

**Registered number: 07369704**



**PATE'S GRAMMAR SCHOOL  
(A Company Limited by Guarantee)**

**GOVERNORS' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2019**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND ADVISORS FOR THE YEAR ENDED 31 AUGUST 2019**

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**Members**

Wallace Ascham  
Guy Bradshaw  
John Clarke  
Ray Fish (resigned 24/09/19)  
Rebecca Flaxman (appointed 26/9/18)  
Carolyn Hopper (appointed 24/09/19)  
Paul Kenmir  
John Parker

**Governors**

Rebecca Flaxman - Chair of Governors	Parent
Ray Fish, Vice Chair of Governors	Parent
Wallace Ascham (term of office ended 31/08/19)	Foundation
Dr Nigel Bowles (appointed 28/01/2019)	Corpus Christi
Guy Bradshaw (term of office ended 31/08/19)	Corpus Christi
Russel Ellicott, Head Master & Accounting Officer	
Warwick Ainsworth-Parker	Foundation
Anne Dickinson (term of office ended 30/11/18)	Staff
Jenny Dye	Parent
Will Head	Staff
Carolyn Horrocks (resigned 20/09/18)	Parent
Carolyn Hopper (elected 04/12/18)	Parent
Graeme May	Foundation
Dr Helen Moore (term of office ended 31/12/18)	Corpus Christi
Rob Morton (elected 01/12/18)	Staff
Laura Ralph (appointed 03/04/19)	Corpus Christi
Shirley Park (term of office ended 30/11/18)	Staff
Gayathiri Gowri Shankar (appointed 03/02/19)	Co-Opted
Catherine Smith (elected 01/12/18)	Staff

**Company Secretary** Stephen Locke

**Senior Leadership Team (SLT)**

Russel Ellicott, Head Master  
Andrew Jones, Deputy Head, Pastoral Care, SENDCo & Safeguarding  
Rachel Thorpe, Deputy Head, Academic Strategy, Teaching School Lead  
Trevor Allinson, Assistant Head, Post 16 Lead  
Anthony Henley, Assistant Head, Data & Reporting  
Stephen Locke, Chief Financial Officer

The SLT directs the School at an executive level, implementing the policies laid down by the Governors and reporting back to them. They are responsible for the day-to-day operation of the School. The SLT is deemed to be the Key Management Personnel of the School.

**PATE'S GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND  
ADVISORS FOR THE YEAR ENDED 31 AUGUST 2019**

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**Company Name** Pate's Grammar School

**Registered Office** Princess Elizabeth Way  
Cheltenham  
Gloucestershire  
GL51 0HG

**Company Registration Number** 07369704

**Statutory Auditor** Hazlewoods LLP  
Windsor House  
Bayshill Road  
Cheltenham  
Gloucestershire  
GL50 3AT

**Bankers** Barclays Bank Plc  
128 High Street  
Cheltenham  
Gloucestershire  
GL50 1EL

**Solicitors** Harrison Clark Rickerbys LLP  
Ellenborough House  
Wellington Street  
Cheltenham  
Gloucestershire  
GL50 1YD

**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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The Governors (who act as trustees of Pate's Grammar School and are also directors of the charitable company for the purposes of the company law) present their Annual Report together with the audited financial statements of Pate's Grammar School (the School) for the year ended 31 August 2019. The Governors confirm that the Annual Report and financial statements of the School comply with the current statutory requirements, the requirements of the School's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in January 2015. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **CONSTITUTION**

Pate's Grammar School is a company limited by guarantee and an exempt charity. It was incorporated on 8 September 2010 and commenced trading on 1 December 2010. The School's Memorandum and Articles of Association, together with the Funding Agreement are the primary governing documents of the School. As a school, the company generally refers to itself as a school rather than a company, to its Directors as Governors and to the Principal as the Head Master.

Details of the Governors who have served during the year are listed within the reference and administrative details of the School.

### **MEMBERS' LIABILITY**

The School currently has seven members. Two are appointed by the Pate's Grammar School Foundation (Guy Bradshaw and John Clarke), two are original signatories (Wallace Ascham and John Parker), one has been appointed by fellow members (Paul Kenmir) and the Chair (Rebecca Flaxman) and Vice-Chair (Carolyn Hopper) of Governors are members ex-officio.

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

### **GOVERNORS' INDEMNITIES**

Subject to the provisions of the Companies Act, every Governor or other officer of the School shall be indemnified out of the assets of the School against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the School.

### **PRINCIPAL ACTIVITIES**

The principal activity is the provision of public benefit education by maintaining, managing and developing a selective Secondary School offering a broad and balanced curriculum.

## **SIGNIFICANT CONTRACTS**

The School entered into a Funding Agreement to provide educational services with selective admission as part of the state provision of education from 1 December 2010. The School commenced operations on this date. The agreement is for an indefinite period, subject to seven years' notice by either party. There is no indication that it will be terminated other than as a restructuring of state education.

The School occupies the School buildings under a 125 year lease from the Pate's Grammar School Foundation at a peppercorn rent. The School is also one of the beneficiaries of the Pate's Grammar School Foundation, an educational charity. The lease can be terminated by the Pate's Grammar School Foundation if the School ceases to have selective admission arrangements.

If the School ceases to be part of the state sector, the Pate's Grammar School Foundation will have a liability to pay an amount to the public sector to recognise the value of the capital funds invested in the School buildings by the state. Alternatively, the Secretary of State can direct the transfer of the land and buildings to the state on paying the Pate's Grammar School Foundation compensation for the value it has invested in the buildings.

The playing fields, now owned by the School, were transferred to the School for no consideration when the Funding Agreement above was signed. The School must obtain the Secretary of State's permission for any disposal of the fields. On ceasing to be a state school, the School would have to transfer the playing fields or any funds derived from their sale to the state without compensation.

## **METHOD OF RECRUITMENT AND APPOINTMENT OF GOVERNORS**

The Governing Body consists of seventeen Governors (we currently have five vacancies). Six (four) are appointed by the Pate's Grammar School Foundation, three (one) by Corpus Christi College, Oxford, four are elected by parents of current students, two are elected by Teachers, one is elected by Support Staff and the Head Master is a Governor ex-officio.

## **POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF GOVERNORS**

Governors undertake training as appropriate to their work at the School. New Governors are provided with an induction programme and training as appropriate for their skills and experience, specifically:

- They meet separately with the Chair of Governors and Head Master, where they receive a briefing on important aspects of the School including its history, its governing documentation and its associated bodies and its future plans.
- They are required to sign a confidentiality agreement and to register their business interests. They are registered as directors at Companies House.
- They also receive a DBS clearance application form, copy of the School Development Plan, minutes of all recent Governor meetings, all relevant background papers, list of all Governor contact details, details of the various roles and responsibilities of fellow Governors, as well as a calendar of meetings for the rest of the academic year.

## **ORGANISATIONAL STRUCTURE**

The purpose of governance is to provide confident, aspirational and strategic leadership, whilst ensuring robust accountability, oversight and assurance for educational and financial performance.

The Governing Body has three strategic core functions:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding Executive Leaders / Head Master to account for the educational performance of the organisation/school and its pupils, and the performance management of staff; and
- Overseeing the financial performance of the organisation/school and making sure its money is well spent.

The Pate's Governing Body has resolved to meet only as a Full Governing Body (FGB) rather than using a committee structure. The School Development Plan and Annual Planner will guide the agenda for each meeting ensuring Governors focus on key strategic areas that further the aspirational and outstanding nature of the school, whilst ensuring that tasks required of the Governing Body are completed.

The Governing Body, to ensure its core functions are fulfilled, will delegate monitoring responsibilities to Link Governors or Panels. These include both the statutory required individual roles and those focused on the priorities of the School Plan. Link Governors replace committees when undertaking their monitoring and reporting back to the Governing Body. Whenever a function has been delegated the findings, action or recommended decision will be reported to the Governing Body by the next meeting.

The Governing Body may commission work arising from the business of the meeting, which will be recorded in the minutes. Any commissioned working groups may have terms of reference drafted and agreed by the Governing Body.

As an Academy, the Pate's FGB also has some additional functions and responsibilities:

- to act as its own Admissions Authority;
- to employ staff;
- to own/manage land and buildings on behalf of the Secretary of State and the Pate's Grammar School Foundation;
- to ensure revenue funding and any capital funds delegated by the Secretary of State (via the Education and Skills Funding Agency) are used only for agreed and specified educational purposes;
- to fulfil risk management and reporting obligations as an exempt charity, as set out by the Charity Commission.

These additional functions and responsibilities, and guidance on the constitution and operation of the Academy FGB, are set out in the Memorandum and Articles of Association of Pate's Grammar School.

## **ARRANGEMENTS FOR SETTING PAY AND REMUNERATION OF KEY MANAGEMENT PERSONNEL**

The Trustees consider that the Governing Body and the Senior Leadership Team (SLT) comprise the key management personnel of the School in charge of directing and controlling, running and operating the School on a day to day basis. All Governors give of their time freely and no Governor received remuneration in the year.

Details of trustees' remuneration and expenses are disclosed in Note 10 to the accounts.

Remuneration for the School's SLT is reviewed annually following a formal appraisal process. The Governing Body takes decisions regarding leadership pay progression according to the relevant local and national documents, including the School Teachers' Pay & Conditions Document's statutory provisions along with the School Teachers' Pay Policy's criteria for pay progression. It ensures that pay decisions can be objectively justified, are differentiated on performance, as well as considering the budgetary implications of pay decisions within the School's spending plan. The remuneration is set to ensure it is both fair but also will attract and retain staff of the appropriate calibre and experience required by the School.

## **CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS**

There is a related party relationship with Pate's Grammar School Foundation, due to common members of the governing boards, and with Pate's Grammar School Trading Company Limited as Pate's Grammar School holds 100% of the £1 share capital (further details are provided in Note 27 of the accounts).

## **TRADE UNION FACILITIES TIME**

The School does not have any relevant costs.

## **OBJECTS AND AIMS**

To advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a selective school offering a broad and balanced curriculum, providing an outstanding education for students between the ages of 11 and 18.

The main objectives (specific targets) of Pate's Grammar School during the year ended 31 August 2019 are detailed in the School Development Plan (SDP) for 2018/19. These targets all sit beneath three key strands:

1. Embracing Challenge
2. Supporting Each Other
3. Shaping The Future

## **PUBLIC BENEFIT**

The provision of outstanding education at Pate's Grammar School is for public benefit. The Governors have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

## **ACHIEVEMENTS AND PERFORMANCE**

### **EDUCATIONAL PERFORMANCE**

There were once again many excellent results for Pate's students in the summer 2019 exams with records broken at A level and stellar outcomes in the reformed 9-1 GCSEs. Curriculum change has now worked its way through the system with the final tranche of new-style exams taken for the first time this summer in Business Studies and Design and Technology at GCSE, and Maths and Politics at A level. This represents the culmination of many years of careful planning and preparation by staff, and so the tremendous outcomes were a particular cause for celebration.

At A level we always aim to be in the exclusive "90% club" of schools who reach this proportion of entries graded A\*-B. This year we not only achieved this figure, but in fact exceeded 95% for the first time ever! This is a remarkable accomplishment that helped the vast majority of students to achieve the university places they wanted. As usual, there was outstanding support given to students on results day that ensured it was an overwhelmingly successful day.

Likewise the results at GCSE were superb. Summer 2018 was the first one when most subjects were graded at 9 to 1, and we were pleased by the proportion of high grades our students achieved. With a slightly weaker year group (according to prior attainment) we knew it would be hard to match these results, but in fact the grade 9-7 percentage rose further from 87.2% to 87.5%, and the proportion of students with maximum Best 8 scores also crept up.

We are delighted by these successes but certainly not complacent, and are already focused on how we can replicate what went well this summer whilst also refining our provision to maximise students' outcomes in summer 2020.

### **ADMISSIONS**

We have 150 new students in Year 7 and 244 students in Year 12. Early impressions have been extremely positive, with the new students settling in very quickly. The induction sessions were very popular and we have received some excellent feedback regarding the various activities. The additional numbers now give us a student population of close to 1200, the largest we have ever been. The number of applications for places in Year 7 and Year 12 continues to increase and is testament to the excellent outcomes, facilities, pastoral care, extracurricular activities and the exceptional reputation that we enjoy – all a result of the hard work and dedication of the school staff.

## **CAMPUS**

The new Sixth Form block and library has now been fully operational for 10 months and is proving to be an excellent facility for both staff and students. The final phase of the project, the remodelling of the space vacated by the sixth form and library, was completed in April 2019. This phase has provided us with 5 new classrooms, an IT laboratory and a dedicated Junior Library – overall we are now well provided in terms of accommodation as our expanded numbers roll through the system. The project was completed to budget.

Separately we were successful with a bid to the Condition Improvement Fund (CIF) earlier this year – just under £250,000 for new windows along the front and side of the school, mirroring the ones at the back of the main block installed in 2017 under the same scheme. This work was completed to time and budget over the summer holiday period.

At Easter we submitted a bid to the Selective Schools Expansion Fund (SSEF) which, if successful, will significantly increase the accommodation footprint, as well as tackling some of our infrastructure challenges. The purpose of this fund is to support the expansion of selective schools where:

- They have ambitious but deliverable plans for increasing access for disadvantaged students, i.e. those eligible for pupil premium
- They have plans to work with other local schools to increase access for disadvantaged students and to raise attainment.

We will hear the outcome of the bid in the autumn.

## **FINANCE**

Looking ahead, the recent announcement of additional funding from September 2020 is very welcome, although we still have to see the detail of this package. Analysis by the Institute for Fiscal Studies projects that in 2022/23 we will return to the levels of funding seen in 2009/10!

The next few years will continue to be challenging. However, our financial and strategic approaches remain sound and we believe that we have the correct mechanisms in place to ensure Pate's remains one of the top schools in the country for the foreseeable future.

We remain hugely grateful for the kind and generous support of the Pate's Grammar School Foundation which has increased the level of revenue funding to £300,000 per annum for the last two years and this (2019/20) year as well, this will make a significant difference. Clearly, we will continue to monitor the financial situation very carefully, making savings where possible and continuing to explore income 'opportunities', all the while ensuring that the student experience and outcomes are in no way diminished.

## **TEACHING, LEARNING AND THE FACULTY SYSTEM**

The Teaching & Learning plan for 2019 has built and developed on the work of the previous year, assessment in particular has remained a key and core area of focus as our 'golden target'. Our plan has been structured around the school's 2020 vision.

The plan for the year has incorporated 6 key areas:

- Appropriate Challenge For All
- Supporting Advanced Bilingual Learners
- Developing Learning Skills
- Assessment
- Sharing Good Practice
- Asking the Question 'How Do We Know'?

We have continued to develop the Pate's Learning Toolkit', inspired by the work of High Performance Learning and 'Sharing Good Practice' is embedded across the school. The Faculty system (now in its third year) has continued to go from strength to strength – and will evolve again from September 2019. Empowered Middle Leaders continue to add to leadership capacity.

## **CURRICULUM**

As an Academy we have the freedom to decide the best qualifications for our very able students and we keep our curriculum model under constant review to ensure our students benefit from the best opportunities available, whilst preserving a commitment to the longstanding academic values of a Grammar School.

### **Key Stage 3 - Years 7, 8 and 9**

Students joining us in Year 7 study Art, Computing, Design and Technology, Drama, English, French, Geography, German or Mandarin, History, Mathematics, Music, Personal Development, Physical Education and Games, Religious Education and Science. As they progress through their first three years, they also have the opportunity to start learning Spanish. On Tuesday afternoons we further enrich our curriculum with a wide range of additional learning activities from cookery and climbing to yoga and bushcraft! Year 9 is a transition year when in most subjects students meet some GCSE skills and content. During Year 9 our information, advice and guidance programme helps students in deciding which subjects they will choose to study in Years 10 and 11 to GCSE.

### **Key Stage 4 - Years 10 and 11**

Students take all their external GCSE qualifications at the end of Year 11. All students have a core curriculum of English Literature, English Language, Maths, Chemistry, Biology and Physics. They can then choose four options subjects from the list below, on top of the non-examined subjects of PDC (Personal Development Curriculum), Physical Education, Core Philosophy, Theology and Ethics (PTE) and Games. Tuesday afternoons and termly Flexible Learning Days provide extra opportunities for enrichment activities and careers advice.

The options subjects comprise: Art, French, Business Studies, Geography, Music, Computing, German, Physical Education, Design and Technology, History, Religious Education, Drama and Spanish.

Our student-centred system means we give free choice, under guidance of the pastoral and academic teams, as to which GCSEs a student would like to follow. We then build the curriculum around them. We feel this is the best approach to meet the needs of each individual student in our care.

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### **Key Stage 5 - Years 12 and 13**

The Sixth Form years offer exceptional opportunities for academic progress and self-development. Our curriculum meets all aspects of the Study Programmes for 16-19 year olds - our IAG (Information and Guidance Programme) and a vast array of enrichment and super-curricular activity supplementing pupils' core academic study. We offer a unique combination of A level and Pre-U qualifications - recognised as the 'gold standard' by universities and allowing some of our students to have their achievements at this level to be recognised as 'beyond A\*'.

The majority of our students begin year 12 on four advanced level or Pre U courses, usually moving onto three in year 13. A small number of students studying Maths and Further Maths may wish to study 5 subjects, but this is the exception rather than the norm. Many students also elect to complete an EPQ (Extended Project Qualification), an area in which our students have had outstanding success. Subjects currently on offer at Pate's Sixth Form are: English (Pre U), Maths, Further Maths, Biology, Chemistry, Physics, Art, French, Economics, Geography (Pre U), Music, Computing, German, Physical Education, Design and Technology, History, Religious Education, Drama and Spanish.

### **STAFF DEVELOPMENT AND TRAINING**

At Pate's we continue to believe passionately in the investment in the professional development of our staff, regardless of their job role, career stage or areas of expertise and interest. For teaching staff we see this professional development as a personalised learning journey with the theoretical possibility of moving from Schools Direct trainee to Headship and beyond, via any number of different routes. Professional Development isn't however only a journey for those who aspire to leadership, equally (and perhaps even more) important are pathways for those who are committed to developing their skills in the classroom, to exploring a role in our pastoral system, in teacher training or in CPD facilitation and school to school support.

This year we have continued to invest heavily in staff development and training. Approximately 50 staff have attended courses 'out of school', largely focused on exams and course content. A considerable number of staff have also been to visit other schools, both locally and nationally. Pate's staff have also benefited from a considerable number of staff visiting us from other schools, this is always an excellent opportunity for professionals to share best practice.

Online webinars are a new 'trend' in teacher training and are providing an effective way of staff engaging with CPD collaboratively as a department at the end of the school day.

A new internal system to track and evaluate external courses such as the above has ensured greater monitoring of impact and uptake.

Our NQTs have all thrived under the guidance of Will Head as NQT mentor and through the Teaching School a considerable number of staff have also engaged with Recently Qualified Teacher and Leadership Programmes – both as delegates and facilitators. Feedback on our new twilight INSET programme has been exceptionally positive, particularly around access for part time staff and increased levels of choice.

## **PASTORAL CARE**

The Y7-Y13 Pastoral system at Pate's continues to grow from its current position of strength. We continue to educate students both academically, pastorally and socially about the risks of being a teenager in our society.

## **STUDENT SUPPORT**

We have continued to grow our support for students who have long term medical issues or those who are finding school a challenge. We now have dedicated staff who can cover a number of subjects expertly to support those who have missed considerable chunks of teaching. With input in the sciences, maths and the social sciences we have successfully reintegrated a number of students back into our community. The success of this has grown to using these members of staff to support students at risk of not achieving their potential at GCSE or A-level. Early indications show this will positively impact on outcomes. This scheme demonstrates an increased interaction between the pastoral and academic arms of the school, allowing 360° care for our students.

## **STUDENT LEADERSHIP**

Sixth Form leadership continues to thrive, especially in the area of House events, with Pembroke, the most recent addition to the House system, now firmly established as it expands to play a full role in school life.

The Charity Challenge is now firmly established and students have raised nearly £8000 this year for a variety of good causes. Each charity team has timeslots during the course of the school year, during which their aim is to raise as much as possible through a wide range of activities, from bake-sales to sponsored silences. We are delighted with the levels of engagement, and our students have shown themselves to be wonderful ambassadors in the local community and beyond. It has been heartening to welcome representatives of various charities, many of whom have been generous enough to come and speak to their teams and tell them all about the work they do and how the funds raised will help.

In addition to the above, we have taken the decision to support a local charity every year from this summer, helping to facilitate their work with children and parents struggling with family breakdown. We have done so to ensure that links with the local community continue to be fostered to the benefit of all. Such work is, as ever, wonderfully supported by the Development and Alumni Committee, the Pate's Society Committee and the Student Council among others, and we trust that these links will continue to flourish under new leadership next year. Other activities include students going out to local primary schools to assist and lead on projects as diverse as reading and dissection.

Finally, student led societies continue to flourish and be shaped by the students. New additions include the World Cultural Appreciation Society and SAFE, a group that meets to discuss issues around mental health and wellbeing. We are, as ever, excited to see where our students will lead us next.

## **PUPIL PREMIUM**

We continue to provide our Pupil Premium (PP) students with the best possible guidance, care and opportunities at school. Each Head of Year meets with their Pupil Premium students on a half-termly basis and this year we have allocated our PP budget to provide students with 'Quality First Teaching' where needed, taking the opportunity to intervene with students on a one-to-one basis.

## **ODYSSEY TEACHING SCHOOL**

This has been the sixth year of Pate's leading the Odyssey Teaching School Alliance and our work has continued to go from strength to strength. More than 40 different schools have engaged with our work over the course of the year, impacting on well over 20,000 pupils. We have also continued to work to co-ordinate the work of all Teaching Schools across Gloucestershire. We remain the third largest provider of Initial Teacher Training in the county and have been recognised for the success of our delivery of the nationally accredited NPQ Leadership qualifications, having been asked to share best practice at several national conferences. We are accredited to provide three courses – NPQML (Middle Leadership), NPQSL (Senior Leadership) and NPQH (Headship) and to date over 120 delegates from across the county have completed (or are part way through) a programme. The delivery of these programmes has continued to bring in additional revenue for both Pate's and the Teaching School Alliance.

## **FUNDRAISING**

The ongoing revenue pressures have given us no real alternative but to continue with our very successful revenue fundraising appeal, Making Ends Meet. We have raised in excess of £190,000 during this financial year – an excellent achievement.

Our fundraising work is carried out by our own staff in the Development Office. We seek the support of our parent and alumni community with an honest, transparent, and factual appeal. We provide regular progress updates throughout the School year. Stewardship of our donor community, (by means of emails and letters) is extremely important and the Head Master and the Bursar become involved in this stewardship by making thank you phone calls to some of our donors.

All funds raised go towards the stated appeal.

We have an anti-money laundering policy which involves more rigorous checks of donations in excess of £2,500. Personal data is handled in accordance with our privacy policies and the Data Protection Act 2018. We voluntarily comply with the fundraising regulator's code of practice and are members of the Institute of Development Professionals in Education (IDPE). We have not received any fundraising complaints during this period.

Parents and alumni are not pressured in any way to donate towards the appeal. We operate soft asks by presentations, videos, emails or brochures, and do not target individuals to seek gifts. We do not target non-donors to seek their support. We make no differentiation between those who donate and those who don't.

We are so very grateful to the parent, alumni and wider community and our fabulous Parents' Association that have supported our appeals, with such a positive response.

During this period we have also continued to develop our international links, through our Trading Company, with the aim of seeking to secure a surplus which can then be transferred to Pate's Grammar School. This venture is now entering its third year and with the move to 3 'Pate's Classes' in China, alongside the Naming Rights money, we should see financial benefits and we consider this to be a positive and beneficial venture for the school.

## **PLANS FOR THE FUTURE**

The Development Plan for the next three years is ambitious but also seeks to embed the changes we have made in the last eighteen months. Reflecting on our classroom practice led to the school gaining 'World Class' accreditation from High Performance Learning, an organisation that is associated with the most academically successful schools internationally. Whilst the moniker is significant, the focus on how all our students can achieve more has led to a focussed staff development programme that will further enhance the experience for Pate's pupils.

We have celebrated outstanding success this year, the best in the history of the school, and we are delighted that we have enabled this whilst also considering the place of an outstanding Grammar school in the education system. We are not an oasis, but rather want to be at the forefront of research, to provide support for other schools regionally and nationally and have an increased presence in our local community. These are exciting times for Pate's and we hope our three year plan will further enhance our place as the top co-educational school in the country.

## **GOING CONCERN**

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

## **KEY FINANCIAL PERFORMANCE INDICATORS**

The key financial performance indicator is the net revenue for the year compared to budget. The School normally plans to run a balanced budget each financial period unless there are operational reasons for increasing this timescale. There have been significant financial changes to state education funding over recent years and this has created weighty challenges. Governors had originally set a deficit budget for the financial year 2018/19 using a small amount of reserves (£53k) to cover the shortfall and the actual deficit for the financial year was within budget.

Before the FRS102 pension adjustment, actuarial gain and transfer to the restricted fixed asset fund the deficit was £145,619 (2018: surplus £61,112). The balance carried forward within unrestricted and restricted funds at 31 August 2019 is £639,789 (2018: £676,609). Please see Note 17 for full details of these funds together with movements on restricted fixed assets and endowment funds.

## **PRINCIPAL RISKS AND UNCERTAINTIES**

Funding is currently not guaranteed for more than one year in advance and there continues to be considerable uncertainty regarding future funding levels – although the introduction of the National Funding Formula and the recent announcement of additional money will hopefully provide some stability in this area.

Income is based on student numbers. At present the School is oversubscribed, but if this changed there might be a time lag before the cost base could be adjusted.

At various points in the year the School held substantial cash balances with clearing banks.

Many of the staff are members of defined benefit pension schemes which might lead to unexpected costs if the actuarial assumptions prove optimistic.

These risks are monitored and controlled as part of the Risk Management Strategy described below.

## **RESERVES & INVESTMENT POLICY**

The funds of the School are detailed in Note 17 of the financial statements. The value of the free reserves was £402,519 (2018: £467,337). The Governing Body has examined the requirement for free reserves, i.e. those income funds that are freely available for general purposes and are not invested in tangible fixed assets, designated for specific purposes or otherwise committed. The Governors have agreed that the School should aim to hold between £250,000 and £450,000 in free reserves to be able to meet unplanned expenditures, most likely in relation to urgent repairs and /or the maintenance of the School. In summary, the Governors require the operation of a tight cash flow management system at all times to ensure that the School holds sufficient cash to meet any outstanding liabilities.

During 2016/17 Governors approached the Biffen Trustee with a formal bid to request that they approach the Charity Commission to draw down £500,000 over a 4 year period of the Biffen Investment. The Charity Commission approved this request and the first instalment of £120,000 was drawn down in August 2019. This money will be used to support both revenue and capital streams over the next 4 years.

The only fund in deficit was in respect of the pension fund and annual contributions are set at a level which it is intended will eliminate the deficit over 20 years from 1 April 2014.

## **RISK MANAGEMENT**

Risk management is a central part of any organisation's strategic management. It is the process whereby organisations methodically address the risks attached to their activities with the goal of achieving sustained benefit within each activity and across the range of all activities. The focus of good risk management is the identification and treatment of these risks. Its objective is to add maximum sustainable value to all the activities of the organisation.

We identified during the period that the key risk facing us was revenue funding. The long awaited National Funding Formula (NFF) was introduced in September 2018, and although this has provided some additional money, we will continue to face cost pressures going forward. However, as also detailed earlier in the report, strategies (and most importantly funding) are now in place to ensure relative stability for the next 3 years at least. We will, of course, continue to monitor this area very closely and ensure that the relevant and appropriate mechanisms are in place to safeguard the student outcomes, opportunities, support strategies and experiences.

The objectives for managing risk across the School are:

- To comply with risk management best practice;
- To ensure risks facing the School are identified and appropriately documented;
- To provide assurance to Governors that risks are being adequately controlled, or identify areas for improvement;
- To ensure action is taken appropriately in relation to accepting, mitigating, transferring and avoiding risks.

The Senior Leadership Team (SLT) has overall responsibility for risk management. The Bursar has lead responsibility for risk management processes and the School-wide Risk Register. This responsibility includes:

- Monitoring the performance of risk management processes;
- Ensuring that appropriate controls are in place to manage identified risks;
- Preparation of periodic reports to the Full Governing Body (FGB) and Link Governors as appropriate.

The Risk Register is formally reviewed each term by the Bursar and presented to the FGB as appropriate. A Risk Management Strategy is reviewed annually in the autumn term by the FGB. The Risk Management Strategy and Risk Register is monitored by Full Governors.

**DISCLOSURE OF INFORMATION TO AUDITORS**

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

- So far as that Governor is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- That Governor has taken all the steps that ought to have been taken as a Governor in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information.

This report was approved by order of the members of the Governing Body on 16 December 2019 and signed on its behalf by:

.....  
Rebecca Flaxman, Chair of Governors

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**SCOPE OF RESPONSIBILITY**

As Governors, we acknowledge that we have overall responsibility for ensuring that Pate's Grammar 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 Governing Body has delegated the day-to-day responsibility to the Head Master, 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 Pate's Grammar School and the Secretary of State for Education. The Head Master is also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

**GOVERNANCE**

The information on governance here supplements that described in the Governors' Report and in the Governors' Responsibilities Statement. The Full Governing Body has formally met 10 times during the year. Attendance during the year at meetings of the Full Governing Body was as follows:

Governor	Meetings attended	Out of a possible
Rebecca Flaxman (Chair of Governors)	10	10
Ray Fish (Vice Chair of Governors)	6	10
Russel Ellicott (Head Master)	9	10
Wallace Ascham	9	10
Warwick Ainsworth-Parker	10	10
Guy Bradshaw	6	10
Nigel Bowles	2	3
Anne Dickinson	3	3
Jenny Dye	10	10
Will Head	7	10
Carolyn Hopper	7	7
Graeme May	7	10
Rob Morton	7	7
Shirley Park	3	3
Laura Ralph	3	3
Gayathiri Gowri Shankar	4	4
Catherine Smith	7	7

Section 2.1.2 of the Academies Financial Handbook 2018 sets out that the board and its committees must meet regularly enough to discharge their responsibilities and ensure robust governance and effective management arrangements. It states that board meetings must take place at least three times a year and larger trusts should consider meeting more frequently. We have fulfilled the above obligation.

**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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Amongst other duties, the FGB meetings throughout the year have:

- Established and maintained proper financial management arrangements, accounting procedures and a sound system of internal controls.
- Assisted the Head Master in developing a financial budget and ensuring that statutory financial reporting requirements are complied with.
- Monitored actual expenditure against plans and taken necessary action to ensure that the School remains solvent at all times.
- Approved and recommended for acceptance the Annual Budget and financial strategy.

**GOVERNANCE REVIEWS**

The Governing Body regularly audits the range of skills it needs and, when required, appoints new Governors with experience and expertise in relevant fields. On-going reviews of our structures and approach ensure that we have a comprehensive and coherent set of governance / administrative organisational processes which: enable the Full Governing Body to understand and fulfil formal and statutory requirements more effectively; create a clearer focus on the School Development Plan; and is flexible enough to respond to future governance needs as they arise. In addition, Governors undertake specific training as required.

**VALUE FOR MONEY STATEMENT**

We acknowledge that we are responsible and accountable for ensuring that the School delivers good value in the use of public resources. We are aware of the guide to academy value for money statements published by the Education and Skills Funding Agency and understand that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. In summary, we are committed to:

- Improving educational results
- Financial Governance and oversight
- Ensuring the operation of the Academy demonstrates good value for money and efficient use of resources
- Maximising income generation
- Reviewing controls and managing risks

## **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 ongoing process designed to identify and prioritise the risks to the achievement of Pate's Grammar School 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 Pate's Grammar School for the year ended 31 August 2019 and up to the date of approval of the annual report and financial statements.

## **CAPACITY TO HANDLE RISK**

The Governing Body has reviewed the key risk to which Pate's Grammar School is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is a formal ongoing process for identifying, evaluating and managing the School's significant risks that has been in place for the year ending 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Governing Body.

## **THE RISK AND CONTROL FRAMEWORK**

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governing Body;
- Regular reviews by Governing Body of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programme;
- Setting targets to measure financial and other performance;
- Clearly defined purchasing (asset purchase or capital investment) guidelines;
- Delegation of authority and segregation of duties; and
- Identification and management of risks.

The Governing Body has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Governors have appointed Ray Fish, a Parent Governor, as Responsible Officer (RO).

The RO's role includes giving advice on financial matters and performing a range of checks on the School's financial systems. Three times a year, the RO reports to the Governing Body on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities.

We confirm that the RO function has delivered the schedule of work as planned. There have been no material control issues arising from the RO reports thus far.

**REVIEW OF EFFECTIVENESS**

As Accounting Officer, the Head Master has responsibility for reviewing the effectiveness of the systems of internal control. During the year in question the review has been informed by:

- The work of the Responsible Officer;
- The work of the external auditors;
- The financial management and governance self-assessment process;
- The work of the executive managers within the School who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer, Russel Ellicott, has been advised of the implications of the result of their review of the system of internal control by the Governing Body and a plan to address any identified weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Governing Body on 16 December 2019 and signed on their behalf by:

.....  
Rebecca Flaxman, Chair of Governors

.....  
Russel Ellicott, Accounting Officer

**PATE'S GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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As Accounting Officer of Pate's Grammar School I have considered my responsibility to notify the School Governing Body and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the School 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 School Governing Body are able to identify any material irregular or improper use of funds by the School, or material non-compliance with the terms and conditions of funding under the School'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 Governing Body and ESFA.

.....  
Russel Ellicott  
Accounting Officer

Date: 16 December 2019

**GOVERNORS' RESPONSIBILITIES STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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The Governors (who act as trustees for charitable activities of Pate's Grammar School and are also the directors of the School for the purposes of company law) are responsible for preparing the Governors' Report and the financial statements in accordance with the Annual Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the School will continue in business.

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the School's transactions and disclose with reasonable accuracy at any time the financial position of the School 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 School and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

Approved by order of the members of the Governing Body on 16 December 2019 and signed on its behalf by:

.....  
Rebecca Flaxman, Chair of Governors

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PATE'S GRAMMAR SCHOOL  
FOR THE YEAR ENDED 31 AUGUST 2019**

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**Opinion**

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

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31 August 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 and Skills Funding Agency.

**Basis for opinion**

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

**Conclusions relating to going concern**

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 trust'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 Reference and Administrative details, Trustees' Report and the Governance Statement, other than the financial statements and our auditor's report thereon. 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.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PATE'S GRAMMAR SCHOOL  
FOR THE YEAR ENDED 31 AUGUST 2019**

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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.

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

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

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

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

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

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

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the academy trust 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 trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the academy trust or to cease operations, or have no realistic alternative but to do so.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PATE'S GRAMMAR SCHOOL  
FOR THE YEAR ENDED 31 AUGUST 2019**

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**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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Use of our report**

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

.....  
Scott Lawrence FCA DChA (Senior Statutory Auditor)  
For and on behalf of Hazlewoods LLP, Statutory Auditor, Cheltenham

Date.....

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY  
TO PATE'S GRAMMAR SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY  
FOR THE YEAR ENDED 31 AUGUST 2019**

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In accordance with the terms of our engagement letter dated 15 August 2019 and further to the requirements of the Education and 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 Pate's Grammar 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.

**RESPECTIVE RESPONSIBILITIES OF PATE'S GRAMMAR SCHOOL'S  
ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Pate's Grammar School's funding agreement with the Secretary of State for Education date 29 November 2010, 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.

**APPROACH**

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

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY  
TO PATE'S GRAMMAR SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY  
FOR THE YEAR ENDED 31 AUGUST 2019**

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In this regard, we have carried out the following:

- specific testing of a sample of items of income and expenditure to ensure appropriately applied for the purposes intended;
- specific testing of a sample of system controls relevant to the above items;
- a general review of relevant correspondence with the ESFA regarding Academy governance matters during the period since conversion; and
- a general review and discussion of the Academy's internal processes for establishing and maintaining systems of control and documentation regarding these matters.

**USE OF OUR REPORT**

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

**CONCLUSION**

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

.....  
Scott Lawrence FCA DChA (Senior Statutory Auditor)  
For and on behalf of Hazlewoods LLP, Statutory Auditor  
Cheltenham

Date.....

**PATE'S GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES**  
**(Incorporating Income and Expenditure Account)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

	Notes	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Endowment funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>INCOME AND ENDOWMENTS FROM:</b>							
Donations and capital grants	3	192,547	-	1,633,475	-	1,826,022	1,866,503
<b>Charitable activities:</b>							
Funding for the School's educational operations	4	396,477	6,124,174	-	-	6,520,651	6,312,503
Other trading activities	5	39,287	-	-	-	39,287	37,163
Investment income	6	18,107	-	-	39,876	57,983	115,113
<b>TOTAL</b>		<b>646,418</b>	<b>6,124,174</b>	<b>1,633,475</b>	<b>39,876</b>	<b>8,443,943</b>	<b>8,331,282</b>
<b>EXPENDITURE FROM:</b>							
Raising funds	7	67,333	-	-	-	67,333	56,634
<b>Charitable activities:</b>							
School's educational operations	7	416,019	6,585,859	1,023,039	-	8,024,917	7,585,623
<b>TOTAL</b>		<b>483,352</b>	<b>6,585,859</b>	<b>1,023,039</b>	<b>-</b>	<b>8,092,250</b>	<b>7,642,257</b>
<b>NET INCOME/(EXPENDITURE) BEFORE REVALUATION OF INVESTMENTS</b>							
		163,066	(461,685)	610,436	39,876	351,693	689,025
Revaluation of investment	13	-	-	-	69,488	69,488	103,677
<b>NET INCOME/(EXPENDITURE) C/F</b>		<b>163,066</b>	<b>(461,685)</b>	<b>610,436</b>	<b>109,364</b>	<b>421,181</b>	<b>792,702</b>

**PATE'S GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**STATEMENT OF FINANCIAL ACTIVITIES**  
**(Incorporating Income and Expenditure Account)**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

	Unrestricted funds 2019 Notes £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Endowment funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>NET INCOME/(EXPENDITURE) B/F</b>	163,066	(461,685)	610,436	109,364	421,181	792,702
Transfers between funds	17 (227,884)	336,683	51,077	(159,876)	-	-
<b>NET INCOME /(EXPENDITURE) FOR THE YEAR</b>	(64,818)	(125,002)	661,513	(50,512)	421,181	792,702
Actuarial gains/(losses) on defined benefit pension schemes	26 -	(617,000)	-	-	(617,000)	323,000
<b>NET MOVEMENT IN FUNDS</b>	(64,818)	(742,002)	661,513	(50,512)	(195,819)	1,115,702
<b>RECONCILIATION OF FUNDS</b>						
Total funds brought forward	467,337	(911,728)	29,611,999	1,447,072	30,614,680	29,498,978
<b>Total funds carried forward</b>	402,519	(1,653,730)	30,273,512	1,396,560	30,418,861	30,614,680

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 32 to 58 form part of these financial statements.

**PATE'S GRAMMAR SCHOOL**  
(A Company Limited by Guarantee)

**BALANCE SHEET**  
**AS AT 31 AUGUST 2019**

Company registration number: **07369704**

	Note	£	2019 £	£	2018 £
<b>FIXED ASSETS</b>					
Tangible assets	12		30,273,512		29,611,999
Investments	13		1,396,561		1,447,073
<b>CURRENT ASSETS</b>					
Stocks	14	2,254		1,311	
Debtors	15	385,650		390,024	
Cash at bank and in hand		908,669		1,159,980	
	1,	1,296,573		1,551,315	
<b>LIABILITIES</b>					
Creditors: Amounts falling due within one year	16	(656,785)		(874,707)	
<b>NET CURRENT ASSETS</b>			639,788		676,608
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			32,309,861		31,735,680
Defined benefit pension scheme liability	26		(1,891,000)		(1,121,000)
<b>TOTAL NET ASSETS</b>			30,418,861		30,614,680
<b>FUNDS OF THE ACADEMY</b>					
Endowment Funds	17	1,396,560		1,447,072	
Restricted funds:					
Restricted funds	17	237,270		209,272	
Restricted fixed asset funds	17	30,273,512		29,611,999	
Restricted funds excluding pension liability		30,510,782		29,821,271	
Pension reserve		(1,891,000)		(1,121,000)	
Total restricted funds	17		28,619,782		28,700,271
Unrestricted income funds	17		402,519		467,337
<b>TOTAL FUNDS</b>			30,418,861		30,614,680

The financial statements were approved by the Governors, and authorised for issue, on 16 December 2019 and are signed on their behalf, by:

.....Rebecca Flaxman, Chair of Governors

**PATE'S GRAMMAR SCHOOL**  
**(A Company Limited by Guarantee)**

**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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	<b>Note</b>	<b>2019</b>	<b>2018</b>
		<b>£</b>	<b>£</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net cash (used in)/provided by operating activities	21	(362,183)	44,734
Cash flows from investing activities	22	110,872	103,094
		—————	—————
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD</b>		<b>(251,311)</b>	<b>147,828</b>
Cash and cash equivalents at 1 September 2018		1,159,980	1,012,152
		—————	—————
<b>CASH AND CASH EQUIVALENTS AT 31 AUGUST 2019</b>	<b>23</b>	<b>908,669</b>	<b>1,159,980</b>
		=====	=====

## **I STATEMENT OF ACCOUNTING POLICIES**

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

### **Basis of Preparation of Financial Statements**

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

Group accounts have not been prepared as the results and assets of the subsidiary undertaking (Pate's Grammar School Trading Company Limited – company number: 10968882) are considered to be immaterial to the accounts. These accounts present information about Pate's Grammar School as an individual entity.

### **Going Concern**

The Governors assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the School to continue as a going concern. The Governors make this assessment in respect of a period of one year from the date of approval of the financial statements. On review, taking into account the current financial position, future projections, the continuing high demand for places, and a detailed analysis of the Risk Register, the Governors have concluded that they are to adopt the going concern basis in preparing the annual financial statements.

### **Income**

All income is included in the Statement of Financial Activities when the School has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted general fund. Capital grants are recognised when receivable and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**I STATEMENT OF ACCOUNTING POLICIES (continued)**

Sponsorship income provided to the School which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable, where there is certainty of receipt and it is measurable.

The values of donated services and gifts in kind provided to the School are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the School can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the School's policies.

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured. Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**Expenditure**

All expenditure is recognised in the period in which a liability is incurred and has been classified under the headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

**Expenditure on Raising Funds:** This includes all expenditure incurred by the School to raise funds for its charitable purposes and includes costs of all fundraising activities events and other charitable trading.

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

All resources expended are inclusive of irrecoverable VAT.

**I STATEMENT OF ACCOUNTING POLICIES (continued)**

**Freehold and Leasehold Land and Buildings**

The School owns the School playing fields and leases the School buildings from the Pate's Grammar School Foundation. The lease is for 125 years at a peppercorn rent. Although there are break clauses in the lease, there are no current indications that circumstances will arise such that they can be exercised by the Pate's Grammar School Foundation. Accordingly as the School is entitled to the risk and rewards of ownership, their value has been included in the School's balance sheet. This is consistent with the treatment adopted in the accounts of Pate's Grammar School Foundation. The valuation basis of the Leasehold Property was an estimate of the current market value. The value of the Freehold Land for its current use is immaterial compared with the Leasehold Property and has thus been amalgamated with the Leasehold Property in these accounts. See Note 12.

**Tangible Fixed Assets and Depreciation**

All assets costing more than £1,000 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. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and are carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the School's depreciation policy.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the costs of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Leasehold Property	-	2% - 10%
Motor Vehicles	-	20% - 50%
Fixtures and fittings	-	10% - 20%
Computer equipment	-	20%

Motor vehicles and computer equipment transferred from the predecessor school were transferred at depreciated cost and have been depreciated over the useful life from original purchase.

Leasehold property and Fixtures and fittings transferred from the predecessor school were transferred at an estimate of depreciated replacement cost and are treated as if purchased at that date.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**I STATEMENT OF ACCOUNTING POLICIES (continued)**

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.

**Leased Assets**

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

**Investments**

Investments are valued at market value.

**Financial Instruments**

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the charity'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.

**Stocks**

Unsold uniforms are valued at the lower of cost or net realisable value.

**Taxation**

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

**I STATEMENT OF ACCOUNTING POLICIES (continued)**

**Pension Benefits**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School 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. As stated in note 26, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore 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 scheme and the assets are held separately from those of the School 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.

**Fund Accounting**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by Education and Skills Funding Agency, Department for Education and Pate's Grammar School Foundation where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency and the Department for Education. Restricted funds also incorporate School Fund accounts and revenue donations received from Pate's Grammar School Foundation.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**I STATEMENT OF ACCOUNTING POLICIES (continued)**

Endowment funds are monies from the Biffen Fund money which are invested with Newton Investment Management and held separately as a permanent endowment fund. The School benefits from the annual investment return but, under the rules of the Trust, cannot access the capital without an approach to the Biffen Trustee and subsequent (if approved) application to the Charity Commission.

**Critical Accounting Estimates and Areas of Judgement**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Governors do not consider that they have made any critical judgements apart from those involving estimation in the preparation of the financial statements.

**Critical Accounting Estimates and Assumptions**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, 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 2017 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.

**2 GENERAL ANNUAL GRANT (GAG)**

Under the funding agreement with the Secretary of State the School was subject to limits at 31 August 2019 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The School has not exceeded these limits during the year ended 31 August 2019.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**3 DONATIONS AND CAPITAL GRANTS**

	Unrestricted funds 2019 £	Restricted Fixed Asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Capital grants	-	1,579,249	1,579,249	1,553,357
Other donations	192,547	54,226	246,773	313,146
	<u>192,547</u>	<u>1,633,475</u>	<u>1,826,022</u>	<u>1,866,503</u>
2018 Total	<u>182,258</u>	<u>1,684,245</u>	<u>1,866,503</u>	

**4 FUNDING FOR SCHOOL'S EDUCATIONAL OPERATIONS**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	4,847,531	4,847,531	4,743,736
Other DfE/ESFA grants	-	87,302	87,302	62,231
	<u>-</u>	<u>4,934,833</u>	<u>4,934,833</u>	<u>4,805,967</u>
<b>Other government grants</b>				
Local authority grants	-	33,254	33,254	33,853
	<u>-</u>	<u>4,968,087</u>	<u>4,968,087</u>	<u>4,839,820</u>
<b>Other income</b>				
Catering income	271,159	-	271,159	265,970
Pate's Foundation income	-	300,000	300,000	300,000
Teaching schools income	-	103,799	103,799	115,341
School trips income	-	603,392	603,392	566,219
Other income	125,318	148,896	274,214	225,153
	<u>396,477</u>	<u>1,156,087</u>	<u>1,552,564</u>	<u>1,472,683</u>
	<u>396,477</u>	<u>6,124,174</u>	<u>6,520,651</u>	<u>6,312,503</u>
2018 Total	<u>367,886</u>	<u>5,944,617</u>	<u>6,312,503</u>	

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**5 OTHER TRADING ACTIVITIES**

	Unrestricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Hire of facilities	39,287	39,287	37,163
	<u>39,287</u>	<u>39,287</u>	<u>37,163</u>
2018 Total	37,163	37,163	
	<u>37,163</u>	<u>37,163</u>	

**6 INVESTMENT INCOME**

	Unrestricted funds 2019 £	Endowment funds 2019 £	Total funds 2019 £	Total funds 2018 £
Short term deposits	2,121	-	2,121	3,135
Investments	-	39,876	39,876	37,048
Income from subsidiary*	15,986	-	15,986	74,930
	<u>18,107</u>	<u>39,876</u>	<u>57,983</u>	<u>115,113</u>
2018 Total	78,065	37,048	115,113	
	<u>78,065</u>	<u>37,048</u>	<u>115,113</u>	

\* The income from subsidiary relates to consultancy and brand income for the year of £129,111 (2018: £134,720) net of staff costs recharged by the Academy and other direct costs of £113,125 (2018: £59,790).

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**7 EXPENDITURE**

	Staff costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £	Total 2018 £
Expenditure on raising funds					
- Direct Costs	57,652	-	9,681	67,333	56,634
Educational operations					
- Direct Costs (note 8)	4,006,964	-	1,149,883	5,156,847	4,898,473
Educational operations					
- Support Costs (note 8)	928,243	507,189	1,432,638	2,868,070	2,687,150
	<u>4,992,859</u>	<u>507,189</u>	<u>2,592,202</u>	<u>8,092,250</u>	<u>7,642,257</u>

Expenditure on raising funds in 2018 was £56,634 all of which was unrestricted funds. Expenditure on Educational operations in 2018 was £7,642,257 of which £446,963 was unrestricted funds £6,271,914 was restricted funds and £923,380 was restricted fixed asset funds.

**Net income/(expenditure) for the period includes:**

	2019 £	2018 £
Depreciation of tangible fixed assets:		
- owned by the charity	1,023,039	923,380
Operating leases – non property	26,334	24,334
Fees paid to auditor for:		
- Audit	10,700	10,500
- Advice (including £4,275 charged to Subsidiary Company (2018: £Nil))	4,275	350
	<u>1,064,348</u>	<u>968,564</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**8 CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS**

	Total funds 2019 £	Total funds 2018 £
<b>DIRECT COSTS</b>		
Teaching and educational support staff costs	4,006,964	3,802,760
Educational supplies and services	945,265	900,572
Examination fees	126,813	121,710
Staff development	17,194	17,836
Other direct costs	60,611	55,595
	<hr/>	<hr/>
	5,156,847	4,898,473
	<hr/>	<hr/>
<b>SUPPORT COSTS</b>		
Support staff costs	775,243	743,912
Depreciation	1,023,039	923,380
Pension costs (FRS102 adjustment)	153,000	170,000
Maintenance of premises and equipment	142,175	128,770
Cleaning	132,582	124,521
Rent and rates	75,904	70,012
Heat and light	133,406	113,311
Insurance	23,122	23,352
Security and transport	17,917	16,108
Catering and vending machines	203,976	196,974
Bank interest and charges	1,821	389
Computer expenses	75,072	62,020
Other support costs	78,417	83,334
Governance costs	32,396	31,067
	<hr/>	<hr/>
	2,868,070	2,687,150
	<hr/>	<hr/>
	8,024,917	7,585,623
	<hr/> <hr/>	<hr/> <hr/>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**9 STAFF**

**a. Staff costs during the year were:**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Wages and salaries	3,805,238	3,587,735
Social security costs	356,445	337,121
Operating costs of defined benefit pension schemes	699,189	655,802
Supply teacher costs	1,710	8,172
	<hr/>	<hr/>
Total	4,862,582	4,588,830
	<hr/> <hr/>	<hr/> <hr/>

**b. Staff numbers**

The average number of persons (including Senior Leadership Team) employed by the School during the year expressed as full time equivalents was as follows:

**c. Charitable Activities**

	<b>2019</b>	<b>2018</b>
	<b>No.</b>	<b>No.</b>
Teachers	64	62
Administration and support	38	37

Included within the categories of Teachers and Administration and support are 6 (2018: 6) members of the Senior Leadership Team who are responsible for the day to day operations of the School.

**d. Higher paid staff**

The number of employees whose annual equivalent emoluments exceeded £60,000 was:

	<b>2019</b>	<b>2018</b>
	<b>No.</b>	<b>No.</b>
£60,000 - £70,000	1	2
£70,000 - £80,000	1	1
£80,000 - £90,000	1	-
£110,000 - £120,000	-	1
£120,000 - £130,000	1	-

3 (2018: 3) employees participated in the Teachers' Pension Scheme.

	<b>2019</b>	<b>2018</b>
	<b>No.</b>	<b>No.</b>
£10,000 - £15,000	2	2
£15,000 - £20,000	-	1
£20,000 - £25,000	1	-

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**9 STAFF (continued)**

The other employee participated in the Local Government Pension Scheme: employer's pension contributions amount to £21,517 (2018: £20,595).

**e. Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £642,790 (2018: £615,559).

**10 GOVERNORS' REMUNERATION AND EXPENSES**

The Head Master and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of the Head Master and staff, and not in respect of their services as Governors. Other Governors also did not receive any payments, from the School in respect of their role as Governors. The value of Governors' remuneration, including employer pension contributions, fell within the following bands:

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Russel Ellicott	145,000-150,000	130,000-135,000
Will Head	35,000-40,000	35,000-40,000
Robert Morton	30,000-35,000	-
Catherine Smith	15,000-20,000	-
Shirley Park	10,000-15,000	30,000-35,000
Anne Dickinson	0-5,000	20,000-25,000

During the year, no Governors received any reimbursement of expenses incurred in their role as Governor (2018: £Nil). Where other related party transactions involving the Governors arise these are set out in note 27.

**11 GOVERNORS' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the School has purchased cover through the Department for Education's (DfE's) Risk Protection Arrangement (RPA) – this commenced on 1 December 2016. The RPA is not an insurance scheme but is a mechanism through which the cost of risks that materialise are covered by government funds. The scheme protects Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The RPA Administrator's Limit of Liability is £10,000,000 (2018: £10,000,000) on any one claim. The cost of this cover is included in the overall RPA cost (£20 per student per year).

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2019**

**12 TANGIBLE FIXED ASSETS**

	Long leasehold property & improvements £	Assets under construction £	Motor vehicles £	Fixtures & fittings £	Computer equipment £	Total £
<b>Cost</b>						
1 September 2018	32,263,477	1,684,507	25,019	1,665,831	569,370	36,208,204
Additions	256,295	1,252,646	-	100,395	75,264	1,684,600
Disposals	-	-	-	-	(162,413)	(162,413)
Transfers	2,893,943	(2,937,153)	-	-	43,210	-
	_____	_____	_____	_____	_____	_____
At 31 August 2019	35,413,715	-	25,019	1,766,226	525,431	37,730,391
	_____	_____	_____	_____	_____	_____
<b>Depreciation</b>						
1 September 2018	4,997,116	-	23,269	1,156,896	418,924	6,596,205
Charge for the year	774,538	-	1,750	172,419	74,332	1,023,039
Disposals	-	-	-	-	(162,365)	(162,365)
	_____	_____	_____	_____	_____	_____
At 31 August 2019	5,771,654	-	25,019	1,329,315	330,891	7,456,879
	_____	_____	_____	_____	_____	_____
<b>Net book value</b>						
At 31 August 2019	29,642,061	-	-	436,911	194,540	30,273,512
	=====	=====	=====	=====	=====	=====
At 31 August 2018	27,266,361	1,684,507	1,750	508,935	150,446	29,611,999
	=====	=====	=====	=====	=====	=====

The School leases buildings from Pate's Grammar School Foundation. On conversion, the Governors considered that the cost of a formal valuation was out of proportion to the benefit to be derived and instead based their valuation on the valuation that had been assessed for insurance purposes. Due to the School buildings being specialised in nature and not traded on the open market, this valuation was also considered to be a reasonable estimate of the depreciated replacement cost for the purposes of these accounts.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**13 INVESTMENTS**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Fixed asset investments	1,396,560	1,447,072
Investment in subsidiary	1	1
	<u>1,396,561</u>	<u>1,447,073</u>

**Valuation of fixed asset investments**

	<b>£</b>
At 1 September 2018	1,447,072
Sale of investments during the year	(120,000)
Change in value during the year	69,488

At 31 August 2019 1,396,560

**Details of subsidiary**

On 18 September 2017, Pate's Grammar School Trading Company Limited was incorporated and Pate's Grammar School holds 100% of the £1 share capital. The principal activity of the company is to develop the link with the Hailiang Education Group, seeking to secure a surplus which can then be transferred to Pate's Grammar School. The relevant details regarding the operation of the Trading Company are contained within the formal 'Standing Orders' document.

The profit of Pate's Grammar School Trading Company Limited for the period ending 31 August 2019 was £15,986 (2018: £74,930) which was donated to Pate's Grammar School. At the year end £15,986 (2018: £44,930) was owed to Pate's and the aggregate amount of capital and reserves at the end of the period was £1.

**14 STOCKS**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Uniforms	2,254	1,311
	<u>2,254</u>	<u>1,311</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**15 DEBTORS**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Trade debtors	4,967	6,230
Amounts owed by subsidiary	15,986	44,930
Other debtors	75,891	178,170
Prepayments and accrued income	288,806	160,694
	<u>385,650</u>	<u>390,024</u>

**16 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Trade creditors	88,842	98,452
Other taxation and social security	84,802	78,974
Other creditors	94,340	91,136
Accruals and deferred income	388,801	606,145
	<u>656,785</u>	<u>874,707</u>

	<b>£</b>
<b>Deferred Income</b>	
Deferred income at 1 September 2018	265,966
Resources deferred during the year	178,113
Amounts released from previous years	(265,966)
	<u>178,113</u>
Deferred income at 31 August 2019	<u>178,113</u>

**Deferred Income**

Grant income of £23,287 received during the period ended 31 August 2019 relating to expenditure for the future year has been deferred, as have receipts from parents in respect of trips which have not yet taken place totalling £143,478 and other income of £11,348.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**17 STATEMENT OF FUNDS**

The income funds of the School comprise the following balances of grants to be applied for specific purposes:

	<b>Brought Forward</b>	<b>Incoming Resources</b>	<b>Resources Expended</b>	<b>Transfers In/(Out)</b>	<b>Gains/(Losses)</b>	<b>Carried Forward</b>
	£	£	£	£	£	£
<b>Endowment funds</b>	1,447,072	39,876	-	(159,876)	69,488	1,396,560
<b>Restricted funds</b>						
General Annual Grant (GAG)	-	4,847,531	(5,214,290)	366,759	-	-
Other DfE/ESFA Grants	-	61,731	(63,043)	1,312	-	-
Teaching schools	152,084	162,624	(147,103)	-	-	167,605
Tatam legacy	56,501	-	(2,000)	-	-	54,501
Pate's Foundation	-	300,000	(300,000)	-	-	-
Other income	687	12,082	(5,703)	-	-	7,066
School Fund Account	-	591,310	(576,739)	(6,473)	-	8,098
Educational services	-	148,896	(123,981)	(24,915)	-	-
Pension reserve	(1,121,000)	-	(153,000)	-	(617,000)	(1,891,000)
	(911,728)	6,124,174	(6,585,859)	336,683	(617,000)	(1,653,730)
<b>Restricted fixed asset funds</b>						
DfE/ESFA Capital Grants	3,422,263	1,579,249	(228,547)	-	-	4,772,965
Predecessor School Surplus	31,277	-	(11,177)	-	-	20,100
Capital donations on conversion	24,541,941	-	(668,623)	-	-	23,873,318
Pate's Grammar School Foundation	1,266,406	-	(31,320)	-	-	1,235,086
Capital expenditure from unrestricted funds	207,113	-	(47,883)	51,077	-	210,307
Other donations	142,999	54,226	(35,489)	-	-	161,736
	29,611,999	1,633,475	(1,023,039)	51,077	-	30,273,512
<b>Total restricted funds</b>	<b>28,700,271</b>	<b>7,757,649</b>	<b>(7,608,898)</b>	<b>387,760</b>	<b>(617,000)</b>	<b>28,619,782</b>
<b>Unrestricted funds</b>	<b>467,337</b>	<b>646,418</b>	<b>(483,352)</b>	<b>(227,884)</b>	<b>-</b>	<b>402,519</b>
<b>Total of funds</b>	<b>30,614,680</b>	<b>8,443,943</b>	<b>(8,092,250)</b>	<b>-</b>	<b>(547,512)</b>	<b>30,418,861</b>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**17 STATEMENT OF FUNDS (continued)**

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

	<b>Brought Forward</b>	<b>Incoming Resources</b>	<b>Resources Expended</b>	<b>Transfers In/(Out)</b>	<b>Gains/ (Losses)</b>	<b>Carried Forward</b>
	£	£	£	£	£	£
<b>Endowment funds</b>	1,343,395	37,048	-	(37,048)	103,677	1,447,072
<b>Restricted funds</b>						
General Annual Grant (GAG)	-	4,743,736	(4,979,112)	235,376	-	-
Other DfE/ESFA Grants	97	61,592	(63,381)	1,692	-	-
Teaching schools	112,502	149,833	(110,251)	-	-	152,084
Tatam legacy	56,501	-	-	-	-	56,501
Pate's Foundation	-	300,000	(300,000)	-	-	-
Other income	1,695	19,539	(20,547)	-	-	687
School Fund Account	-	546,680	(538,689)	(7,991)	-	-
Educational services	-	123,237	(89,934)	(33,303)	-	-
Pension reserve	(1,274,000)	-	(170,000)	-	323,000	(1,121,000)
	(1,103,205)	5,944,617	(6,271,914)	195,774	323,000	(911,728)
<b>Restricted fixed asset funds</b>						
DfE/ESFA Capital Grants	2,017,122	1,553,357	(148,216)	-	-	3,422,263
Predecessor School Surplus	42,454	-	(11,177)	-	-	31,277
Capital donations on conversion	25,210,564	-	(668,623)	-	-	24,541,941
Pate's Grammar School Foundation	1,297,726	-	(31,320)	-	-	1,266,406
Capital expenditure from unrestricted funds	236,731	-	(41,636)	12,018	-	207,113
Other donations	34,519	130,888	(22,408)	-	-	142,999
	28,839,116	1,684,245	(923,380)	12,018	-	29,611,999
<b>Total restricted funds</b>	27,732,911	7,628,862	(7,195,294)	207,792	323,000	28,700,271
<b>Unrestricted funds</b>	419,672	665,372	(446,963)	(170,744)	-	467,337
<b>Total of funds</b>	29,498,978	8,331,282	(7,642,257)	-	426,677	30,614,680

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2019**

**17 STATEMENT OF FUNDS (continued)**

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

The Endowment Fund relates to The Sir Rowland Harry Biffen Trust. This permanent endowment fund was originally administered by trustees of Corpus Christi College, Oxford but was moved into the control of Pate's Grammar School (The Biffen Trustee) during the year ended 31 August 2015.

The Restricted General Funds includes GAG and other grants receivable from the DfE/ESFA towards the School's educational activities. School funds held in respect of education visits and events are also included in the Restricted General Fund as is a legacy received from Mr & Mrs Tatam which is used to fund a maximum of two scholarship awards of £2,000 per annum.

The Restricted Fixed Asset Fund includes amounts receivable from the DfE/ESFA in respect of tangible fixed assets held for School use.

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

Under the funding agreement with the Secretary of State, the School was subject to a limit on the amount of GAG that it could carry forward at 31 August 2019. Note 2 confirms the limit was not exceeded.

**18 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

Fund balances at 31 August 2019 are represented by:

	<b>Unrestricted funds 2019 £</b>	<b>Restricted funds 2019 £</b>	<b>Restricted fixed asset funds 2019 £</b>	<b>Endowment funds 2019 £</b>	<b>Total funds 2019 £</b>	<b>Total funds 2018 £</b>
Investments	1	-	-	1,396,560	1,396,561	1,447,073
Tangible fixed assets	-	-	30,273,512	-	30,273,512	29,611,999
Current assets	402,518	894,055	-	-	1,296,573	1,551,315
Creditors due within one year	-	(656,785)	-	-	(656,785)	(874,707)
Provisions for liabilities and charges	-	(1,891,000)	-	-	(1,891,000)	(1,121,000)
	<u>402,519</u>	<u>(1,653,730)</u>	<u>30,273,512</u>	<u>1,396,560</u>	<u>30,418,861</u>	<u>30,614,680</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2019**

**18 ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)**

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

	<b>Unrestricted funds 2018 £</b>	<b>Restricted funds 2018 £</b>	<b>Restricted fixed asset funds 2018 £</b>	<b>Endowment funds 2018 £</b>	<b>Total funds 2018 £</b>	<b>Total funds 2017 £</b>
Investments	-	1	-	1,447,072	1,447,073	1,343,395
Tangible fixed assets	-	-	29,611,999	-	29,611,999	28,839,116
Current assets	467,337	1,083,978	-	-	1,551,315	1,306,842
Creditors due within one year	-	(874,707)	-	-	(874,707)	(716,375)
Provisions for liabilities and charges	-	(1,121,000)	-	-	(1,121,000)	(1,274,000)
	<u>467,337</u>	<u>(911,728)</u>	<u>29,611,999</u>	<u>1,447,072</u>	<u>30,614,680</u>	<u>29,498,978</u>

**19 CAPITAL COMMITMENTS**

At 31 August 2019 the School had no capital commitments contracted for, but not provided in the financial statements (2018: £1,207,732 for the Sixth Form project which was completed during 2018/19).

**20 FINANCIAL COMMITMENTS**

**Operating leases**

At 31 August 2019 the total of the School's future minimum lease payments under non-cancellable operating leases was:

	<b>2019 £</b>	<b>2018 £</b>
<b>Other</b>		
Expiring within one year	35,908	26,045
Expiring within two and five years inclusive	52,604	44,707
	<u>88,512</u>	<u>70,752</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2019**

**21 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW  
FROM OPERATING ACTIVITIES**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Net income for the reporting period before revaluation of investments (as per the statement of financial activities)	351,693	689,025
Adjusted for:		
Depreciation (note 12)	1,023,039	923,380
Loss on disposal of fixed assets	48	-
Capital grants from DfE and other capital income	(1,633,475)	(1,684,245)
Interest receivable (note 6)	(41,997)	(115,113)
Defined benefit pension scheme cost less contributions payable (note 26)	120,000	137,000
Defined benefit pension scheme finance cost (note 26)	33,000	33,000
(Increase)/decrease in stocks	(943)	505
Decrease/(increase) in debtors	4,374	(97,151)
(Decrease)/increase in creditors	(217,922)	158,333
	<hr/>	<hr/>
<b>Net cash (used in) / provided by operating activities</b>	<b>(362,183)</b>	<b>44,734</b>
	<hr/>	<hr/>

**22 CASH FLOWS FROM INVESTING ACTIVITIES**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Interest and rents from investments	41,997	115,113
Sale/(purchase) of investments	120,000	(1)
Purchase of tangible fixed assets	(1,684,600)	(1,696,263)
Capital grants from DfE/ESFA and other capital income	1,633,475	1,684,245
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	<b>110,872</b>	<b>103,094</b>
	<hr/>	<hr/>

**23 ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>At 31</b>	<b>At 31</b>
	<b>August</b>	<b>August</b>
	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Cash in hand and at bank	658,669	709,980
Notice deposits (less than 3 months)	250,000	450,000
	<hr/>	<hr/>
<b>Total cash and cash equivalents</b>	<b>908,669</b>	<b>1,159,980</b>
	<hr/>	<hr/>

## **24 CONTINGENT LIABILITIES**

In the event, during the period of the funding agreement, of the sale or disposal by other means of any asset for which a capital grant or whatever amount was received, the School shall, if it does not reinvest the proceeds, repay to the Secretary of State the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the funding agreement, whether as a result of the Secretary of State or the School serving notice, the School shall repay to the Secretary of State sums determined by reference to

- a) the value at that time of the School's site and premises and other assets held for the purposes of the company; and
- b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the funding agreement.

If the School ceased to be a state school with selective admissions, the lease of the School buildings could be terminated without compensation to the School. If the School ceased to be a state school it would have to transfer the school playing fields in accordance with the direction of the Secretary of State without compensation. In these circumstances the land and buildings would thus be valueless. There is no current indication that either of these circumstances will arise and accordingly the land and buildings are included as an asset without any liability for these contingencies.

Guaranteed Minimum Pension (GMP) Equalisation is a requirement to equalise the Guaranteed Minimum Pension benefits accrued between 1990 and 1997 from contracting out of the State Earnings Related Pension Scheme based on the principles outlined in the judgement of the "Lloyds Bank" High Court case in October 2018. The actuarial valuation prepared for the Local Government Pension Scheme (as disclosed in Note 26) does not currently include an adjustment for GMP Equalisation, as the fund actuary considers that a 'trigger event' is yet to occur in the LGPS. The trigger event referred to in this instance is that Government is yet to confirm the long term solution and hence the potential impact of GMP equalisation remains an unknown. In view of this continuing uncertainty, no provision has been made in these financial statements in relation to this matter.

## **25 MEMBERS' LIABILITY**

Each member of the Charitable Company undertakes to contribute to the assets of the School 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 PENSION COMMITMENTS**

The School's employees belong to two principal pension schemes: the Teacher's 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 Gloucestershire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £56,914 (TPS) and £24,356 (LGPS) were payable to the schemes at 31 August 2019 (2018: £53,013 (TPS) and £22,796 (LGPS)) and are included within creditors.

### **Teachers' Pension Scheme**

#### **Introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

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**26 PENSION COMMITMENTS (continued)**

The TPS valuation for 2012 determined an employer rate of 16.4% (plus an administration levy of 0.8%), which was payable from September 2015. 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 23.6% from September 2019 (plus an administration levy of 0.08%).

The employer's pension costs paid to TPS in the period amounted to £445,307 (2018: £428,536).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £315,276 (2018: £282,629), of which employer's contributions totalled £253,883 (2018: £227,266) and employees' contributions totalled £61,393 (2018: £55,363). The contribution rate to March 2020 is 28% for the employer and depending on salary banding will vary between 5.5% and 12.5% for employees.

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

**Principal actuarial assumptions**

	<b>At 31 August 2019</b>	<b>At 31 August 2018</b>
Discount rate for scheme liabilities	1.8%	2.8%
Rate of increase in salaries	2.6%	2.7%
Rate of increase for pensions in payment / inflation	2.3%	2.4%
Commutation of pensions to lump sums pre-April 2008 service	35.0%	35.0%
Commutation of pensions to lump sums post-April 2008 service	68.0%	68.0%

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**26 PENSION COMMITMENTS (continued)**

**Sensitivity analysis**

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

	<b>Approximate increase to employer liability</b>	<b>Approximate monetary amount</b>
<b>Change in assumptions at year ended 31 August 2019</b>		
0.5% decrease in Real Discount Rate	13%	611,000
0.5% increase in the Salary Increase Rate	1%	68,000
0.5% increase in the Pension Increase Rate	11%	533,000

It is estimated that a one year increase in life expectancy would increase the employer's liability by around 3%-5%.

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

	<b>2019</b>	<b>2018</b>
Retiring today		
Males	21.5	22.4
Females	23.7	24.6
Retiring in 20 years		
Males	22.3	24.0
Females	25.0	26.4

The School's share of assets and liabilities in the scheme and the expected rates of return were:

	<b>Fair value at 31 August 2019 £</b>	<b>Fair value at 31 August 2018 £</b>
Equities	1,871,000	1,680,000
Government Bonds	720,000	511,000
Property	230,000	195,000
Cash/liquidity	58,000	49,000
	<hr/>	<hr/>
Total market value of assets	2,879,000	2,435,000
Present value of scheme liabilities: Funded	(4,770,000)	(3,556,000)
	<hr/>	<hr/>
(Deficit) in the scheme	(1,891,000)	(1,121,000)
	<hr/> <hr/>	<hr/> <hr/>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**26 PENSION COMMITMENTS (continued)**

**Amounts recognised in the Statement of Financial Activities**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Current service cost (net of employee contributions)	(367,000)	(365,000)
Past service cost	(7,000)	-
	<u>          </u>	<u>          </u>
<b>Total service costs</b>	<b>(374,000)</b>	<b>(365,000)</b>
	<u>          </u>	<u>          </u>

**Analysis of pension finance costs**

Return on scheme assets	72,000	55,000
	<u>          </u>	<u>          </u>
<b>Pension finance costs</b>	<b>(33,000)</b>	<b>(33,000)</b>
	<u>          </u>	<u>          </u>

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

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	<b>3,556,000</b>	<b>3,337,000</b>
Total service cost	374,000	365,000
Interest cost	105,000	88,000
Employee contributions	62,000	55,000
Actuarial Gains /Losses	711,000	(258,000)
Estimated Benefits paid	(38,000)	(31,000)
	<u>          </u>	<u>          </u>
<b>At 31 August</b>	<b>4,770,000</b>	<b>3,556,000</b>
	<u>          </u>	<u>          </u>

**Changes in the fair value of the School's share of scheme assets:**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
<b>At 1 September</b>	<b>2,435,000</b>	<b>2,063,000</b>
Interest income	72,000	55,000
Return on plan assets	94,000	65,000
Employer contributions	254,000	228,000
Employee contributions	62,000	55,000
Estimated Benefits paid	(38,000)	(31,000)
	<u>          </u>	<u>          </u>
<b>At 31 August</b>	<b>2,879,000</b>	<b>42,435,000</b>
	<u>          </u>	<u>          </u>

## **27 RELATED PARTY TRANSACTIONS**

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

During the year the spouses of two governors (Guy Bradshaw, Will Head) were employed by the school as support staff and teachers. They were employed under standard employment contracts and were paid a total gross remuneration, including pension contributions, of £59,840 (2018: £58,017).

Pate's Grammar School Foundation is a related party due to common members of the governing boards. During the year it provided revenue funding of £300,000 (2018: £300,000).

Pate's Grammar School Trading Company Limited is a related party as Pate's Grammar School holds 100% of the £1 share capital. As detailed in Note 13, the profit for the period ending 31 August 2019 of £15,986 was donated to Pate's Grammar School.

No other related party transactions took place in the period of account.

All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2019**

**28 TEACHING SCHOOL TRADING ACCOUNT**

	2019 £	2019 £	2018 £	2018 £
<b>Income</b>				
Direct income	58,825		34,492	
Other income	103,799		115,341	
<b>Total income</b>	<u>162,624</u>	162,624	<u>149,833</u>	149,833
<b>Expenditure</b>				
Direct costs				
- Direct staff costs	(53,224)		(44,808)	
- Other direct costs	(47,683)		(39,398)	
<b>Total direct costs</b>	<u>(100,907)</u>	(100,907)	<u>(84,206)</u>	(84,206)
Other costs				
- Technology costs	(1,550)		(1,351)	
- Other support costs	(44,396)		(23,794)	
- Governance costs	(250)		(900)	
<b>Total other costs</b>	<u>(46,196)</u>	(46,196)	<u>(26,045)</u>	(26,045)
<b>Total expenditure</b>	<u>(147,103)</u>	(147,103)	<u>(110,251)</u>	(110,251)
Transfers between funds	-	-	-	-
<b>Surplus from all sources</b>	<u>15,521</u>	15,521	<u>39,582</u>	39,582
Balance at 1 September 2018		152,084		112,502
Balance at 31 August 2019		<u>167,605</u>		<u>152,084</u>