
Expenditure on raising funds					
- Direct costs	24,425	-	-	24,425	27,291
- Allocated support costs	-	11,750	11,144	22,894	54,039
Academy's educational operations					
- Direct costs	3,675,327	-	272,581	3,947,908	3,798,385
- Allocated support costs	883,344	767,735	303,689	1,954,768	1,833,761
	<u>4,583,096</u>	<u>779,485</u>	<u>587,414</u>	<u>5,949,995</u>	<u>5,713,476</u>

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

	2021 £	2020 £
Fees payable to auditor for:		
- Audit	11,990	12,120
- Other services	5,340	4,573
- Assurance services other than audit	2,910	2,445
Operating lease rentals	41,070	36,223
Depreciation of tangible fixed assets	546,565	545,904
Net interest on defined benefit pension liability	48,000	49,000
	<u>655,875</u>	<u>689,265</u>

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 8 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>Direct costs</b>				
Educational operations	68,294	3,879,614	3,947,908	3,798,385
<b>Support costs</b>				
Educational operations	119,203	1,835,565	1,954,768	1,833,761
	<u>187,497</u>	<u>5,715,179</u>	<u>5,902,676</u>	<u>5,632,146</u>

	2021 £	2020 £
<b>Analysis of support costs</b>		
Support staff costs	883,344	814,532
Depreciation	546,565	545,904
Technology costs	6,163	15,199
Premises costs	221,170	186,330
Legal costs	7,530	8,276
Other support costs	271,085	245,765
Governance costs	18,911	17,755
	<u>1,954,768</u>	<u>1,833,761</u>

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2021 £	2020 £
Wages and salaries	3,303,431	3,142,461
Social security costs	315,375	297,559
Pension costs	921,278	864,259
	<u>4,540,084</u>	<u>4,304,279</u>
Staff costs - employees	4,540,084	4,304,279
Agency staff costs	43,012	13,539
	<u>4,583,096</u>	<u>4,317,818</u>

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### 9 Staff

(Continued)

#### Staff numbers

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

	2021 Number	2020 Number
Teachers	56	54
Administration and support	118	113
Management	7	7
	<u>181</u>	<u>174</u>

#### Higher paid staff

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

	2021 Number	2020 Number
In the band £60,001 - £70,000	3	2
In the band £70,001 - £80,000	1	-
In the band £90,001 - £100,000	-	1
	<u>4</u>	<u>3</u>

#### Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £649,820 (2020: £656,852).

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 10 Trustees' remuneration and expenses

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

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

Mr A Johnson (Principal to 30/04/2021):

- Remuneration £60,000 - 65,000 (2020: £90,000 - £95,000)
- Employer's pension contributions £15,000 - £20,000 (2020: £10,000 - £15,000)

Mr R Phillips (Principal from 01/05/2021):

- Remuneration £25,000 - £30,000 (2020: £Nil)
- Employer's pension contributions £5,000 - £10,000 (2020: £Nil)

Mr S Karunaratne (Staff Trustee):

- Remuneration £45,000 - £50,000 (2020: £45,000 - £50,000)
- Employer's pension contributions £10,000 - £15,000 (2020: £10,000 - £15,000)

During the year ended 31 August 2021, travel expenses reimbursed to trustees totalled £Nil (2020 - £61).

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

#### 11 Trustees' and officers' insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2021 was £46 (2020: £250). The cost of this insurance is included in the total insurance cost.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 12 Tangible fixed assets Group and Academy

	Freehold property £	Computer equipment £	Fixtures and fittings £	Motor vehicles £	Total £
<b>Cost</b>					
At 1 September 2020	22,542,569	158,637	665,041	43,513	23,409,760
Additions	144,116	12,360	5,723	-	162,199
At 31 August 2021	22,686,685	170,997	670,764	43,513	23,571,959
<b>Depreciation</b>					
At 1 September 2020	3,446,865	132,405	542,257	20,030	4,141,557
Charge for the year	453,734	20,694	60,570	11,567	546,565
At 31 August 2021	3,900,599	153,099	602,827	31,597	4,688,122
<b>Net book value</b>					
At 31 August 2021	18,786,086	17,898	67,937	11,916	18,883,837
At 31 August 2020	19,095,704	26,232	122,784	23,483	19,268,203

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

### 13 Fixed asset investments

	Shares in group undertakings
<b>Historical cost:</b>	
At 31 August 2021	1
	=====
At 31 August 2020	1
	=====

#### Holdings of more than 20%

The company holds more than 20% of the share capital of the following companies:

Company	Country of registration or incorporation	Shares held	
		Class	%
<b>Subsidiary undertakings</b>			
Newent Community Sports Limited	UK	Ordinary	100

The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial year were as follows:

Principal activities	Capital and reserves	Profit/(loss) for the year
	£	£
Newent Community Sports Limited	1,461	1,460
Registered company number: 10721584	=====	=====

In the year Newent Community Sports Limited reported income of £28,826 (2020: £35,521) and expenditure totalling £27,366 (2020: £35,418).

14 Debtors	2021	2021	2020	2020
	£	£	£	£
	Group	Academy	Group	Academy
Trade debtors	20,540	20,440	37,586	37,486
VAT recoverable	-	-	7,710	7,710
Other debtors	23,660	23,660	26,657	26,657
Prepayments and accrued income	216,109	216,109	119,009	119,009
	=====	=====	=====	=====
	260,309	260,209	190,962	190,862
	=====	=====	=====	=====

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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15 Creditors: amounts falling due within one year

	2021 £ Group	2021 £ Academy	2020 £ Group	2020 £ Academy
Government loans	-	-	19,093	19,093
Trade creditors	4,153	4,153	16,596	16,596
Other taxation and social security	81,414	81,038	70,728	70,350
Other creditors	148,936	148,853	215,403	215,320
Accruals and deferred income	113,393	110,579	33,526	30,712
	<u>347,896</u>	<u>344,623</u>	<u>355,346</u>	<u>352,071</u>

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 16 Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	(175,229)	4,546,564	(4,364,738)	(24,440)	(17,843)
Pupil premium	-	158,532	(158,532)	-	-
Teachers pension grants	-	185,213	(185,213)	-	-
Teachers pay grants	-	65,545	(65,545)	-	-
Covid-19 catch up premium	-	70,970	(13,679)	-	57,291
Other DfE / ESFA grants	25,104	136,870	(116,712)	(9,605)	35,657
Other government grants	32,055	69,000	(53,349)	-	47,706
School fund account	83,710	(7,061)	-	-	76,649
Other income	15,879	49,103	(48,857)	-	16,125
Pension reserve	(2,758,000)	-	(174,000)	(578,000)	(3,510,000)
	<u>(2,776,481)</u>	<u>5,274,736</u>	<u>(5,180,625)</u>	<u>(612,045)</u>	<u>(3,294,415)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	2,373,244	147,114	(92,284)	-	2,428,074
Capital expenditure from GAG	64,837	-	(3,090)	12,360	74,107
Predecessor school surplus	26,859	-	-	-	26,859
Transfer on conversion	16,820,000	-	(410,000)	-	16,410,000
Other donations	72,241	-	(41,191)	8,315	39,365
CIF loan	(19,093)	-	-	19,093	-
	<u>19,338,088</u>	<u>147,114</u>	<u>(546,565)</u>	<u>39,768</u>	<u>18,978,405</u>
<b>Total restricted funds</b>	<u>16,561,607</u>	<u>5,421,850</u>	<u>(5,727,190)</u>	<u>(572,277)</u>	<u>15,683,990</u>
<b>Unrestricted funds</b>					
General funds	<u>119,144</u>	<u>196,445</u>	<u>(222,805)</u>	<u>(5,723)</u>	<u>87,061</u>
<b>Total funds</b>	<u>16,680,751</u>	<u>5,618,295</u>	<u>(5,949,995)</u>	<u>(578,000)</u>	<u>15,771,051</u>

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### 16 Funds

(Continued)

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

Restricted funds include GAG and other grants receivable from the Education & Skills Funding Agency, Department for Education and Local Authority towards the group and academy's educational activities. School funds held in respect of educational visits and events are included in restricted funds.

Restricted fixed asset funds include amounts receivable from the Education & Skills Funding Agency, Department for Education and other sources in respect of tangible fixed assets held for use by the group and academy. Transfers from restricted and unrestricted funds to restricted fixed asset funds relate to fixed assets purchased from these funds.

The pension reserve relates to the group and academy's share of the deficit of the Local Government Pension Scheme, as overseen by the Local Authority.

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

The academy trust is carrying a deficit of £17,843 on the GAG fund and a net surplus of £69,218 on restricted GAG funds plus unrestricted funds due to an historic excess of available funding over expenditure.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 16 Funds

(Continued)

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	(413,532)	4,328,970	(4,070,329)	(20,338)	(175,229)
Teachers pension grants	-	171,159	(171,159)	-	-
Teachers pay grants	-	60,572	(60,572)	-	-
Other DfE / ESFA grants	12,134	225,343	(212,373)	-	25,104
Other government grants	15,357	123,696	(106,998)	-	32,055
School fund account	104,683	24,787	(51,914)	6,154	83,710
Other income	32,924	107,649	(118,540)	(6,154)	15,879
Pension reserve	(2,547,000)	-	(167,000)	(44,000)	(2,758,000)
	<u>(2,795,434)</u>	<u>5,042,176</u>	<u>(4,958,885)</u>	<u>(64,338)</u>	<u>(2,776,481)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	2,444,246	18,946	(89,948)	-	2,373,244
Capital expenditure from GAG	70,882	-	(6,045)	-	64,837
Predecessor school surplus	26,859	-	-	-	26,859
Transfer on conversion	17,230,000	-	(410,000)	-	16,820,000
Other donations	73,252	38,900	(39,911)	-	72,241
CIF loan	(39,431)	-	-	20,338	(19,093)
	<u>19,805,808</u>	<u>57,846</u>	<u>(545,904)</u>	<u>20,338</u>	<u>19,338,088</u>
<b>Total restricted funds</b>	<u>17,010,374</u>	<u>5,100,022</u>	<u>(5,504,789)</u>	<u>(44,000)</u>	<u>16,561,607</u>
<b>Unrestricted funds</b>					
General funds	<u>138,200</u>	<u>189,631</u>	<u>(208,687)</u>	<u>-</u>	<u>119,144</u>
<b>Total funds</b>	<u>17,148,574</u>	<u>5,289,653</u>	<u>(5,713,476)</u>	<u>(44,000)</u>	<u>16,680,751</u>

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 17 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2021 are represented by:</b>				
Tangible fixed assets	-	-	18,883,837	18,883,837
Current assets	90,334	471,175	183,601	745,110
Creditors falling due within one year	(3,273)	(255,590)	(89,033)	(347,896)
Defined benefit pension liability	-	(3,510,000)	-	(3,510,000)
<b>Total net assets</b>	<b>87,061</b>	<b>(3,294,415)</b>	<b>18,978,405</b>	<b>15,771,051</b>

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2020 are represented by:</b>				
Tangible fixed assets	-	-	19,268,203	19,268,203
Current assets	122,419	304,997	98,478	525,894
Creditors falling due within one year	(3,275)	(323,478)	(28,593)	(355,346)
Defined benefit pension liability	-	(2,758,000)	-	(2,758,000)
<b>Total net assets</b>	<b>119,144</b>	<b>(2,776,481)</b>	<b>19,338,088</b>	<b>16,680,751</b>

### 18 Long-term commitments, including operating leases

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

	2021 £	2020 £
Amounts due within one year	35,865	36,545
Amounts due in two and five years	32,841	68,721
	<b>68,706</b>	<b>105,266</b>

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 19 Reconciliation of net expenditure to net cash flow from operating activities

	2021	2020
	£	£
Net expenditure for the reporting period (as per the statement of financial activities)	(331,700)	(423,823)
Adjusted for:		
Capital grants from DfE and other capital income	(147,114)	(57,846)
Investment income receivable	(75)	(218)
Defined benefit pension costs less contributions payable	126,000	118,000
Defined benefit pension scheme finance cost	48,000	49,000
Depreciation of tangible fixed assets	546,565	545,904
Decrease/(increase) in debtors	57,961	(47,877)
(Decrease)/increase in creditors	(67,890)	70,747
<b>Net cash provided by operating activities</b>	<b>231,747</b>	<b>253,887</b>

### 20 Analysis of changes in net funds

	1 September 2020	Cash flows	31 August 2021
	£	£	£
Cash	334,932	149,869	484,801
Loans falling due within one year	(19,093)	19,093	-
	<u>315,839</u>	<u>168,962</u>	<u>484,801</u>

### 21 Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he 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.

### 22 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 £67,208 (TPS) and £23,669 (LGPS) were payable to the schemes at 31 August 2021 (2020: £62,724 (TPS) and £20,943 (LGPS)) and are included within creditors.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 22 Pension and similar obligations

(Continued)

##### Teachers' Pension Scheme

###### Introduction

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

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

###### Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to the TPS in the period amounted to £556,873 (2020: £531,269).

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

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

###### 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 29.6% for employers and 5.5 to 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.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

### 22 Pension and similar obligations (Continued)

Total contributions made	2021 £	2020 £
Employer's contributions	229,000	207,000
Employees' contributions	46,000	42,000
Total contributions	<u>275,000</u>	<u>249,000</u>

Principal actuarial assumptions	2021 %	2020 %
Rate of increase in salaries	3.2	2.5
Rate of increase for pensions in payment/inflation	2.9	2.2
Discount rate for scheme liabilities	1.65	1.7
Inflation assumption (CPI)	2.9	2.2
Commutation of pensions to lump sums pre-April 2008	35	35
Commutation of pensions to lump sums post-April 2008	<u>68</u>	<u>68</u>

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

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

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

The academy trust's share of the assets in the scheme	2021 Fair value £	2020 Fair value £
Equities	2,770,000	2,066,000
Bonds	831,000	720,000
Cash and other liquid assets	79,000	94,000
Property	<u>277,000</u>	<u>251,000</u>
Total market value of assets	<u>3,957,000</u>	<u>3,131,000</u>

The actual return on scheme assets was £613,000 (2020: £41,000).

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

<b>22 Pension and similar obligations</b>		<b>(Continued)</b>	
<b>Amount recognised in the statement of financial activities</b>	<b>2021</b>	<b>2020</b>	
	<b>£</b>	<b>£</b>	
Current service cost	355,000	325,000	
Interest income	(55,000)	(57,000)	
Interest cost	103,000	106,000	
	<u>403,000</u>	<u>374,000</u>	
<b>Changes in the present value of defined benefit obligations</b>	<b>2021</b>	<b>2020</b>	
	<b>£</b>	<b>£</b>	
At 1 September 2020	5,889,000	5,420,000	
Current service cost	355,000	325,000	
Interest cost	103,000	106,000	
Employee contributions	46,000	42,000	
Actuarial loss	1,136,000	28,000	
Benefits paid	(62,000)	(32,000)	
	<u>7,467,000</u>	<u>5,889,000</u>	
<b>Changes in the fair value of the academy trust's share of scheme assets</b>	<b>2021</b>	<b>2020</b>	
	<b>£</b>	<b>£</b>	
At 1 September 2020	3,131,000	2,873,000	
Interest income	55,000	57,000	
Actuarial (gain)/loss	558,000	(16,000)	
Employer contributions	229,000	207,000	
Employee contributions	46,000	42,000	
Benefits paid	(62,000)	(32,000)	
	<u>3,957,000</u>	<u>3,131,000</u>	

## 23 Related party transactions

Owing to the nature of the academy trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures. The following related party transactions took place in the period of account.

During the year the academy received a gift aid distribution of £103 (2020: £22,197) from its subsidiary, Newent Community Sports Limited.

In entering into these transactions, the academy trust has complied with the requirements of the Academies Financial Handbook.

# NEWENT COMMUNITY SCHOOL AND SIXTH FORM CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **24 Agency arrangements**

The academy acts as an agent in distributing school bus passes to students. In the year ended 31 August 2021, the academy received £237,893 (2020: £238,640) from parents and paid £282,912 (2020: £210,835) to the operator of the bus service. An amount of £58,313 (2020: £86,160) is included within other creditors in relation to monies received in advance from parents for the year ending 31 August 2022.