Company Registration Number: 08606536 (England & Wales)

URSULA TAYLOR CHURCH OF ENGLAND SCHOOL

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2019

URSULA TAYLOR CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

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URSULA TAYLOR CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mrs Julia Monger, Co-Chair of Governors Mrs Elizabeth Woolner, Community Governor Ms Sarah Hammond, Parent Governor and Chair of Curriculum Committee The Diocese of St Albans Educational Trust, Corporate Foundation Member
Trustees	Mrs Victoria Morrall, Headteacher Rev. Stephen Liley, Chair of Finance and Audit Committee and Foundation Governor Mr Daniel Roderick, Staff Governor (resigned 24 January 2019) Miss Steph Harber, Staff Governor (appointed 16 May 2019) Mr Callum Masterson, Staff Governor (appointed 16 May 2019) Ms Katherine Hall, Staff Governor (resigned 16 May 2019) Mrs Jennie Jepps, Foundation Governor Mrs Tamsyn Hammond, Community Governor Mr Matthew Barker, Co-Chair of Governors and Community Governor Mrs Louise Tyrrell, Parent Governor Mr Wenceslas Gatarabirwa, Foundation Governor (resigned 24 January 2019) Mrs Catherine Dent, Foundation Governor (appointed 16 May 2019)
Company registered number	08606536
Company name	Ursula Taylor Church of England School
Principal and registered office	High Street Clapham Bedfordshire MK41 6EG
Senior Management Team	Mrs Victoria Morrall, Headteacher Ms Katherine Hall, Deputy Headteacher Mrs Heather Lee, Assistant Headteacher Mrs Patricia Mulholland, School Business Manager Miss Debbie Daley, Office Manager
Independent auditor	MHA MacIntyre Hudson Chartered Accountants Statutory Auditor Equipoise House Grove Place Bedford MK40 3LE
Bankers	HSBC Bank Bedford MK40 1LJ

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Solicitors	Ward Hadaway 1a Tower Square Wellington Street Leeds LS1 4DL

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2018 to 31 August 2019. 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 4 to 11 serving a catchment area in Clapham, North Bedfordshire. As a Church of England School it has close links with the Diocese of St Albans. It has a pupil capacity of 420 and had a roll of 364 in the school census on 6th October 2019.

Structure, governance and management

a. Constitution

The Academy is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association and the Academy Funding Agreement are the primary governing documents of the Academy.

The Trustees of Ursula Taylor Church of England School are also the directors of the charitable company for the purposes of company law. The Trustees are also known as the Governors of the Academy.

The charitable company is known as Ursula Taylor Church of England School. Ursula Taylor Church of England School is also known as Ursula Taylor Church of England Primary School.

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.

b. 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.

c. Trustees' indemnities

The charitable company has purchased Governor's liability insurance and Fidelity Cover (the latter also covers staff), with cover up to £1,000,000 on anyone claim. This insurance has been sourced through the Department for Education Risk Protection Arrangement (RPA)

Governors benefit from indemnity insurance to cover the liability of the Governors which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust.

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Trustees

Ursula Taylor Church of England Schools Governing Body comprises the signatories to the Memorandum who are: The Diocese of St Albans Education Trust (company number 8223185 in its capacity as corporate foundation member) and the three members provided that they are not foundation Governors and that at all times the number of foundation members does not exceed 25% of the total numbers of members.

The number of Governors shall be not less than three nor more than thirteen. In accordance with the Articles of Association the Academy Trust's Governing Body will include the Headteacher and shall have up to five Governors appointed by members, up to three foundation Governors, up to two staff Governors and a minimum of two parent Governors.

The Members may appoint up to five Governors. The members may appoint up to two staff Governors through such process as they may determine, provided that the total number of Governors (including the Headteacher) who are employees of the Academy Trust does not exceed one third of the total number of Governors. The parent Governors shall be elected by parents of registered pupils at the Academy. A parent Governor must be a parent of a pupil at the Academy at the time when he/she is elected. The Governing Body shall make all necessary arrangements for, and determine all other matters relating to, an election of parent Governors. Any election of parent Governors which is contested shall be held by secret ballot. The Governors may appoint up to two Co-opted Governors,

The term of office for any Governor shall be four years, save that this time limit shall not apply to the Headteacher. Subject to remaining eligible to be a particular type of Governor, any Governor may be re-appointed or re-elected.

e. Policies adopted for the induction and training of Trustees

As part of the induction process all new Governors are invited by the Chair of Governors to visit the school. New Governors are encouraged to attend the Governor Induction course provided by the Academy via Bedford Borough Council. Governors on the Finance and Audit Committees are provided with a copy of the Academies Financial Handbook.

Governor training is through participation in the comprehensive Bedford Borough Governor training programme. The Academy Trust contracts with Bedford Borough Programme for unlimited participation in the programme of training.

The Academy subscribes to Governor Hub - an online resource giving all Governors access to key data and Governing Body documentation. Governor Hub also allows Governors to share information, take part in discussion forums and view and book training as required.

Structure, governance and management (continued)

f. Organisational structure

The Governing Body establishes an overall framework for the governance of the Academy. The Governing Body has established the following committees:

- Finance Committee (including the Pay Review and Headteacher Appraisal Sub-committee)
- Audit Committee
- Curriculum Committee

Committee membership, terms of reference and scheme of delegation are reviewed by the Governing Body on an annual basis.

The strategic direction of Ursula Taylor Church of England School is led by the Headteacher supported by the Senior Management Team (SMT).

The Headteacher is the Accounting Officer as required by the Funding Agreement with the Department for Education. The responsibilities of the Accounting Officer are defined in the Governance Statement attached to this report. Mrs Victoria Morrall is the Accounting Officer for the Academy.

g. Arrangements for setting pay and remuneration of key management personnel

All members of the SMT, including the Headteacher, are subject to an annual appraisal review. As part of the annual review process the Governors (in the case of the Headteacher's appraisal) or the Headteacher (in the case of members of the SMT) set performance objectives relating to the priorities for the Academy detailed on the School Development Plan (SDP). These priorities are subsequently used to set objectives for the Teaching Staff and Teaching Assistants.

The annual review and pay review process for the Headteacher is completed in the Autumn Term with a mid-year review in March. The Governors and School Improvement Partner (SIP) are responsible for determining the completion of the targets set and also any performance related pay increases. The appraisal process of the Deputy Headteacher and Assistant Headteacher is the responsibility of the Headteacher who conducts the appraisal review, sets targets for the next academic year and when appropriate, makes a recommendation to the Pay Review Committee about incremental increases.

Rules for determining the pay of Teachers in maintained schools are set out in the School Teachers Pay and Conditions Document (STPCD). As an Academy we are free to set our own pay scales and ranges, however, the Governors, on conversion in August 2013, made the decision to adopt the STPCD and the associated pay scales.

Key management personnel (Headteacher, Deputy Headteacher and Assistant Headteacher and Staff Governor) are paid using the scales detailed in the STPCD at the Upper Pay Range or Leadership level. The salary ranges vary according to the role and responsibility levels expected.

The role of the Pay Review Sub-Committee (part of the Finance Committee) is to consider the recommendations of the Headteacher and make decisions in relation to staff performance and pay increases. The Pay Review Sub-Committee meets annually, although meetings are also convened at points throughout the year, in exceptional circumstances. The Headteacher's pay review is conducted by the Headteacher's Appraisal Sub-Committee of Governors in line with the school pay policy and the rules set out in the STPCD.

Remuneration of SMT members

The school pay policy and STPCD details any rules in place for remuneration above and beyond any salary increases; for example, additional payments for recruitment or retention of additional payments for work in addition to the expectations detailed within job descriptions.

Structure, governance and management (continued)

h. Related parties and other connected charities and organisations

The Diocese of St Albans Educational Trust is a founding member of the Ursula Taylor Church of England School Academy Trust.

The Academy Trust participates in events organised as part of the Bedford Borough Learning Exchange (BBLE) and the Diocese of St Albans and School to School training and support as part of St Thomas More and Peter Pan Teaching Schools. These professional partnerships have provided opportunities for experts to share delivery and good practice to drive up standards. The Academy is also part of a local group of schools who work together to complete 'Peer Review' school improvement assessments.

The Academy Trust is a member of the School Sports Partnership. The Academy has been able to promote physical activity. Our pupils have had the opportunity to engage in PE and sports events competing and participating with other children from other local Primary Schools.

The Academy employs 'SSG' Sports Coaches to deliver high quality Physical Education and run a range of free clubs during and after the school day. This initiative is fully funded through the 'Sports Premium' delivered by the DfE.

Objectives and activities

a. Objects and aims

The Academy Trust's object is specifically restricted to the advance for the public benefit of 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 with a designated Church of England Religious Character offering a broad and balanced curriculum. Conducted in accordance with the principles, practices and tenants of the Church of England both generally and in particular in relation to arranging for Religious Education and daily acts of worship (as required by the Academy Funding Agreement) and having regard to any advice of the Diocesan Board of Education.

The strategic direction of the school is detailed within the School Development Plan. This is a working document which is contributed to by all stakeholders and reviewed at regular points throughout the year. The School Development Plan is determined by a full evaluation of the previous year and also through data analysis.

Objectives and activities (continued)

b. Objectives, strategies and activities

The following information details the School Development Plan aims and objectives for the 2018 – 2019 Academic Year.

Key Area 1: Teaching, Learning and Assessment.
- To embed appropriate assessment tools across the school.
- To research and implement mentoring / coaching for staff
- To introduce 'Super Weeks' linking to our Creative Curriculum.
- To increase staff pedagogy for Year 5 and 6
- To complete the cycle of moderation
- To ensure all Teaching is consistently high quality across the school.

Key Area 2: Outcomes for Children
- To audit, evaluate and improve provision of SEND children.
- To increase the percentage of children achieving the Year 1 Phonics Screening Threshold
- To increase the opportunities for open-ended tasks and mastery in Maths
- To increase the opportunities for Child Initiated / Child Centred learning
- To embed pre-learning strategies across the school
- To increase the percentage of children achieving the expected levels in Reading, Writing and SPaG – with a particular focus on Spelling.

Key Area 3: Personal Development, Behaviour and Well-Being
- To introduce a weekly well-being hour for all children and staff
- To embed the Early Excellence Well-Being project
- To introduce 'Thinking and Learning' skills to support self-assessment and increase awareness of children's learning behaviours
- To introduce House Captains / Vice-House Captains and a Junior Leadership Team
- To celebrate our Christian Distinctiveness, through our Values Education Programme and Understanding Christianity Diocese Project.
- To increase the range of Extra-Curricular opportunities available.

Key Area 4: Leadership, Management and Governance
- To embed subject leader roles and responsibilities
- To market the school effectively to update parents on our transition to Primary Status
- To re-evaluate and improve the appraisal process for all staff
- To determine the Governing Body's position with regard to MATs
- To successfully transition into a full Primary School, completing the first Year with Year 6 cohort.
- To review the Senior leadership Structure within the school.

Objectives and activities (continued)

c. Public benefit

The Governors have given consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

The Academy provides education to children that is:

- Balanced and broadly based.
- Engaging, creative and challenging.
- Promotes the spiritual, moral, social, cultural, mental and physical development of students at the school and in society.
- Prepares students at the school for the opportunities, responsibilities and experience required for secondary school and later life.
- Promotes, sustains and increases individual and collective knowledge, skills and expertise.

The Academy is a non-selective school. It is subject to the current statutory arrangements as laid down in the Schools Admissions Code. Children are admitted to Ursula Taylor Church of England School through abiding by the admissions arrangements and protocols delivered by Bedford Borough Council.

Strategic report

Achievements and performance

a. Key performance indicators

Ursula Taylor Church of England School Key Performance Indicators are:

- Ofsted Inspection from October 2019 (Report not yet published).
- Statutory Inspection for Anglican and Methodist Schools Report - March 2017
- Foundation Stage, Key Stage 1 and End of Key Stage 2 Assessment Information.
- Pupil Attendance records.
- Budget Monitoring statements.
- Assurance of Value for Money re: Staffing, resourcing and managing the Academy.
- Parent, Children and Staff Questionnaires.
- Social, Moral, Spiritual and Cultural Provision.

b. Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue 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 accounting policies.

Strategic report (continued)

Achievements and performance (continued)

c. Achievements and performance

Ursula Taylor's primary achievements are to ensure a broad, balanced and challenging curriculum that provides children with aspiration and a high quality education. Educational Standards are measured using assessment information, tracking and analysing different groups of pupils to determine attainment and rates of progress. The data analysis is used to inform children's next steps, any intervention provision required and the school's priorities for the future. (Specific assessment information can be provided by request from the Headteacher.) Final end of year assessments are measured against targets set at the start of the year. We also measure our academic achievements against Local Authority Assessment Information and National Averages/Expectations.

The teaching staff undergo a full appraisal process based on targets relating to the school priorities. The appraisal process is related to pay and increasing the standard of teaching and learning in the school. Appraisal information and numbers of teaching staff on Main Pay Range, Upper Pay Range and Leadership Range are reported to the Governing Body.

Financial review

a. Reserves policy

The Finance Committee review the reserve levels of the Academy at each Finance Committee meeting. This review examines the income and expenditure streams against the forecasts to match commitments, and to identify or forecast any potential shortfall. The Governors have determined that the appropriate levels of reserves should be at least 2% of income. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of income from the applicable streams or to provide a cushion for unexpected emergency expenditure and to manage any reduction in income from one year to the next. The Academy will continue to keep reserves at this level subject to constant and on-going review.

At 31 August 2019, the total reserves amount to £1,704,320. The funds comprised: Unrestricted funds of £172,124; restricted fixed asset fund of £1,652,267; GAG restricted funds of £198,574; other restricted funds in deficit by £(15,645); and a pension reserve deficit of £303,000.

The restricted funds will be spent in accordance with the terms of the particular funds. Unrestricted funds are for use on the general purposes of the Academy, at the discretion of the Governors.

The deficit on the pension reserve relates to the non-teaching staff pension scheme (Local Government Pension Scheme) where, unlike the Teachers' Pension Scheme, the deficit can be met in the longer term from any combination of increased employer or employee contributions, increased government funding or changes to scheme benefits.

b. Investment policy

The Governing Body will agree a treasury management policy when applicable for the investment of surplus funds. Short term investments will be restricted to the transfer to the School's HSBC Business Account managed by the School Business Manager and certified by the Accounting Officer. Any investment will be in accordance with a prudent low risk policy and must observe the guidelines issued by the Education and Skills Funding Agency. Sums that may be invested for a longer term will be given careful consideration.

Strategic report (continued)

Financial review (continued)

c. Principal risks and uncertainties

The Governors acknowledge responsibility for safeguarding the assets of Ursula Taylor Church of England School and hence take reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The school is operating efficiently and effectively.
- Our assets are safeguarded against unauthorised use or disposition.
- The proper records are maintained and financial information used within the Academy's publication of accounts is reliable.
- The school complies with relevant laws and regulations.

The Academy operates a sound system of internal financial control and internal checks, these systems are examined periodically by the Academy's auditor. Financial management reports are prepared each half term; these are monitored by the Finance and Audit Committees, and on a monthly basis by the Accounting Officer. The Academy completed a Financial Management and Governance review in November 2013 as required by the Education and Skills Funding Agency. A self-assessment of internal financial controls is carried out on an annual basis; our Business Continuity Plan and Risk Registers are reviewed and updated accordingly.

The Governors recognise the defined benefit pension scheme deficit (Local Government Pension Scheme) represents a potential liability. The Academy however is able to meet its known annual contribution commitments for the foreseeable future and this risk is considered minimal.

The risk register is reviewed annually by the Governors. Risks identified on the register include strategic, operational, compliance, financial and reputational risk. Systems are in place to mitigate exposure to these risks.

Strategic report (continued)

Financial review (continued)

d. Financial review

The majority of the Academy Trust's income if received from the Education and Skills Funding Agency (ESFA) in the form of instalments throughout the period and capital grants, the use of which is restricted.

The revenue grants received during the period and associated expenditure is shown as restricted general funds in the Statement of Financial Activities. Capital grants are shown in the Restricted Fixed Asset Fund.

The GAG income for the period was £1,315,111. Total ESFA grant income and other grants and funding for educational purposes (excluding capital grants) was £249,352.

Expenditure includes total staff costs of £1,307,597. Included in these costs is an amount of £40,140 which relates to the Kids Club. If these costs are excluded the remaining staff costs amount to £1,267,457.

The excess of income over expenditure for the year, excluding movements on the fixed asset fund and the pension reserve and transfers between funds was £73,891.

The Local Government Pension Scheme for non-teaching staff has an opening deficit of £147,000 as at 31 August 2018 and a closing deficit of £303,000.

At 31 August 2019, the Academy had total funds of £1,704,320. This includes £1,652,267 of restricted fixed asset funds. The pension reserve balance, relating to the Local Government defined benefit scheme for non-teaching staff, was in deficit by £303,000, as at 31 August 2019 and is included within restricted funds.

Pupil Premium funding of £80,842 was received during the year. The funding is allocated to ensure teaching and learning opportunities meet the needs of all pupils and ensure that appropriate provision is made for pupils who belong to vulnerable groups. The school has utilised the money by providing 1:1, small group and additional class support for children with social, emotional and varying behavioural needs. The Pupil Premium Funding is designated for 'removing barriers to education that may exist for children and families within different vulnerable groupings.'

Pupil Premium has been used to fund Teaching Assistant staff who specialise in providing intervention support and staff who can provide more specialist teaching to our vulnerable children. Funding has also used to subsidise school visits for those children in receipt of Pupil Premium. The focus of our work has been aimed at accelerating progress, moving children to at least age related expectations, ensuring children progress as a rate commensurate with their peers, and to narrow the gap between children in disadvantaged and vulnerable groups and other children.

The school received £18,780 Sports Premium for the year 2018/2019. This grant was used to fund improvements to our Sports and Physical Education provision, as well as ensuring that the teaching and learning and opportunities offered through sports are sustainable and lead to improved practice for all children. A detailed report of the use of the Sports Funding is available from the Headteacher and on the school website.

The school received Capital Funding of £19,738 for the academic year 2018/2019.

The Parents of Ursula Taylor Church of England School make annual donations to part fund the upkeep of the school swimming pool, this is combined with an annual donation from the Parents, Teachers and Friends Association (PTFA) and also allocated funds from the General Annual Grant. (GAG)

Fundraising

All Fundraising that takes place at Ursula Taylor Church of England School is linked to charitable giving and developing our children's understanding about supporting those less fortunate then themselves. Various events are held throughout the year, where children donate a small amount of money to a charitable cause. This giving is optional and at the discretion of parents / carers as to whether they contribute.

The Parents, Teachers and Friends Association raise money throughout the school year to donate to the school for the purchase of resources and to finance experiences that are in addition to the curriculum. The PTFA run separately to the school and have their accounts audited separately.

Plans for future periods

The budget for the 2019/2020 academic year has been presented to and approved by the Governing Body. The current financial position is expected to be maintained. In order to maintain the ethos, pastoral care and academic standards the following priorities have been identified. The School Development Plan for 2019 / 2020 sets out the following key areas of focus.

1) To increase standards of writing across the school
2) To further embed the Mastery approach to the teaching of Maths
3) To review and improve the curriculum provision at UTS
4) To support staff to be able to identify mental health issues with children and support children where necessary. To further improve staff well-being where continuing to reduce workload where possible.
5) To review and develop the provision for children in receipt of the Pupil Premium.

Funds held as custodian on behalf of others

During the year 1 September 2018 to 31 August 2019, the Ursula Taylor Church of England School did not hold any funds as a custodian trustee on behalf of any charitable organisation.

Disclosure of information to auditor

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on and signed on its behalf by:

.....

Mrs Julia Monger
Chair of Trustees

Date: 28/11/2019

GOVERNANCE STATEMENT

Scope of responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher, as accounting officer, for ensuring 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 Ursula Taylor Church of England School and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of Trustees has formally met 5 times during the year.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mrs Victoria Morrall, Headteacher	4	5
Rev. Stephen Liley, Chair of Finance and Audit Committee and Foundation Governor	4	5
Mr Daniel Roderick, Staff Governor	3	3
Miss Steph Harber, Staff Governor	2	2
Mr Callum Masterson, Staff Governor	2	2
Ms Katherine Hall, Staff Governor	4	3
Mrs Jennie Jepps, Foundation Governor	3	5
Mrs Tamsyn Hammond, Community Governor	5	5
Mr Matthew Barker, Co-Chair of Governors and Community Governor	4	5
Mrs Louise Tyrrell, Parent Governor	5	5
Mr Wenceslas Gatarabirwa, Foundation Governor	1	3
Mrs Catherine Dent, Foundation Governor	2	2

The changes to the Board were as follows: Mr D Roderick and Mr W Gatarabirwa resigned on 24 January 2019. Mr C Masterson and Miss S Harber were appointed as Staff Governors on 16 May 2019 replacing Ms Katherine Hall, who became an observer from 16 May 2019. Mrs C Dent was appointed as a Foundation Governor on 16 May 2019.

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Governance Review:

The Governing Body constitutes three main committees; Finance, Audit and Curriculum as well as the Pay Review and Head teacher's Appraisal sub-committee as a subset of the Finance Committee. The Finance and Audit Committees meet at the same time although have clearly delineated roles and responsibilities which are minuted accordingly. In addition to this the Governing Body, as and when required, create working parties for aspects of the school's work which require a smaller and more tightly focused group.

The Governing Body have completed an internal audit and action plan to ensure the continuous improvement of the Governing Body.

The **Finance Committee** is a committee of the main Governing Body. The Finance Committee meets at least termly prior to the Full Governing Body meeting and is responsible for the following areas:

- To elect a Chair and Vice-Chair of Committee annually.
- To monitor all spending and income received in the school i.e. ESFA Delegated Devolved Budgets and School Private Fund(s).
- To ensure the school adheres to the policies and procedures as specified by the Department for Education, the Academies Financial Handbook and Financial Management and Governance Evaluation.
- To review and monitor budget projections I medium term financial plans to ensure the school's budget is realistic and any financial decisions are sustainable.
- To recommend to the Full Governing Body approval of the annual budget plan and cash flow forecasts for the forthcoming financial year in accordance with the timescales dictated by the ESFA.
- To determine the school's financial priorities through the School Development Plan (SDP) and the Asset Management Plan (AMP).
- To receive management reports, to facilitate the monitoring of the school's actual financial performance compared with budgeted priorities and cash flow, and to take remedial action as necessary. Such action will be reported to the Governing Body. In all cases liaison must be maintained with other appropriate committees.
- To make decisions on requests from other committees that will have an impact on the school's financial position.
- To make decisions on expenditure within the Committee's delegated powers.
- To make decisions on virements within agreed budgets, within the Committee's delegated powers, and authorising any budgetary adjustments made.
- To advise the Governing Body on the appropriateness, or otherwise, of virements made.
- To review annually the school's Financial Manual and Scheme of Delegation.
- To review annually the Terms of Reference of the Finance Committee, prior to approval of the Full Governing Body.
- To ensure the Register of Business Interests is kept up to date.
- To annually review all on going contracts (Including Local Authority Contracts).
- To review the various leasing agreement schemes and options available to the Academy. To award contracts by tender up to the limit as specified in the finance manual.
- To ensure the school has appropriate internal financial controls in place.
- To ensure that all financial controls are adhered to via regular testing and management checks in order to protect against fraudulent or improper use of public money and assets and enable satisfactory completion of the Statement of Internal Control (SIC).
- To review appropriate financial benchmarking data, in order to compare the school's financial performance with other similar schools.
- To ensure that funding from the ESFA and other sources is used only in accordance with any conditions attached.
- To annually review and appoint the independent examiner to the School Fund.

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

- To receive and approve I ratify the annual accounts of the School Fund.
- To agree and determine appropriate charges for lettings of the premises, in line with the Academy's lettings policy.
- The Clerk will make a record of all proceedings at each meeting. Minutes will be circulated to members within seven days of the meeting and presented with the agenda for the next Full Governing Body meeting.
- The Chair of the Finance Committee will report the work of the Committee to the Full Governing Body.
- The Committee will liaise with such other committees and invite members of other committees to attend its meeting as should be deemed appropriate.
- Any matters which may be in conflict with the work of another committee must be referred to the Governing Body.

The **Audit Committee** is a sub-committee of the main Board of Trustees. Its purpose is to:

- Advise the Governing Body and Accounting Officer on the adequacy and effectiveness of the Academy's governance.
- Risk management, internal control and value for money systems and frameworks. An annual report will be produced by the Audit Committee in this regard.
- Advise the Governing Body on the need for, and then, where appropriate, the appointment, re-appointment, dismissal and remuneration of, an internal auditor or other assurance provider to enable the Board to sign the corporate governance statement in the annual accounts.
- Advise the Governing Body on an appropriate programme of work to be delivered by independent assurance providers (external auditors and responsible officer). This programme of work to be derived from the Audit Committee's regard of the key risks faced by the Academy Trust, the assurance framework in place and its duty to report to the Governing Body.
- Review the external auditor's annual planning document and approve the planned audit approach. Receive reports (annual reports, management letters etc.) from the external auditor and other bodies, for example the ESFA and NAO, and consider any issues raised.
- Monitor the associated management response and action plans. Where deemed appropriate, reports should be referred to the Board or other committee for information and action.
- Regularly monitor outstanding audit recommendations from whatever source and ensure any delays to implementation dates are reasonable.
- Consider and advise the Governing Body on any alleged fraud and irregularity in the Academy Trust's financial and other control systems and ensuring that all allegations of fraud and irregularity are properly followed up in accordance with the Academy Trust's whistle blowing policy.
- Consider any additional services delivered by the external auditor or other assurance provider and ensure appropriate independence is maintained.
- Ensure appropriate cooperation and coordination of the work of the external auditor and responsible officer.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mrs Julia Monger - Chair	2	4
Rev. Stephen Liley - Chair of Committee	4	4
Mrs Victoria Morrall	3	4
Mrs Patricia Mulholland - School Business Manager	4	4
Mrs Liz Woolner	3	4
Mr Matthew Barker - Co-Chair	4	4
Ms Katherine Hall	3	4

Review of value for money

As Accounting Officer, the Headteacher has responsibility for ensuring that the Academy 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's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy has delivered improved value for money during the year by:

- Applying the principles of Best Value when making decisions about the allocation of resources to best promote the mission statement, aims and values of the school. Resources have been targeted to improve standards and have ensured the various needs of all pupils, staff, parents and Governors have been met. Resources have been allocated in the most efficient and effective way, at a reasonable cost and resulted in continuous improvement in our achievements.
- Presenting regular financial monitoring report to the Finance Committee, where Governors have applied principles of best value in challenging: the service delivery, comparing: pupil performance and financial performance with other schools.
- Planning for the permitted change of age range to begin in September 2018 and be completed in September 2019.
- Using a well-established robust, system of internal financial control. Governors and school leaders have followed procurement procedures for assessing need, and obtaining goods and services which provide "best value" in terms of suitability, efficiency, time, and cost.
- Procedures in place include: Competitive tendering; Acceptance of "best value" quotes, which are not necessarily the cheapest; Consideration of best value when arranging service contracts; Procedures which minimise admin time by the purchase of goods or services under £1,000 direct from known, reliable suppliers (e.g. stationery, small equipment).

Pupils' Welfare:
Governors and school leaders have reviewed the quality of the learning environment and the school ethos, in order to provide a supportive environment conducive to learning and healthy, active lifestyles.

Health & Safety:
Governors and school leaders have reviewed the quality of the learning environment and resources, carrying out appropriate risk assessments, in order to provide a safe working environment for pupils, staff and visitors

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

Monitoring:
These areas were monitored for best value by:

1) In-house monitoring by SMT and subject leaders
2) Termly target setting meetings
3) Annual Performance Management / Appraisal
4) Annual Budget Planning
5) Headteacher's financial review with the School Business Manager
6) Termly visits by the Trustees' approved school improvement partner
7) Planned visits by the Responsible Officer
8) Analysis of school pupil performance data, e.g. Teacher Assessment Frameworks, Early Years Foundation Stage Profile and Statutory Assessments, Statements and Age Related Expectations (ARE) results, optional assessments, Foundation Stage Profile and Year 1 Phonics Screening
9) Analysis of DFE financial data, against bench mark data for groups of schools
10) Analysis of DFE/OFSTED pupil performance data, e.g. ASP, data dashboard and Bedford Borough local data
11) OFSTED Inspection reports
12) Classroom observations to assess the quality of teaching in accordance with Teachers' Pay & Conditions
13) Governors' termly committee meetings
14) Full Governing Body meetings
15) Trustees' Annual Target Setting Meeting (School Development Planning and Strategic Direction)

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 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 Ursula Taylor Church of England School for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of Trustees has reviewed the key risks to which the Academy 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's significant risks that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

The Academy'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 General Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees previously appointed Mrs Wendy Bartle as RO to perform additional checks. Mrs Bartle has worked with the Headteacher and the School Business Manager to plan a series of checks to determine the efficiency of the internal controls completed. Reports are written following the RO visits and are presented to the Finance and Audit Committee for consideration.

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

- testing of payroll system
- testing of purchase systems
- testing of control bank account bank reconciliations

On an annual basis, the reviewer reports to the board of Trustees through the audit committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

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

- the work of the reviewer;
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy 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 audit committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Mrs Julia Monger
Chair of Trustees

Date: 28/11/2019.

Mrs Victoria Morrall
Accounting Officer

Date: 28.11.19

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Ursula Taylor Church of England School I have considered my responsibility to notify the Academy Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy 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 2018.

I confirm that I and the Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook 2018.

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

Mrs Victoria Morrall
Accounting Officer

Date: 28.11.19

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2019

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

.....

Mrs Julia Monger
Chair of Trustees

Date: 28/11/2019

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF URSULA TAYLOR CHURCH OF ENGLAND SCHOOL

Opinion

We have audited the financial statements of Ursula Taylor Church of England School (the 'academy') for the year ended 31 August 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Academy's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's Report thereon. Other information includes the Reference and Administrative Details, the Trustees' Report incorporating the Strategic Report and the Directors Report, the Governance Statement, the Statement on Regularity, Propriety and Compliance and the Trustees Responsibilities Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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 financial statements 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report (incorporating the Strategic Report and the Directors Report) for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Strategic Report and the Directors Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Strategic Report.

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

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

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF URSULA TAYLOR CHURCH OF ENGLAND SCHOOL (CONTINUED)

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

Use of our report

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

MHA MacIntyre Hudson

Atul Kariya FCCA (Senior Statutory Auditor)
for and on behalf of
MHA MacIntyre Hudson
Chartered Accountants
Statutory Auditor
Equipoise House
Grove Place
Bedford
MK40 3LE

Date: 18/12/19

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO URSULA TAYLOR CHURCH OF ENGLAND SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 30 August 2017 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Ursula Taylor Church of England School during the year 1 September 2018 to 31 August 2019 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 Ursula Taylor Church of England School and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Ursula Taylor Church of England School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Ursula Taylor Church of England School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Ursula Taylor Church of England School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Ursula Taylor Church of England School's funding agreement with the Secretary of State for Education dated 11 July 2013 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO URSULA TAYLOR CHURCH OF ENGLAND SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 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's income and expenditure.

The work undertaken to draw to our conclusion includes:

- reviewing the Minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity
- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy
- testing a sample of payroll payments to staff
- testing a sample of payments to suppliers and other third parties
- consideration of governance issues, and
- evaluating the internal control procedures and reporting lines, testing as appropriate and making appropriate enquiries of the Accounting Officer.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

MHA MacIntyre Hudson

Reporting Accountant

MHA MacIntyre Hudson
Equipoise House
Grove Place
Bedford
MK40 3LE

Date: 18/12/19

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2019

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Income from:						
Donations and capital grants	3	**10,095**	**-**	**19,738**	**29,833**	25,029
Charitable activities	4	**-**	**1,564,463**	**-**	**1,564,463**	1,372,157
Other trading activities	5	**67,453**	**1,850**	**-**	**69,303**	66,978
Investments	6	**-**	**-**	**-**	**-**	21
Total income		**77,548**	**1,566,313**	**19,738**	**1,663,599**	1,464,185
Expenditure on:						
Charitable activities	9	**14,971**	**1,551,820**	**45,893**	**1,612,684**	1,440,077
Other expenditure	8	**44,179**	**-**	**-**	**44,179**	47,168
Total expenditure	7	**59,150**	**1,551,820**	**45,893**	**1,656,863**	1,487,245
Net income/ (expenditure)		**18,398**	**14,493**	**(26,155)**	**6,736**	(23,060)
Transfers between funds	17	**(15,645)**	**15,645**	**-**	**-**	-
Net movement in funds before other recognised gains/(losses)		**2,753**	**30,138**	**(26,155)**	**6,736**	(23,060)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	22	**-**	**(115,000)**	**-**	**(115,000)**	87,000
Net movement in funds		**2,753**	**(84,862)**	**(26,155)**	**(108,264)**	63,940

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Reconciliation of funds:						
Total funds brought forward		**153,565**	**(19,403)**	**1,678,422**	**1,812,584**	1,748,644
Net movement in funds		**2,753**	**(84,862)**	**(26,155)**	**(108,264)**	63,940
Total funds carried forward		**156,318**	**(104,265)**	**1,652,267**	**1,704,320**	1,812,584

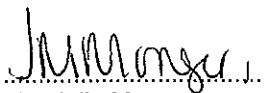
URSULA TAYLOR CHURCH OF ENGLAND SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08606536

BALANCE SHEET
AS AT 31 AUGUST 2019

	Note	2019 £	2019 £	2018 £	2018 £
Fixed assets					
Tangible assets	14		**1,646,556**		1,676,350
			1,646,556		1,676,350
Current assets					
Debtors	15	**51,577**		32,761	
Cash at bank and in hand		**406,475**		324,030	
		458,052		356,791	
Creditors: amounts falling due within one year	16	**(97,288)**		(73,557)	
Net current assets			**360,764**		283,234
Total assets less current liabilities			**2,007,320**		1,959,584
Net assets excluding pension liability			**2,007,320**		1,959,584
Defined benefit pension scheme liability	22		**(303,000)**		(147,000)
Total net assets			**1,704,320**		1,812,584
Funds of the Academy					
Restricted funds:					
Fixed asset funds	17	**1,652,267**		1,678,422	
Restricted income funds	17	**198,735**		127,597	
Restricted funds excluding pension asset	17	**1,851,002**		1,806,019	
Pension reserve	17	**(303,000)**		(147,000)	
Total restricted funds	17		**1,548,002**		1,659,019
Unrestricted income funds	17		**156,318**		153,565
Total funds			**1,704,320**		1,812,584

The financial statements on pages 27 to 59 were approved by the Trustees, and authorised for issue and are signed on their behalf, by:

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2019



Mrs Julia Monger
Chair of Trustees

Date: 28/11/2019

The notes on pages 32 to 59 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net cash provided by operating activities	19	**78,806**	77,895
Cash flows from investing activities	20	**3,639**	(13,973)
Change in cash and cash equivalents in the year		**82,445**	63,922
Cash and cash equivalents at the beginning of the year		**324,030**	260,108
Cash and cash equivalents at the end of the year	21	**406,475**	324,030

The notes on pages 32 to 59 form part of these financial statements

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 of financial statements

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Ursula Taylor Church of England School meets the definition of a public benefit entity under FRS 102.

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

1. Accounting policies (continued)

1.3 Income

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

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

  General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

  Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the Balance Sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

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

- **Other income**
  Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the Academy 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 'Stocks' and 'Income from Other Trading Activities'. Upon sale, the value of the stock is charged against 'Income from Other Trading Activities' and the proceeds are recognised as 'Income from Other Trading Activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from Other Trading Activities'.

1.4 Expenditure

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

1. Accounting policies (continued)

1.4 Expenditure (continued)

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

  All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Taxation

The Academy 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 is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.7 Tangible fixed assets

Assets costing £1000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset, less their estimated residual value basis over its expected useful life, as follows:

1. Accounting policies (continued)

1.7 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Leasehold property	- straight line over 50 - 125 years
Furniture and fixtures	- straight line over 4 - 10 years
Plant and equipment	- straight line over 3 - 4 years

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

The Academy Trust occupies land and buildings which is owned by the St Albans Diocese. The Diocese is the provider of the property to the Academy Trust on the same basis as when the Academy was a voluntary controlled school. The Academy Trust occupies the property under a licence. This continuing permission of the Diocese is pursuant to, and subject to, the Diocese's charitable objects. The licence delegates aspects of the management of the land to the Academy Trust for the time being, but does not vest any rights over the land in the Academy Trust. The Trustee has given an undertaking to the Secretary of State that not less than two years' notice to terminate the occupation of the land will be given to the Academy Trust.

Having considered the factual matrix under which the Academy Trust is occupying the property, and the guidance in the Academies Accounts Direction, the Academy Trust Governors have concluded that the land and buildings transferred on conversion to the Academy Trust and owned by The St Albans Diocese should not be recognised on the balance sheet of the Academy Trust. However, the Academy Trust Governors consider that property improvements since conversion should be recognised at fair value on the balance sheet of the Academy Trust.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 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 anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1. Accounting policies (continued)

1.11 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 16. 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's wholly owned subsidiary are held at face value less any impairment.

1.12 Operating leases

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

1.13 Pensions

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

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

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

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

1. Accounting policies (continued)

1.14 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Department for Education Group.

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

The judgements that have had a significant effect on amounts recognised in the Financial Statements are those concerning the choice of depreciation and asset lives.

3. Income from donations and capital grants

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations	10,095	-	-	**10,095**
Capital Grants	-	-	19,738	**19,738**
Total 2019	10,095	-	19,738	**29,833**

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Donations	17,767	64	-	17,831
Capital Grants	-	-	7,198	7,198
Total 2018	17,767	64	7,198	25,029

4. Funding for the academy's direct costs

	Restricted funds 2019 £	Total funds 2019 £
DfE/ESFA grants		
General Annual Grant	1,315,111	**1,315,111**
Pupil Premium	80,842	**80,842**
Other ESFA / DfE Grants	84,417	**84,417**
	1,480,370	**1,480,370**
Other government grants		
Local Authority Grants	54,793	**54,793**
	54,793	**54,793**
Other funding		
Other income	29,300	**29,300**
Total 2019	1,564,463	**1,564,463**

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
DfE/ESFA grants			
General Annual Grant	-	1,162,169	1,162,169
Pupil Premium	-	57,122	57,122
Other ESFA / DfE Grants	-	73,581	73,581
	-	1,292,872	1,292,872
Other government grants			
Local Authority Grants	-	48,235	48,235
	-	48,235	48,235
Other funding			
Other income	5,719	25,331	31,050
Total 2018	5,719	1,366,438	1,372,157

5. Income from other trading activities

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Rental income	3,145	-	**3,145**
Kids club	59,271	-	**59,271**
Other income	5,037	1,850	**6,887**
Total 2019	67,453	1,850	**69,303**

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
Rental income	3,702	-	3,702
Kids Club	61,144	-	61,144
Other income	2,132	-	2,132
Total 2018	66,978	-	66,978

6. Investment income

	Total funds 2019 £	Total funds 2018 £
Bank interest receiveable	-	21

7. Expenditure

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £
Educational operations				
Direct costs	1,117,224	-	100,371	**1,217,595**
Allocated support costs	150,233	45,893	198,963	**395,089**
Other expenditure	40,140	-	4,039	**44,179**
Total 2019	1,307,597	45,893	303,373	**1,656,863**

	Staff Costs 2018 £	Premises 2018 £	Other 2018 £	Total 2018 £
Educational operations:				
Direct costs	980,535	-	76,051	1,056,586
Allocated support costs	148,467	47,751	187,273	383,491
Other expenditure	42,241	-	4,927	47,168
Total 2018	1,171,243	47,751	268,251	1,487,245

8. Other expenditure

	Unrestricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Other costs	4,039	**4,039**	4,927
Kids club - wages and salaries	33,391	**33,391**	35,070
Kids club - NI	1,579	**1,579**	1,485
Kids club - pension costs	5,170	**5,170**	5,686
Total 2019	44,179	**44,179**	47,168

9. Analysis of expenditure by activities

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Educational operations	1,217,595	395,089	**1,612,684**

	Activities undertaken directly 2018 £	Support costs 2018 £	Total funds 2018 £
Educational operations	1,056,586	383,491	1,440,077

9. **Analysis of expenditure by activities (continued)**

Analysis of direct costs

	Total funds 2019 £	Total funds 2018 £
Staff costs	**1,087,771**	973,319
Other staff costs	**31,810**	8,081
Educational supplies	**74,714**	44,083
Staff development	**8,057**	3,981
Staff related insurance	**2,155**	5,315
Technology costs	**4,661**	9,080
Bought in professional services	**8,427**	12,727
Total 2019	**1,217,595**	1,056,586

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2019 £	Total funds 2018 £
Staff costs	**150,233**	148,467
Depreciation	**45,893**	47,751
Technology costs	**-**	9,254
Bought in professional services	**18,161**	10,769
Define benefit pension scheme net finance cost	**3,000**	5,000
Maintenance of premises & equipment	**38,039**	17,475
Operating lease rentals	**-**	4,447
Rates and water	**11,764**	11,653
Energy	**21,004**	19,036
Insurance	**7,660**	12,499
Catering	**56,014**	61,342
Other occupancy costs	**7,760**	6,808
Other support costs	**25,331**	17,158
Governance costs	**10,230**	11,832
Total 2019	**395,089**	383,491

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2019 £	2018 £
Operating lease rentals	**943**	4,447
Depreciation of tangible fixed assets	**45,893**	47,751
Fees paid to auditor for:		
- audit	**8,550**	8,300
- other services	**1,310**	1,775

11. Staff costs

a. Staff costs

Staff costs during the year were as follows:

	2019 £	2018 £
Wages and salaries	**991,006**	894,228
Social security costs	**77,448**	67,439
Pension costs	**209,690**	202,360
	1,278,144	1,164,027
Agency staff costs	**29,453**	7,216
	1,307,597	1,171,243

b. Staff numbers

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

	2019 No.	2018 No.
Teaching	**18**	15
Administration and support	**31**	35
Management	**5**	5
	54	55

The average headcount expressed as full-time equivalents was:

	2019 No.	2018 No.
Teaching	**14**	11
Administration and support	**16**	19
Management	**5**	5
	35	35

11. Staff costs (continued)

c. Higher paid staff

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

	2019 No.	2018 No.
In the band £60,001 - £70,000	1	-

d. Key management personnel

The key management personnel of the Academy comprise the Trustees and the Senior Management Team as listed on page 1. The total amount of employee benefits (includes employers national insurance and employer's pension contributions) received by key management personnel for their services to the Academy was £313,936 (2018: £304,896).

12. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

Mrs Victoria Morrall (Headteacher):
Remuneration £60,000 - £65,000 (2018: £55,000 - £60,000)
Employer's pension contributions £10,000 - £15,000 (2018: £5,000 - £10,000)

Mrs Katherine Hall (Staff Governor, resigned 16 May 2019):
Remuneration £45,000 - £50,000 (2018: £45,000 - £50,000)
Employer's pension contributions £5,000 - £10,000 (2018: £5,000 - £10,000)

Mr Daniel Roderick (Staff Governor, resigned 24 January 2019):
Remuneration £15,000 - £20,000 (2018: £35,000 - £40,000)
Employer's pension contributions £nil - £5,000 (2018: £5,000 - £10,000)

Mr Callum Masterson (Staff Governor, appointed 16 May 2019):
Remuneration £5,000 - £10,000
Employer's pension contributions £nil - £5,000

Mr Steph Harber (Staff Governor, appointed 16 May 2019):
Remuneration £10,000 - £15,000
Employer's pension contributions £nil - £5,000

During the year ended 31 August 2019, no Trustee expenses have been incurred *(2018 - £NIL).*

13. Trustees' and Officers' insurance

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

14. Tangible fixed assets

	Leasehold property £	Plant and equipment £	Furniture and fixtures £	Total £
Cost or valuation				
At 1 September 2018	**1,674,529**	**90,934**	**58,307**	**1,823,770**
Additions	**-**	**12,479**	**3,620**	**16,099**
At 31 August 2019	**1,674,529**	**103,413**	**61,927**	**1,839,869**
Depreciation				
At 1 September 2018	**58,105**	**74,550**	**14,765**	**147,420**
Charge for the year	**30,791**	**9,241**	**5,861**	**45,893**
At 31 August 2019	**88,896**	**83,791**	**20,626**	**193,313**
Net book value				
At 31 August 2019	**1,585,633**	**19,622**	**41,301**	**1,646,556**
At 31 August 2018	1,616,424	16,384	43,542	1,676,350

Included within land and buildings is leasehold land of £214,050 (2018: £215,850) which is owned by the local authority who have granted a 125 year lease to the Academy at no cost to the Academy.

The remaining amount of £1,371,583 (2018: £1,400,574) relates to the additional classrooms built for the Academy by the Local Authority and transferred to the Academy by the Local Authority in 2017.

15. Debtors

	2019 £	2018 £
Due within one year		
Other debtors	**22,514**	3,709
Prepayments and accrued income	**29,063**	29,052
	51,577	32,761

16. Creditors: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	**56**	56
Accruals and deferred income	**97,232**	73,501
	97,288	73,557

	2019 £	2018 £
Deferred income at 1 September 2018	**36,477**	36,807
Resources deferred during the year	**36,009**	36,477
Amounts released from previous periods	**(36,477)**	(36,807)
	36,009	36,477

At the balance sheet date the Academy was holding funds received in advance for the following purposes: School meals £31,483 (2018: £32,247) and Capital funding £4,526 (2018: £4,230).

17. Statement of funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
General unrestricted funds	153,565	77,548	(59,150)	(15,645)	-	156,318
Restricted general funds						
General Annual Grant (GAG)	83,828	1,315,111	(1,200,204)	-	-	198,735
Other restricted funds	43,769	251,202	(310,616)	15,645	-	-
Pension reserve	(147,000)	-	(41,000)	-	(115,000)	(303,000)
	(19,403)	1,566,313	(1,551,820)	15,645	(115,000)	(104,265)
Restricted fixed asset funds						
Fixed asset funds	1,678,422	19,738	(45,893)	-	-	1,652,267
Total Restricted funds	1,659,019	1,586,051	(1,597,713)	15,645	(115,000)	1,548,002
Total funds	1,812,584	1,663,599	(1,656,863)	-	(115,000)	1,704,320

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

The General Annual Grant (GAG) must be used for the normal running costs of the Academy. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that is could carry forward at 31 August 2019.

The other restricted funds relate to various school and educational activities which are not funded by the General Annual Grant. This includes pupil premium and other Local Authority funding for which income received is used to cover costs associated with these activities. Unrestricted reserves are used to meet charitable objectives of the academy at the discretion of the Trustees.

The defined benefit pension scheme relates to the pension deficit arising on the LGPS pension scheme. The fund is in deficit but given the nature of the liability this is not payable immediately. There are plans in place to meet the deficit such that there are no constraints in the Academy reserves.

17. Statement of funds (continued)

Amounts of £15,645 were transferred from unrestricted funds to restricted funds to absorb expenditure in excess of restricted income in the year.

Restricted fixed asset funds represent amounts invested in fixed assets less depreciation.

17. Statement of funds (continued)

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

	Balance at 1 September 2017 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2018 £
Unrestricted funds						
General unrestricted funds	133,177	72,287	(51,899)	-	-	153,565
Restricted general funds						
General Annual Grant (GAG)	2,009	1,162,169	(1,066,356)	(13,994)	-	83,828
Other restricted funds	88,477	222,531	(267,239)	-	-	43,769
Pension reserve	(180,000)	-	(54,000)	-	87,000	(147,000)
	(89,514)	1,384,700	(1,387,595)	(13,994)	87,000	(19,403)
Restricted fixed asset funds						
Fixed asset funds	1,704,981	7,198	(47,751)	13,994	-	1,678,422
Total Restricted funds	1,615,467	1,391,898	(1,435,346)	-	87,000	1,659,019
Total funds	1,748,644	1,464,185	(1,487,245)	-	87,000	1,812,584

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	1,646,556	**1,646,556**
Current assets	172,124	280,217	5,711	**458,052**
Creditors due within one year	-	(97,288)	-	**(97,288)**
Provisions for liabilities and charges	-	(303,000)	-	**(303,000)**
Total	156,318	(104,265)	1,652,267	**1,704,320**

Analysis of net assets between funds - prior year

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	1,676,350	1,676,350
Current assets	153,565	201,154	2,072	356,791
Creditors due within one year	-	(73,557)	-	(73,557)
Provisions for liabilities and charges	-	(147,000)	-	(147,000)
Total	153,565	(19,403)	1,678,422	1,812,584

19. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2019 £	2018 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	**6,736**	(23,060)
Adjustments for:		
Depreciation	**45,893**	47,751
Capital grants from DfE and other capital income	**(19,738)**	(7,198)
Interest receivable	**-**	(21)
Defined benefit pension scheme cost less contributions payable	**38,000**	49,000
Defined benefit pension scheme finance cost	**3,000**	5,000
(Increase)/decrease in debtors	**(18,816)**	3,118
Increase in creditors	**23,731**	3,305
Net cash provided by operating activities	**78,806**	77,895

20. Cash flows from investing activities

	2019 £	2018 £
Interest from investments	**-**	21
Purchase of tangible fixed assets	**(16,099)**	(21,192)
Capital grants from DfE Group	**19,738**	7,198
Net cash provided by/(used in) investing activities	**3,639**	(13,973)

21. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash in hand	**406,475**	324,030
Total cash and cash equivalents	**406,475**	324,030

22. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

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

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit occupational scheme, governed by the Teachers' Pension Scheme Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities.

In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pension Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with the real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

A copy of the valuation report can be found on the Teachers' Pension Scheme website.

22. Pension commitments (continued)

Scheme changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £81,000 *(2018 - £82,000)*, of which employer's contributions totalled £64,000 *(2018 - £64,000)* and employees' contributions totalled £ 17,000 *(2018 - £18,000)*. The agreed contribution rates for future years are 22.9 per cent for employers and 5.5 - 12.5 per cent 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.

Principal actuarial assumptions

	2019	2018
	%	%
Rate of increase in salaries	**2.50**	2.60
Rate of increase for pensions in payment/inflation	**2.20**	2.30
Discount rate for scheme liabilities	**1.90**	2.80

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

22. Pension commitments (continued)

	2019 Years	2018 Years
Retiring today		
Males	**20.7**	22.4
Females	**23.2**	24.5
Retiring in 20 years		
Males	**21.7**	24.0
Females	**24.7**	26.2

Sensitivity analysis

	2019 £000	2018 £000
Discount rate -0.5%	**110,000**	83,000
Mortality assumption - 1 year increase	**30,000**	18,000
CPI rate +0.5%	**95,000**	70,000

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

	At 31 August 2019 £	At 31 August 2018 £
Equities	**439,000**	299,000
Bonds	**99,000**	72,000
Property	**60,000**	47,000
Cash and other liquid assets	**30,000**	98,000
Total market value of assets	**628,000**	516,000

The actual return on scheme assets was £16,000 *(2018 - £24,000)*.

22. Pension commitments (continued)

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

	2019 £	2018 £
Current service cost	**(97,000)**	(113,000)
Past service cost	**(5,000)**	-
Interest income	**16,000**	11,000
Interest cost	**(19,000)**	(16,000)
Total amount recognised in the Statement of Financial Activities	**(105,000)**	(118,000)

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

	2019 £	2018 £
At 1 September	**663,000**	592,000
Current service cost	**97,000**	113,000
Interest cost	**19,000**	16,000
Employee contributions	**17,000**	18,000
Actuarial losses/(gains)	**115,000**	(74,000)
Benefits paid	**15,000**	(2,000)
Past service costs	**5,000**	-
At 31 August	**931,000**	663,000

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

	2019 £	2018 £
At 1 September	**516,000**	412,000
Return on plan assets (excluding net interest on the net defined pension liability)	**16,000**	11,000
Actuarial gains	**-**	13,000
Employer contributions	**64,000**	64,000
Employee contributions	**17,000**	18,000
Benefits paid	**15,000**	(2,000)
At 31 August	**628,000**	516,000

	2019 £	2018 £
The amounts recognised in the Balance Sheet are as follows:		
Closing fair value of scheme assets	**628,000**	516,000
Closing defined benefit obligation	**(931,000)**	(663,000)
	(303,000)	(147,000)

23. Other finance costs

	2019 £	2018 £
Interest income on pension scheme assets	**16,000**	11,000
Interest on pension scheme liabilities	**(19,000)**	(16,000)
	(3,000)	(5,000)

24. Operating lease commitments

At 31 August 2019 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2019 £	2018 £
Not later than 1 year	**314**	943
Later than 1 year and not later than 5 years	**-**	314
	314	1,257

25. Members' liability

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

26. Related party transactions

Owing to the nature of the Academy'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 a trustees has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.