
SUCKLEY SCHOOL
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

SUCKLEY SCHOOL
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members

Diana Holloway
John Burton
Karen Smith
Joanne Rogers*
Janet Ashton (In accordance with Articles- Chair of Governors is also a Member)

*In order to comply with requirements of the Academies Financial Handbook Joanne Rogers, as an employee of the Trust, stepped down from her role as a Member in December 2020.

Governors (Trustees)

Diana Holloway
John Burton, Chair of Governors (resigned 5 November 2020)
David Hewlett (appointed 26 February 2021)
Linda Taylor
Caroline Pinnington * (resigned 10 December 2020)
Helen Field, Accounting Officer (appointed 1 September 2020)
Duane Berry
Janet Ashton, Chair of Governors (assumed Chair role 6 November 2020)
Anne Potter
Andrew McKenzie
Louise Ruane

*In order to comply with requirements of the Academies Financial Handbook Caroline Pinnington, as an employee of the Trust, stepped down from her role as a Member in December 2020.

Staff Advisors

New role from December 2020

Joanne Rogers (appointed 11 December 2020)
Caroline Pinnington (appointed 11 December 2020)

Company registered number

07697002

Company name

Suckley School

Principal and registered office

Church Lane
Suckley
Worcestershire
WR6 5DE

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
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Company secretary

Trevor Jones

Head Teacher

Helen Field (appointed 1 September 2020)

Senior management team

Helen Field Bsc Hons PGCE NPQH, Head Teacher(appointed 1st September 2020)
Joanne Rogers, BA. Hons QTS Deputy Head
Joy Tomlinson, Business Manager

Independent auditors

Randall & Payne LLP
Chargrove House
Shurdington Road
Cheltenham
Gloucestershire
GL51 4GA

Bankers

Lloyds Bank PLC
48 Belle Vue Terrace
Malvern
Worcestershire
WR14 4QG

Solicitors

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

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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

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

The Academy is located in a rural part of Worcestershire in the village of Suckley. It is considered to be a small, rural school for ages 4 – 11 years, 84 maximum pupils, and a pupil admissions number (PAN) of 12. The school receives pupils from its immediate catchment, some from local communities, and reaching into Herefordshire. Most pupils are from White British backgrounds.

The school is well developed, internally modern and has well maintained buildings and grounds. It uses the local community church for large assemblies, performances and sport (PE) and playing fields for sporting activities and community events.

The school was judged to be Outstanding at its most recent OFSTED visit in January 2014.

It is organised into four classes, all with a Teacher and Teaching Assistant, and has a non-class based Head Teacher. The numbers receiving support for SEND is higher than national, the numbers of English as an Additional Language (EAL) lower.

<i>July 2021</i>	NOR	SEND	EAL	PUPIL PREMIUM/FSM
Suckley	84	15.2%	0%	17.6 %
National	No National Data	12.2 %	21.3 %	No National Data

A significant number of these SEND children have Speech, Language and Communication needs, as well as moderate learning difficulties or specific learning difficulties. For this reason, the school maintains a high teacher to pupil ratio.

The school runs a before and after school club for three days a week which provides term time care from 8.10am to 5.30pm. Children from Suckley School move on to one of four High Schools.

Structure, governance and management

a. Constitution

The Academy is a charitable company limited by guarantee and an exempt charity. The charitable company's Memorandum of Association is the primary governing document of the Academy trust.

The Governors of Suckley School are also the Directors of the charitable company for the purpose of company law.

The charitable company is known as Suckley School.

Details of the Governors who served during the year 1 September 2020 – 31 August 2021 are included in the Reference and administrative details on page 1.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, governance and management (continued)

b. Members' liability

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

c. Method of recruitment and appointment or election of Governors

The Articles of Association allow:

- 4 Governors to be appointed by Members
- up to 4 Parent Governors elected by the parent body
- the Local Authority may appoint one Governor
- 3 Co-opted Governors (not Co-opted by other people being Co-opted)
- the Head Teacher to be a Governor

In accordance with the requirements of the Academies Trust Handbook the role of Staff Governor was removed in December 2020 and replaced with the non-voting role of Staff Advisor.

The term of office is 4 years

Recruitment is rigorous and follows a Governor Skills Audit.

d. Policies adopted for the induction and training of Governors

Training and induction for Governors will depend on their existing skills and experience. Where necessary, induction will provide training on educational legal and financial matters. All governors have access to copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Governor.

Governors are encouraged to attend training via Worcestershire Children's First Governor Services, Educare training, conferences or updates, particularly those with a given responsibility. Additional training is provided in accordance with statutory requirements and the needs of the school as identified in the Governors' Strategic Plan and the School Development Plan.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, governance and management (continued)

e. Organisational structure

The Board of Governors (known as Governing Body) comprises those persons appointed under the Articles of Association. The Governing Body has strategic responsibility for effective leadership and management meets formally at least four times a year. There are three main committees: Resources Committee, Curriculum Committee and Audit and Risk Committee. Each Committee meets at least an additional three times a year and reports to the Governing Body. The setting up of the Audit and Risk Committee was agreed by Governing Body in December 2020 with the initial terms of reference to include responsibility for risk management, internal scrutiny and audit.

During 2020-21 the Governing Body COVID working group continued to meet regularly online to support the Head Teacher in managing the impact of lockdowns and other restrictions. The group also discussed health and safety, safeguarding, and monitored staff wellbeing through regular staff questionnaires.

All Committees are formally constituted with Terms of Reference and comprise appropriately qualified and experienced members. Regular skills audits are carried out and appropriate training undertaken. If a vacancy for a trust-appointed Governor arises, any gaps in skills are considered when recruiting to the vacancy.

Trustees delegate specific responsibilities to Committees and the leadership team under a Scheme of Delegation. The approved scheme of delegation is published on the website and reviewed annually.

Day to day leadership and running of the school is the responsibility of the Head Teacher.

f. Risk management

The school keeps a risk register, which is now monitored by the newly formed Audit and Risk Committee and updated regularly.

The most significant risk would be the loss of pupil numbers as the school must draw from out of its very small catchment to maintain the PAN. Currently the school draws approximately half of its pupils from within catchment. Loss of numbers could result from poor academic results, loss of confidence in the school and its reputation, poor leadership etc., however the school is currently oversubscribed and has a waiting list.

The buildings are currently in good repair and fit for purpose. Any change in this could lead to financial risk.

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

The school has a comprehensive pay and performance policy which sets out remuneration for the Head Teacher, as senior leader, responsible for the leadership and management of the school, and for the teaching, non-teaching and support staff. This structure is carefully monitored by the Head Teacher and pay committee, and is based on a performance management system which links to remuneration. The Head Teacher's remuneration and performance are monitored and benchmarked by members of the Resources Committee with guidance from an independent external advisor, whose services are procured through an external arrangement.

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GOVERNORS' REPORT (CONTINUED)
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Structure, governance and management (continued)

h. Related parties and other connected charities and organisations

During 2021-21, partnership work with other organisations has been restricted due to the impact of COVID-19. However, Suckley School is committed to establishing and maintaining collaborative partnerships with other local schools. Over the last year, this has included collaborative working with schools within the local area. It also procures the services from Worcestershire Children's First.

All Governors complete a pecuniary interest declaration, which is displayed on the school website.

The Suckley Friends (PTA) are a registered charity which was set up for the sole purpose to support the school. During the year 2020-21 they donated funds that were used to purchase items that would enrich the children's learning, or the facilities which would support this. This year was curtailed by the COVID pandemic closure, therefore activity and fundraising reduced. However, the school still received donations amounting to £2,318. This was used for capital expenditure to help fund the new nurture room, teaching resources for the Early Years foundation area and gifts for Year 6 leavers.

The development to the interior of Suckley Church, next to the school, has enabled its use for school activities that would normally be housed in a school hall. We have an agreement with the PCC to use the space and are in annual receipt of Exceptional Circumstances funding within our GAG to the sum of £8,000 for rental of the church space.

In addition to the donations received from Suckley Friends, the School received donations from local charities, totalling £4,675. This enabled the school to purchase new laptops to aid home learning during the pandemic, the purchase of a new reading schemes to be used throughout the school and additional donations to assist with the remodelling of the early years outdoor area.

Suckley will continue to seek and prioritise effective partnerships which will support and enhance the principal activities of the Academy.

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(continued)

Objectives and Activities

a. Objects and aims

The overarching aim of Suckley School is to provide an outstanding educational provision for the families of the community and beyond. We lay down the foundations of new initiatives and strive to further enhance the quality of teaching and learning in the school, this allows us to maximise the opportunities for all students and allow them to realise their true potential. Accordingly, the schools aims are:

- To support and inspire personal, spiritual, emotional and educational growth in a safe, happy environment.
- To ensure that each child entrusted in our care is developing skills, knowledge, concepts, and attitudes to become curious, independent learners.
- To value everyone associated with our school and wider community, irrespective of age, position, race, gender background or ability.
- To prepare children to reach their true potential for future learning, as responsible citizens in the modern world.
- To ensure that our curriculum supports wellbeing by promoting healthy lifestyles for all.

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(continued)

b. Objectives, strategies and activities

Suckley School Governing Body aims to fulfil the six key areas of effective governance:

1. Strategic leadership that sets and champion vision, ethos and strategy
2. Accountability that drives up standards and financial performance
3. People with the right skills, experience, qualities and capacity
4. Structures that reinforce clearly defined roles and responsibilities
5. Compliance with statutory and contractual requirements
6. Evaluation to monitor and improve the quality and impact of governance

Over the next three years we aim for:

- All pupils leaving our school are well rounded individuals, having achieved their best
- Ofsted grading to be at least good
- For the school to maintain full capacity, whilst local schools expand
- For the school to become a vibrant part of a partnership with other schools
- For the school building and ICT infrastructure to provide for 21st Century learning

The main objectives for Suckley School during 2020-21 were centred around four strategic 'anchors':

- Governance and Strategic Leadership
- Finance and Accountability
- Human Resource/Staffing
- School Standards/Quality of Education

Governance and Strategic Leadership:

- Member and Trustee roles comply with AFH requirements and changes are recorded in documentation
- Suckley School has a full complement for its Governing Body, with an appropriate set of skills and experiences and commitment to undertake their defined responsibilities, and conducts business effectively and fulfils the requirements of AFH
- Governors support Head Teacher in managing COVID restrictions
- Planned next steps for partnership with other schools

Finance and Accountability:

- Suckley School maintains good overall systems of internal control and is compliant with updates in the Academies Financial Handbook 2021
- Risk management is appropriate and the risk register is reviewed regularly at the Audit and Risk Committee Meeting

Human Resource/Staffing:

- Staff feel well supported and valued

School Standards/Quality of Education:

- To teach an ambitious and broad curriculum and provide learning opportunities for all children both in school and through remote learning
- To identify and address gaps in learning
- To continue to deliver the normal curriculum since returning to it in Autumn 2021

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(continued)

c. Public benefit

The Governors have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

The Governors carefully consider the needs of its client group, and also ensure that the school is a strong part of its local community, not only in that it provides high quality education for the local population, but works collaboratively with the preschool provision for the community, with the church and with local groups.

The Governing Body including Head Teacher regularly seek out stakeholders views (Parents, children, and staff).

Prior to the pandemic, the school welcomed regular community visits and links with schools out of the area and various charity fund raising initiatives. Again prior to the pandemic, the school accommodated students from the University of Worcester and supported work experience students from local High Schools which it will reinstate in due course.

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GOVERNORS' REPORT (CONTINUED)
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(continued)

Strategic Report

a. Achievements and performance

The Covid-19 pandemic has significantly affected the school. The closure of school to the majority of pupils not only continued to impact the provision of teaching and learning, but also on the operational management of the site. Staff were required to adapt their ways of working, with some individuals taking on more responsibility during staff absences. A number of initiatives were delayed and it continued to be important to take a flexible approach ensuring that all decision-making was based on an appraisal of all options available.

Due to the on-going Covid-19 pandemic the system of primary statutory assessment, culminating in SATs tests in Year 6 and Year 2, was suspended for a second year. Following the first lockdown (March 2020-September 2020) the children were assessed internally and a baseline was achieved. The progress was tracked until the second lockdown (January 2021-March 2021). A final assessment showed the children had progressed in some areas but not all. Phonics screening check for Year 2 pupils was 90%.

The restructure of the Rainbow Room which is used as a nurture room proved a real achievement throughout the return to school and is used regularly by many of the pupils.

Key Performance Indicators

Governance and Strategic Leadership:

During the autumn term some meetings were held in person (socially distanced) but others held remotely via zoom. All meetings were held remotely during the spring term and in the summer term meetings were held in person. Five Covid working group meetings have taken place remotely.

The Curriculum Committee terms of reference were revised and a set created for the Audit and Risk Committee. Governor attendance was monitored but absences not addressed as felt inappropriate to do so at this time.

The Governing Body agreed to create Teacher Advisor roles for the two staff governors stepping down from their roles as Governor or Member in order to maintain Teacher representation. An addendum to the Articles recording these decisions was created and includes provision to elect new staff advisors when the need arises. A skills audit was completed to identify strengths and weaknesses in preparation for the recruitment of 2 community Governors. One appointment was made. The recruitment process for additional parent governors will begin in the autumn term and Members will be contacted to determine how to proceed with additional Governors taking account of the school's Articles and compliance with AFH.

Risk Assessment and Guidance is up to date and regularly reviewed.

Due to the impact of COVID-19, the Governing Body made the decision to put planning formal partnerships with other schools on hold in order to stabilise the school in such turbulent times. Governors also agreed that joining a MAT is not a route for the school to follow at the moment and a preferred route would be to establish learning partnerships with local schools. The Head Teacher has started to establish partnerships with local schools.

Key Performance Indicators achieved relating to compliance and Head Teacher support. Governing Body recruitment is ongoing as is planning next steps for partnerships with other school.

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Finance and Accountability:

Internal control systems show compliance with the requirements of the Academies Trust Handbook. Monitoring and challenge are evidenced in the Resources Committee and Full Governing Body minutes. Further training focussing on governor 'challenge' to be included in FGB meeting July 2021. During the year, the Academy conducted a tender process for a new external Auditor to be appointed for the year ended 31st August 2022.

An Audit and Risk Committee has been set up and has met twice. An internal scrutiny report has been completed and the results reported to the Governing Body which was scrutinised at the full governing body meetings and was agreed to be satisfactory. Risk identification remains a standard agenda item for Governing Body meetings and committees but risk register management has been transferred to the Audit and Risk Committee. The original risk register, based on charity commission template, has been revised and reduced to reflect the needs and circumstance of Suckley School.

The Resources Committee has considered additional KPIs. These will be incorporated into the Governor Strategic Plan 2021-22.

Key Performance Indicators achieved.

Human Resource/Staffing:

Following the decision not to pursue formal partnerships with other schools and the positive impact of the headteacher in the temporary role Governors agreed to offer HF a permanent contract which was accepted. A four term temporary deputy head post was approved and successfully appointed internally to support leadership.

Responses to the regular staff questionnaires from Governors increased through the year. Open channels of communication in place. Training and career development opportunities limited due to COVID-19 restrictions.

Key Performance Indicators achieved.

School Standards/Quality of Education:

COVID-19 continued to have a significant impact on children's learning and progress during 2020-21. The academic year started with a return to full time school for all children. Gaps in learning were identified and tracked with plans implemented to address areas of need. Another long lockdown during most of the spring term presented many challenges and had further impact however, the return to school for the last three weeks of the spring term provided an opportunity to reintroduce children to school learning, addressing issues with attitudes to learning with an emphasis on subjects that were not easily taught in lockdown e.g. art, PE and science. This plan also provided opportunities for children's well-being to be addressed appropriately particularly through our Forest School provision and Rainbow Room.

During the summer term assessments were completed to determine the impact of the second lockdown. Gaps in learning and loss of skills and knowledge content were identified. The curriculum was revised and adapted to meet the needs identified ready for full implementation in the September.

In June 2021, the Curriculum Committee discussed assessment, available data and future changes in software use and assessment procedures (e.g. EYFS). Governors noted that progress is being seen however the detail of that progress was unclear. Clarity in this will be addressed in future reports to Governors. The Governors also noted that the notion of 'catch up' is not useful and the term 'recovery' is more appropriate when referring to addressing identified gaps in learning.

Key Performance Indicators mostly achieved. Identifying and addressing gaps in learning will be ongoing.

Key Performance Indicators:

In addition to closely monitoring financial performance, the Governing Body has identified a number of other key

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areas that help them assess the overall performance of the school. The effective use of KPI's remains an area of development and focus of the Governing Body.

b. Going concern

After making appropriate enquiries, the Board of Governors has a reasonable expectation that the Academy 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 Accounting Policies.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Financial Review

a. Financial review

The accounting period runs from the 1 September 2020 to 31 August 2021. The majority of the Academy's income is obtained from the ESFA in the form of recurrent grants the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2021 and the associated expenditure are shown as restricted funds in the statement of financial activities. Approximately 95% of the principal grant (the General Annual Grant or GAG) was used for staffing. This in turn maintains specialist teaching, high levels of trained Teaching Assistants, and support staff, keeping adult to pupil ratios higher than the majority of schools. The decision to do this comes from the School Development Plan, targeting high achievement for all groups of pupils from whatever their starting point. Catch up funding was used to support the children in both their emotional and mental health needs upon their return from the lockdowns, in addition to academic support to fulfil gaps in their learning. The school also receives a Pupil Premium grant which is used to specifically target those pupils from disadvantaged backgrounds; and a Sports Premium grant which enables children to partake in a wide range of sporting activities and also offers opportunity for staff CPD.

This year the GAG was £444,128 increasing from £442,009 in 2019-20. In addition, the school received £19,140 Pupil Premium funding compared to £17,025 in the previous year and £16,720 Sports Premium grant compared to the £16,750 received in 2019-20. The success of the allocation of this income is measured by pupil attainment and progress, the maintenance of high pupil to child staff ratios and the outcome of resource allocation to specific areas.

The financial year 2020/21 saw the achievement of targets as specified and a reserve of over and above a teacher's average salary, as planned. At the end of the year the school has reserves of £83,000 compared to last years figure of £49,000. This is planned to maintain staffing levels and manage the increasing staffing costs. These are rising due to the acceptance of children with severe additional needs and increasing costs in relation to the 'catch up' intervention groups that are needed throughout the school. Children on entry to the school are also significantly lower in all areas of the EYFS profile following gaps in nursery education and a lack of interaction with other children, attending other activities during the pandemic. The additional carry forward will be used to maintain staffing and to enhance the outdoor learning area for the Early Years in line with the new national curriculum. Future planning shows that the number of pupils eligible for FSM and Pupil Premium is increasing slightly which has added to our income

It is to be noted that our predicted carry forward will be higher, this is mainly due to the lifting of Covid restriction resulting in increased use of Wrap Around care facility, a pupil with HLN funding joining the school after the budget was set attracting the top level of banding, additional Covid related grants being awarded.

Going forward into 2021/22 we have initially budgeted for 89% of GAG for staffing costs due to the reasons cited above. It is a priority for Governors that the current establishment consisting of four classes be maintained so that the broad curriculum can be appropriately delivered, and standards maintained. Across the school, attainment has been above what is nationally expected in all year groups in reading, writing and maths and progress good because of this staffing ratio.

General running costs are managed highly effectively and closely monitored by the Resources Committee. We have sought value for money through procurement in line with our finance policy. Close collaboration with other schools has secured reductions in training cost for staff development and education consultancy.

2020/21 saw a slight increase in GAG from the previous year however going forward into 2021/22 GAG funding although appears to have increased, remains generally static due to Teacher pension and pay grant being included in the GAG. The Governors are monitoring this against staffing and rising costs carefully.

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b. Reserves policy

The policy of the Governors is to maintain a level of reserves that will be adequate to provide a stable basis for the continuing operation of the Academy whilst ensuring that excessive funds are not accumulated. The Governors review the resources of the Academy to ensure there are sufficient reserves to protect against possible reductions in the funding. The reserves are held in line with the DfE guidelines. The policy is to maintain reserves to meet the Academy's long term aims and objectives, ensuring that this does not affect its current operational activities.

The Governors are committed to keeping enough reserves to facilitate and fund any risks and deficits identified internally and externally for the school for the next three years. There is currently a focus on staff costs in that being a small school there is a desire to keep the four classes which is essential to delivering the curriculum.

Excluding the pension scheme liability and capital funds, the Academy funds carried forward as at 31 August 2021 are a surplus of £83,000.

At the year end the total fund that can only be realised by disposing of tangible fixed assets is £1,075,000 (2020:£1,082,000)

Pension Costs

The Academy also has a pension scheme deficit in respect of the Local Government Pension Scheme as at 31 August 2021 of £360,000. The liability is included in restricted reserves and the Academy will have to meet any long term liability out of restricted reserves. In order to repay the deficit, employer contributions will be 13.3%. In addition, in order to protect the fund, phased lump sum deficit contributions have been scheduled over the next five years at an average of £26,000 per annum. It is anticipated that the recovery period is 18 years. This deficit is considered a long term deficit and not an immediate liability.

Class Structure

As reported in the financial review the 2020/21 budget has been closely monitored to ensure reserves have been sustained so far. This academic year again saw a stable staff structure, an expensive model which has proved beneficial to the pupil's outcomes, It should be acknowledged that the pupil admission number of 12 per year group, 84 in total, is not sufficient to fill the four classes required to fit with the model of the National Curriculum three key stages within primary (EYFS, KS1 and KS2). Governors have opted for this four-class structure because it is best practice to keep these stages separate and provides the best outcomes for all of our pupils.

c. Investment policy

The Chair of Resources together with the Accounting Officer will ensure that any surplus funds (if significant enough to deposit) are deposited to maximise interest whilst maintaining a safe and secure investment strategy.

There are no investments held beyond cash deposits retained with the major UK clearing banks. Speculative investments are not permitted.

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d. Principal risks and uncertainties

During 2020/21 the Governing Body revised its approach to the management and monitoring of risk. Risk identification is a standard item on all committee agendas and the risk management and review is now overseen by the newly formed Audit and Risk Committee on behalf of the Governing Body. In addition risk assessments and action plans were completed to manage the demands and requirements of COVID-19 pandemic to manage partial opening during lockdown and the subsequent full re-opening of the school. These risk assessments were completed by the headteacher and discussed at each Governor COVID working group meeting.

The central risk register is updated at each audit and risk committee meeting and the current version is 'live' on the secure governors' page of the school website.

As a result of this increased routine approach risk management is becoming embedded in the work of the school and the Governing body. The governors and the leadership team have identified and implemented control procedures to manage the risks that the school faces, and have developed policies and procedures to mitigate those risks.

The Governors have assessed the major risks to which the school is exposed. The major risks, with a risk score of 6-12, are:

- Too many policies create a burden on staff and leadership.
- Lack of availability/poor attendance at meetings
- Risk that budget will be in deficit
- Risk to budget as a result of staff sickness.
- School receives unfavourable Ofsted report

Fundraising

The Academy Trust does not use any external fundraisers or involve commercial participators. There have been no complaints about fundraising activity this year.

Suckley School complies with the Fundraising Regulator's Code of Fundraising Practices.

All fundraising is undertaken by the Trust in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact is made through email, newsletter, our website and via pupils. All fundraising material contains clear instructions on how a person can be removed from mailing lists.

The COVID-19 pandemic has impacted the school's fundraising activities in the year ended 31 August 2021 and it is expected that this impact will continue to be felt into 2021/22

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Plans for future periods

In the short term, the main focus of the School Development Plan is to support children with their return to formal, in school learning. The curriculum will identify and support the social, emotional and academic recovery. This is being described as 'the recovery curriculum' and takes into account the impact that COVID 19 may have had on the wellbeing of our children. In addition the focus will be to plan for remote teaching and learning for potential localised lockdowns or for groups of children who are self-isolating.

In the longer term it is to increase further the percentage of pupils working at and above age-related levels by the end of July 2021 in KS2, taking into account the impact of lost learning and to ensure that all pupils make expected and more progress from their starting points, post Covid-19. The school considers, as a key priority, the development of further initiatives to improve the quality of teaching and learning by ensuring all staff adopt robust and effective strategies with highly differentiated learning opportunities.

1. Continue with 100% outstanding teaching, so that all pupils achieve their best,
2. To carefully assess all pupils to identify gaps in skills and knowledge following a sustained period of home learning.
3. To develop remote teaching and learning.

A key aim is to continue to develop our broad and balanced curriculum to ensure that progression for learning is monitored in all curriculum subjects, whilst continuing to provide a wide range of experiences.

The Academy will continue to further develop their association with local schools under the new school Head Teacher to secure good and shared practice, and resources.

Disclosure of information to auditors

So far as the governors are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Governors have taken all the steps that ought to have been taken as a Governor to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

The Governors' report was approved by order of the Board of Governors, as the company directors, on 11 November 2021 and signed on its behalf by:



Janet Ashton
Chair of Governors

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GOVERNANCE STATEMENT

Scope of responsibility

As Governors, we acknowledge we have overall responsibility for ensuring that Suckley 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.

As Governors, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Governors has delegated the day-to-day responsibility to the Head Teacher, 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 Suckley School and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

SUCKLEY SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance

The information on governance included here supplements that described in the Governors' report and in the Statement of Governors' responsibilities. The Board of Governors has formally met 5 times during the year with the majority of meetings via Zoom. In addition the Governing Body COVID response working group, to which all Governors are invited, met 4 times.

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

Governor	Meetings attended	Out of a possible
Diana Holloway	4	5
John Burton, Chair of Governors	0	5
David Hewlett	0	5
Linda Taylor	5	5
Caroline Pinnington	4	5
Helen Field, Accounting Officer	5	5
Duane Berry	3	5
Janet Ashton, Chair of Governors	5	5
Anne Potter	3	5
Andrew McKenzie	3	5
Louise Ruane	5	5

The Governing Body comprises 8 Governors plus the Head Teacher (9). The two existing staff Governors now attend full governing body and curriculum committee meetings in an advisory, non-voting role in accordance with Academy Trust Handbook recommendations. Each meeting that took place during the accounting period was quorate, in the main all absences were approved with a couple of unapproved absences due to difficulties associated with access to online meetings and serious family illness.

There were significant changes to the Governing Body during the year including a new Head Teacher and new Chair of Governors following the resignation of J Burton as a Governor. As a result, a skills audit was conducted before initiating a recruitment process for additional governors. One new Governor, D Hewlett, has been appointed with strong educational skills to complement our current skills base. This appointment enhances the education experience with the Governing body and supports our intentions to build further partnerships with other schools.

The Governing Body also reviewed its overall membership and structure to ensure compliance with AFH regulations. As a result a staff Governor and a staff member relinquished their roles but both retained their presence on the Governing body in the new role as staff advisors. This is to ensure compliance as employees should not hold the role of either Governor (Trustee) or Member. The Governing Body is continuing to clarify roles and membership of the Governing Body in accordance with the Articles and intends to recruit further Governors during 2021-22 in order to ensure that the school has a cohesive and dynamic body supporting the leaderships team and driving forward the strategic development of the school.

As part of the review and to achieve compliance with AFH, the Governing Body formed a new Audit and Risk Committee taking elements of the Resources Committee Terms of Reference and focussing on audit procedures and reviews and risk management and review. As a result of these developments there were some changes to committee membership as governors changed committees and roles during the year.

SUCKLEY SCHOOL
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Governing Body acknowledge that they have met fewer times than recommended during the year, however have maintained effective oversight of the Trusts operations through delegation to the Audit and Risk Committee as well as producing monthly management accounts which are uploaded to the Governor Secure page for all Governors to monitor the income, expenditure and cashflow in accordance with the Academies Financial Handbook. The Governing Body plans to meet 6 times during 2021-22 in accordance with the recommendations of the Academies Financial Handbook.

The impact of COVID 19 has restricted opportunities for Governors to conduct usual monitoring, training and development opportunities however, each Full Governing Body meeting now has an agenda item on governor training and development. During 2020-21 these discussion centred firstly on strategic leadership and then on effective challenge. Governors also have access to online training courses helping them to feel more confident in their roles.

The challenges for the Governors were to support the leadership team in managing the restrictions and impact of COVID-19 whilst ensuring that governance and decision-making remained robust and effective during the pandemic. In anticipation of a more settled year and further Governor appointments, the Governing Body will review its effectiveness during the summer term 2022.

Audit and Risk Committee

The Audit and Risk Committee is a new sub-committee of the main Governing Body. The main functions of the committee are to advise the Governing Body on the adequacy of the Trust's internal control framework, including financial and non-financial controls and risk management arrangements, directs a programme of internal scrutiny and considers the results and quality of external audit.

This newly formed committee has met twice this year. Terms of Reference for the committee were agreed and a plan for future meetings agreed. Arrangements for an internal audit were made, and on completion of the audit, the results were reviewed at the following meeting and the reported to the Full Governing Body. Tender arrangements and appointment of a new auditor was also completed. The committee conducted reviews of the risk register and discussed control measures and their subsequent impact.

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Andrew McKenzie	2	2
Janet Ashton	2	2
Diana Holloway	1	2
Louise Ruane	2	2
Helen Field	2	2

SUCKLEY SCHOOL
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Curriculum Committee

The Curriculum Committee is also a sub committee of the main Full Governing Body/Board of Governors. The committee provides guidance, support and challenge on all strategic matters relating to curriculum provision, implementation, delivery and impact, and makes recommendations to the Governing Body for change.

For a variety of reasons the curriculum committee formally only twice during the year but children's learning, particularly remote learning and children's welfare were discussed at every COVID working group meeting. The formal curriculum meetings focused on the impact of COVID restriction on children's learning, how gaps in learning were being identified and addressed and plans for recovery and the return to a full school curriculum.

Attendance during the year at meetings was as follows:

It is to be noted that due to personal circumstances, Duane Berry was unable to attend the meetings.

Governor	Meetings attended	Out of a possible
Janet Ashton	2	2
Louise Ruane	1	1
Helen Field	2	2
Duane Berry	0	2
Linda Taylor	2	2
Anne Potter	1	1

Resources Committee

The Resources Committee is another sub committee of the main Governing Body. The main functions of the committee are to exercise the financial and staffing powers and responsibilities delegated to it by the full Governing body and to advise the Headteacher on general financial and staffing matters relating to the school.

During the year staffing, budget and building issues were discussed at length. The findings from these were reported to the Full Governing Body meeting and monthly budget monitoring reports were uploaded on the secure governor pages within the school website. As a result Governors maintained effective oversight of funds.

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Diana Holloway	4	4
John Burton	1	1
Helen Field	4	4
Janet Ashton	4	4
Andrew McKenzie	2	4
Anne Potter	3	4
Louise Ruane	2	2

As a result of a resignation and of the decision to form an Audit and Risk Committee, changes to the chairs and membership occurred midyear hence the discrepancy in 'possible meetings' within some committee attendance records.

SUCKLEY SCHOOL
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Review of value for money

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

The Head Teacher has considered how the school's use of its resources has provided good value for money during the year, and reports to the Board of Governors where value for money can be improved, including the use of benchmarking data where appropriate.

Financial oversight and governance has been strengthened through robust challenge of spending and strategic decisions, an example of which was the decision to change the staffing structure to enhance leadership support and capacity with the introduction of the Deputy Head role. Robust challenges occur at every meeting regarding our financial health. The development of an audit and risk committee has specifically strengthened this area. In 20-21 the staffing structure was reviewed and significant costs were made. The savings made was due to natural progression of teaching staff, by replacing Upper Pay Scale teaching staff with Main Scale teaching staff. Furthermore, the Head Teacher who retired at the end of the academic year August 2020 was replaced with a lower leadership scale Head.

The School offers wrap around care facilities. The demand for this has increased so to maximise potential income, the school increased staffing numbers to accommodate more pupils. The facility is now full in and is providing an increased income source.

Spending on staff development has enabled a member of staff to be trained at a high enough level which, when completed, will mean they can be to be contracted out to other schools, generating income.

Throughout the academic year we have sought a competitive tendering process. For example, in line with the AFH tendering process was held regarding the appointment of Auditors. This saw a reduction in audit fees.

SUCKLEY SCHOOL
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GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

The main principles employed by the school to ensure best value include;

Challenge - to ensure that the school is performing well against KPIs, to consider the views of all stakeholders

Compare - to consider the school's pupil performance and financial performance compare with all schools and with similar schools.

Consult - to seek the views of stakeholders about the services the school provides.

These principles are applied when making decisions about:

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

The Accounting Officer for the Academy has delivered improved value for money during the year by:

- making comparisons with other/similar schools using data provided by the LA and the Government, e.g. ASP and FFT Aspire, quality of teaching & learning, levels of expenditure
- setting challenging standards, examining them for effectiveness, efficiency, and cost, e.g. setting of annual pupil achievement targets
- conducting regular in-house monitoring by the Head Teacher and curriculum leaders to analyse different key aspects of school provision
- giving detailed consideration to the deployment of staff to provide best value in terms of the quality of teaching, quality of learning, adult pupil ratio, and curriculum management
- considering the allocation and use of teaching areas, support areas and communal areas, to provide the best environment for teaching and learning
- promoting high standards in the deployment and care of equipment, materials and services to provide pupils and staff with resources which support quality of teaching and quality of learning
- performing regular reviews of the curriculum and quality of teaching to provide parents and pupils with a high standard of provision
- reviewing the quality of children's learning, by cohort, class and group, to provide teaching which enables children to achieve nationally expected progress, e.g. setting of annual pupil achievement targets
- developing procedures for assessing need, and obtaining goods and services which provide "best value" in terms of suitability, efficiency, time, and cost.

Measures already in place include:

- purchasing procedures within Financial Regulations (e.g. limits of spend requiring quotations or tender) procedures for accepting "best value" quotes, which are not necessarily the cheapest (e.g. suitability for purpose and quality of workmanship)
- reviewing the quality of the school environment and equipment, carrying out risk assessments where appropriate, in order to provide a safe working environment for pupils, staff and visitors.

The purpose of the system of internal control

The internal control system is designed to manage risk to a reasonable level rather than to eliminate all risk. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system is an ongoing process designed to identify and prioritise the risks to the achievement of 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. Suckley School's system has been in place for the year ended 31 August 2021 and continues up to the date of approval of the annual report and financial statements.

SUCKLEY SCHOOL
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GOVERNANCE STATEMENT (CONTINUED)

Capacity to handle risk

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

The Board of Governors has delegated the day to day responsibility to the Head Teacher, as Accounting Officer, together with the School Business Manager (SBM) 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 Suckley Academy and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control as well as making recommendations for improvement.

The SBM has developed a system of controls and checks and holds regular meetings with the Head Teacher, and chair of resources committee to review finances. The Finance Policy details the procedures and systems to be used by all budget holders. A copy of this is available to all budget holders and staff are aware that all purchases and contracts must be entered into only by the Headteacher. The Financial Regulations in place govern how the financial systems and procedures are managed, in line with the Academies Financial Handbook. Risk Management is driven by Governors and Head Teacher and is reviewed termly.

This year the School Business Manager and Resources Committee have produced a three year budget forecast.

In relation to Risk, staff are trained to be aware of risks and understand how to manage risks through mitigation procedures. The Academy learns from outside networking and through sharing information and good practice. The Governors have reviewed the identified key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Full Governing Body has responsibility for the ongoing risk management and has delegated to the Audit and Risk Committee the ongoing process for identifying, evaluating and managing the Academy significant risks with the Full Governing Body informed of any significant changes or additions to the Risk Register. This review mechanism has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the Annual Report and Financial Statements.

The risk and control framework

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

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

The Risk Register is reviewed and updated regularly by the Audit and Risk Committee whose role is to challenge the Head Teacher on the identification of risks, the management action taken and the residual risks. The Audit and Risk Committee reports on the Risk Register to the Full Governing Body.

SUCKLEY SCHOOL
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

The Board of Governors has decided not to appoint an internal auditor. However, the Governors have appointed two non-employed Trustees who reported to the Audit and Risk Committee and subsequently the Full Governing Body. The Accounting Officer has been advised of the implications of the result of their review and a plan to address weaknesses and ensure continuous improvement of the system is in place.

In addition, Suckley School has appointed JD Financial Services which will give support and advice on financial matters.

These arrangements provide reasonable assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected within a timely period.

Review of effectiveness

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

- the work of the two non-employed Trustees performing internal checks
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

Approved by order of the members of the Board of Governors on 11 November 2021 and signed on their behalf by:



Janet Ashton
Chair of Trustees



Helen Field
Accounting Officer

SUCKLEY SCHOOL
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Suckley School I have considered my responsibility to notify the Academy Board of Governors and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2021.

I confirm that I and the Academy Board of Governors are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook 2021.

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



Helen Field
Accounting Officer
Date: 11 November 2021

SUCKLEY SCHOOL
(A company limited by guarantee)

STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2021

The Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Governors' report and the financial statements in accordance with the Academies 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 charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Governors are required to:

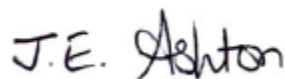
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the Board of Governors on 11 November 2021 and signed on its behalf by:



Janet Ashton
Chair of Governors

SUCKLEY SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
SUCKLEY SCHOOL**

Opinion

We have audited the financial statements of Suckley School (the 'academy') for the year ended 31 August 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 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's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

SUCKLEY SCHOOL
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
SUCKLEY SCHOOL (CONTINUED)**

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Governors are responsible for the other information contained within the Annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' 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 Governors' 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 Governors' responsibilities statement, the Governors (who are also the directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors 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 Governors are responsible for assessing the Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

SUCKLEY SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
SUCKLEY SCHOOL (CONTINUED)**

Auditors' 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 Auditors' 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

we obtained an understanding of the legal and regulatory frameworks that are applicable to the Academy. These include but are not limited to compliance with the Companies Act 2006, Financial Reporting Standard applicable in the UK, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency;

- . we agreed the financial statement disclosures to supporting documentation;
- . we made enquiries of management; and
- . we reviewed board minutes throughout the year.”

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

Use of our report

This report is made solely to the Academy'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's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

SUCKLEY SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
SUCKLEY SCHOOL (CONTINUED)**



Ryan Moore CA (Senior statutory auditor)

for and on behalf of
Randall & Payne LLP

Chartered Accountants & Statutory Auditors

Chargrove House

Shurdington Road

Cheltenham

Gloucestershire

GL51 4GA

25 November 2021

SUCKLEY SCHOOL
(A company limited by guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SUCKLEY SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 09 January 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Suckley School during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Suckley School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Suckley School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Suckley School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Suckley School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Suckley School's funding agreement with the Secretary of State for Education dated 7 July 2011 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

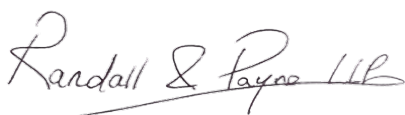
Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Academy's income and expenditure.

Conclusion

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

SUCKLEY SCHOOL
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SUCKLEY
SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**



Randall & Payne LLP

Chartered Accountants & Statutory Auditors
Chargrove House
Shurdington Road
Cheltenham
Gloucestershire
GL51 4GA

Date: 25 November 2021

SUCKLEY SCHOOL
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021**

		Unrestricted funds 2021 £000	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000	Total funds 2020 £000
	Note					
Income from:						
Donations and capital grants	3	-	7	5	12	14
Charitable activities		-	547	-	547	524
Other income	5	-	16	-	16	15
		<u>-</u>	<u>570</u>	<u>5</u>	<u>575</u>	<u>553</u>
Total income						
Expenditure on:						
Charitable activities	7	-	566	14	580	582
		<u>-</u>	<u>566</u>	<u>14</u>	<u>580</u>	<u>582</u>
Total expenditure						
Net movement in funds before other recognised gains/(losses)						
		-	4	(9)	(5)	(29)
Other recognised gains/(losses):						
Actuarial (losses)/gains on defined benefit pension schemes	22	-	(38)	-	(38)	7
		<u>-</u>	<u>(34)</u>	<u>(9)</u>	<u>(43)</u>	<u>(22)</u>
Net movement in funds						
Reconciliation of funds:						
Total funds brought forward		10	(253)	1,101	858	880
Net movement in funds		-	(34)	(9)	(43)	(22)
		<u>10</u>	<u>(287)</u>	<u>1,092</u>	<u>815</u>	<u>858</u>
Total funds carried forward						

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 37 to 64 form part of these financial statements.

SUCKLEY SCHOOL
(A company limited by guarantee)
REGISTERED NUMBER: 07697002

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £000	2020 £000
Fixed assets			
Tangible assets	13	1,076	1,082
		<u>1,076</u>	<u>1,082</u>
Current assets			
Debtors	14	9	7
Cash at bank and in hand		123	96
		<u>132</u>	<u>103</u>
Creditors: amounts falling due within one year	15	(33)	(32)
		<u>99</u>	<u>71</u>
Net current assets		<u>99</u>	<u>71</u>
Total assets less current liabilities		<u>1,175</u>	<u>1,153</u>
Net assets excluding pension liability		<u>1,175</u>	<u>1,153</u>
Defined benefit pension scheme liability	22	(360)	(295)
Total net assets		<u><u>815</u></u>	<u><u>858</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	16	1,092	1,101
Restricted income funds	16	73	42
		<u>1,165</u>	<u>1,143</u>
Restricted funds excluding pension asset	16	1,165	1,143
Pension reserve	16	(360)	(295)
		<u>805</u>	<u>848</u>
Total restricted funds	16	<u>805</u>	<u>848</u>
Unrestricted income funds	16	10	10
		<u>815</u>	<u>858</u>
Total funds		<u><u>815</u></u>	<u><u>858</u></u>

SUCKLEY SCHOOL
(A company limited by guarantee)
REGISTERED NUMBER: 07697002

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2021

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 33 to 64 were approved by the Governors, and authorised for issue on 11 November 2021 and are signed on their behalf, by:

J.E. Ashton

Janet Ashton
Chair of Governors

H. Field

Helen Field
Accounting Officer

The notes on pages 37 to 64 form part of these financial statements.

SUCKLEY SCHOOL
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £000	<i>2020 £000</i>
Cash flows from operating activities			
Net cash provided by operating activities	18	30	5
Cash flows from investing activities	19	(3)	10
Change in cash and cash equivalents in the year		27	15
Cash and cash equivalents at the beginning of the year		96	81
Cash and cash equivalents at the end of the year	20, 21	123	96

The notes on pages 37 to 64 form part of these financial statements

SUCKLEY SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies

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

1.1 Basis of preparation of financial statements

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

Suckley School meets the definition of a public benefit entity under FRS 102.

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

SUCKLEY SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

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

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

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

- **Donations**

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

- **Other income**

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

1.4 Expenditure

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

- **Charitable activities**

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

SUCKLEY SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

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

1.7 Taxation

The Academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

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

1.8 Tangible fixed assets

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

Depreciation is provided on the following bases:

Long-term leasehold property	- 50 years
Furniture and equipment	- 15% reducing balance
Computer equipment	- 33% straight line

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.

SUCKLEY SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

1.9 Debtors

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

1.10 Cash at bank and in hand

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

1.11 Liabilities

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

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

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 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.13 Operating leases

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

SUCKLEY SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

1.14 Pensions

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

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

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

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

1.15 Fund accounting

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

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

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

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

SUCKLEY SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

2. 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.

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000
Donations	7	-	7
Government grants	-	5	5
	<u>7</u>	<u>5</u>	<u>12</u>

	<i>Restricted funds 2020 £000</i>	<i>Restricted fixed asset funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Donations	4	-	4
Government grants	-	10	10
	<u>4</u>	<u>10</u>	<u>14</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

4. Funding for the Academy's educational operations direct

	Restricted funds 2021 £000	Total funds 2021 £000
DfE/ESFA grants		
General Annual Grant	444	444
Other DfE/ESFA grants		
Rates Reclaim	1	1
Pupil Premium and Service Premium	21	21
Other Government Grants	64	64
PE and Sports Grant	17	17
	<u>547</u>	<u>547</u>
	-	-
	<u>547</u>	<u>547</u>
	<u><u>547</u></u>	<u><u>547</u></u>
	<i>Restricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
DfE/ESFA grants		
General Annual Grant	442	442
Other DfE/ESFA grants		
Rates Reclaim	1	1
Pupil Premium and Service Premium	17	17
Other Government Grants	47	47
PE and Sports Grant	17	17
	<u>524</u>	<u>524</u>
	-	-
	<u>524</u>	<u>524</u>
	<u><u>524</u></u>	<u><u>524</u></u>

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the Academy's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

SUCKLEY SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

5. Other incoming resources

	Restricted funds 2021 £000	Total funds 2021 £000
Other income	16	16

	<i>Restricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Other income	15	15

6. Expenditure

	Staff Costs 2021 £000	Premises 2021 £000	Other 2021 £000	Total 2021 £000
Educational Operations Direct:				
Direct costs	352	-	31	383
Allocated support costs	96	9	93	198
	448	9	124	581

	<i>Staff Costs 2020 £000</i>	<i>Premises 2020 £000</i>	<i>Other 2020 £000</i>	<i>Total 2020 £000</i>
Educational Operations Direct:				
Direct costs	349	-	26	375
Allocated support costs	94	16	97	207
	443	16	123	582

SUCKLEY SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £000	Total funds 2021 £000
Educational Operations Direct	580	580

	<i>Unrestricted funds 2020 £000</i>	<i>Restricted funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Educational Operations Direct	49	533	582

8. Analysis of expenditure by activities

	Activities undertaken directly 2021 £000	Support costs 2021 £000	Total funds 2021 £000
Educational Operations Direct	383	198	581

	<i>Activities undertaken directly 2020 £000</i>	<i>Support costs 2020 £000</i>	<i>Total funds 2020 £000</i>
Educational Operations Direct	375	207	582

SUCKLEY SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Educational Operations 2021 £000	Total funds 2021 £000
Staff costs	352	352
Educational supplies	6	6
Educational consultancy	8	8
Other staff costs	2	2
Technology costs	3	3
Other	12	12
	<u>383</u>	<u>383</u>
	<u><u>383</u></u>	<u><u>383</u></u>
	<i>Educational Operations 2020 £000</i>	<i>Total funds 2020 £000</i>
Staff costs	342	342
Educational supplies	4	4
Educational consultancy	9	9
Other staff costs	3	3
Technology costs	4	4
Other	13	13
	<u>375</u>	<u>375</u>
	<u><u>375</u></u>	<u><u>375</u></u>

SUCKLEY SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Operations 2021 £000	Total funds 2021 £000
Pension finance costs	6	6
Staff costs	95	95
Depreciation	14	14
Insurance	3	3
Technology costs	13	13
Other	10	10
Maintenance of premises	4	4
Special facilities	8	8
Cleaning and caretaking	5	5
Rates	2	2
Energy	5	5
Catering	11	11
Other premises costs	6	6
Legal and professional	9	9
Auditor costs	7	7
	198	198

SUCKLEY SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	<i>Educational Operations 2020 £000</i>	<i>Total funds 2020 £000</i>
Pension finance costs	4	4
Staff costs	101	101
Depreciation	15	15
Insurance	1	1
Technology costs	11	11
Other	8	8
Maintenance of premises	9	9
Special facilities	8	8
Cleaning and caretaking	4	4
Rates	1	1
Energy	4	4
Catering	15	15
Other premises costs	7	7
Legal and professional	8	8
Auditor costs	11	11
	<u>207</u>	<u>207</u>

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2021 £000	2020 £000
Operating lease rentals	3	3
Depreciation of tangible fixed assets	14	15
Fees paid to auditors for:		
- audit	6	6
- other services	3	3
	<u>20</u>	<u>27</u>

SUCKLEY SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2021	<i>2020</i>
	£000	<i>£000</i>
Wages and salaries	329	<i>324</i>
Social security costs	22	<i>19</i>
Pension costs	97	<i>100</i>
	448	<i>443</i>

b. Staff numbers

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

	2021	<i>2020</i>
	No.	<i>No.</i>
Teachers & Teaching Assistants	7	<i>8</i>
Administration & Support	14	<i>15</i>
Management	3	<i>2</i>
	24	<i>25</i>

The average headcount expressed as full-time equivalents was:

	2021	<i>2020</i>
	No.	<i>No.</i>
Teachers & Teaching Assistants	5	<i>5</i>
Administration & Support	1	<i>1</i>
Management	1	<i>1</i>
	7	<i>7</i>

SUCKLEY SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10. Staff (continued)

c. Higher paid staff

No employee received remuneration amounting to more than £60,000 in either year.

d. Key management personnel

The key management personnel of the Academy comprise the Governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £88,037(2 members of staff) (2020 - £124,213(3 members of staff)).

11. Governors' remuneration and expenses

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

		2021	<i>2020</i>
		£000	<i>£000</i>
Sheila Marshall, Headteacher (resigned 31/08/20)	Remuneration		40 - 45
	Pension contributions paid		10 - 15
Caroline Pinnington, Staff Governor (resigned 10/12/20)	Remuneration	5 - 10	15 - 20
	Pension contributions paid		0 - 5
Sarah Bradford, Staff Governor (resigned 31/08/20)	Remuneration		25 - 30
	Pension contributions paid		5 - 10
Helen Field, Headteacher (appointed 01/09/20)	Remuneration	50 - 55	
	Pension contributions paid	10 - 15	

During the year ended 31 August 2021, expenses for goods purchased for the School totalling £296 were reimbursed or paid directly to 1 Governor (2020 - £179 to 1 Governor).

12. Governors' and Officers' insurance

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

SUCKLEY SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

13. Tangible fixed assets

	Long-term leasehold property £000	Furniture and equipment £000	Computer equipment £000	Total £000
Cost or valuation				
At 1 September 2020	1,180	19	32	1,231
Additions	6	-	2	8
At 31 August 2021	<u>1,186</u>	<u>19</u>	<u>34</u>	<u>1,239</u>
Depreciation				
At 1 September 2020	104	13	32	149
Charge for the year	13	1	1	15
At 31 August 2021	<u>117</u>	<u>14</u>	<u>33</u>	<u>164</u>
Net book value				
At 31 August 2021	<u>1,069</u>	<u>5</u>	<u>1</u>	<u>1,075</u>
At 31 August 2020	<u>1,076</u>	<u>6</u>	<u>-</u>	<u>1,082</u>

The land and building is subject to a 125 lease from the Local Authority for peppercorn rent. Included in land and buildings is leasehold land at valuation of £522,348 (2020 - £522,348), which is not depreciated.

14. Debtors

	2021 £000	2020 £000
Due within one year		
Other debtors	3	1
Prepayments and accrued income	6	6
	<u>9</u>	<u>7</u>

15. Creditors: Amounts falling due within one year

2021 £000	2020 £000
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SUCKLEY SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

15. Creditors: Amounts falling due within one year (continued)

	2021 £000	<i>2020</i> <i>£000</i>
Other taxation and social security	15	13
Accruals and deferred income	18	19
	<u>33</u>	<u>32</u>
	<u>33</u>	<u>32</u>
	2021 £000	<i>2020</i> <i>£000</i>
Deferred income at 1 September 2020	8	14
Resources deferred during the year	8	8
Amounts released from previous periods	(8)	(14)
	<u>8</u>	<u>8</u>
	<u>8</u>	<u>8</u>

The above deferred income is in relation to Universal Infant Free School Meals £7,392 and rates relief £1,093. (2020: Universal Infant Free School Meals £8,300).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

16. Statement of funds

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
Unrestricted funds						
Other Income	10	-	-	-	-	10
Restricted general funds						
General Annual Grant (GAG)	41	444	(413)	-	-	72
Pupil Premium	-	21	(21)	-	-	-
Other Government Grant	-	82	(82)	-	-	-
Donations	-	7	(6)	-	-	1
Other Income	-	12	(12)	-	-	-
School Visits Income	1	4	(5)	-	-	-
Pension reserve	(295)	-	(27)	-	(38)	(360)
	(253)	570	(566)	-	(38)	(287)
Restricted fixed asset funds						
Restricted Fixed Asset Fund	1,082	-	(14)	8	-	1,076
Devolved Formula Capital	19	5	-	(8)	-	16
	1,101	5	(14)	-	-	1,092
Total Restricted funds	848	575	(580)	-	(38)	805
Total funds	858	575	(580)	-	(38)	815

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

The restricted general fund includes grants receivable from the ESFA, LA and other government grants

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

16. Statement of funds (continued)

towards the operating activities of the Academy administered by the charitable company. Other Restricted funds are in relation to money received from donations for specific purposes, music tuition and school visits.

Income allocated to the restricted fixed asset fund is in relation to Devolved Formula Capital and is received in respect to general or specific capital projects.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds (continued)

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

	<i>Balance at 1 September 2019 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2020 £000</i>
Unrestricted funds						
General Funds - all funds	10	-	-	-	-	10
Restricted general funds						
General Annual Grant (GAG)	27	445	(433)	2	-	41
Pupil Premium	-	17	(17)	-	-	-
PE Sports Grant	-	17	(17)	-	-	-
Other Government Grant	-	48	(48)	-	-	-
Donations	-	4	(4)	-	-	-
Other Income	-	12	(12)	-	-	-
Music Income	-	1	(1)	-	-	-
School Visits Income	1	2	(2)	-	-	1
Pension reserve	(269)	-	(33)	-	7	(295)
	(241)	546	(567)	2	7	(253)
Restricted fixed asset funds						
Restricted Fixed Asset Fund	1,097	-	(15)	-	-	1,082
Devolved Formula Capital	11	10	-	(2)	-	19
	1,108	10	(15)	(2)	-	1,101
Total Restricted funds	867	556	(582)	-	7	848

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

16. Statement of funds (continued)

Total funds	877	556	(582)	-	7	858
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Total funds analysis by academy

Fund balances at 31 August 2021 were allocated as follows:

	2021 £000	<i>2020 £000</i>
Suckley School	83	52
Restricted fixed asset fund	1,092	1,101
Pension reserve	(360)	(295)
Total	815	858

Total cost analysis by academy

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2021 £000
Suckley School	448	2	6	110	566

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

	<i>Teaching and educational support staff costs £000</i>	<i>Other support staff costs £000</i>	<i>Educational supplies £000</i>	<i>Other costs excluding depreciation £000</i>	<i>Total 2020 £000</i>
Suckley School	443	3	4	117	567

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17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000
Tangible fixed assets	-	-	1,076	1,076
Current assets	10	106	16	132
Creditors due within one year	-	(33)	-	(33)
Provisions for liabilities and charges	-	(360)	-	(360)
Total	10	(287)	1,092	815

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £000</i>	<i>Restricted funds 2020 £000</i>	<i>Restricted fixed asset funds 2020 £000</i>	<i>Total funds 2020 £000</i>
Tangible fixed assets	-	-	1,082	1,082
Current assets	10	71	22	103
Creditors due within one year	-	(32)	-	(32)
Provisions for liabilities and charges	-	(295)	-	(295)
Total	10	(256)	1,104	858

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Reconciliation of net expenditure to net cash flow from operating activities

	2021 £000	<i>2020 £000</i>
Net expenditure for the year (as per Statement of financial activities)	(5)	<i>(29)</i>
Adjustments for:		
Depreciation	15	<i>15</i>
Capital grants from DfE and other capital income	(6)	<i>(10)</i>
Defined benefit pension scheme cost less contributions payable	25	<i>33</i>
Increase in debtors	(1)	<i>(1)</i>
Increase/(decrease) in creditors	2	<i>(3)</i>
Net cash provided by operating activities	30	<i>5</i>

19. Cash flows from investing activities

	2021 £000	<i>2020 £000</i>
Purchase of tangible fixed assets	(8)	<i>-</i>
Capital grants from DfE Group	5	<i>10</i>
Net cash (used in)/provided by investing activities	(3)	<i>10</i>

20. Analysis of cash and cash equivalents

	2021 £000	<i>2020 £000</i>
Cash in hand and at bank	123	<i>96</i>
Total cash and cash equivalents	123	<i>96</i>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

21. Analysis of changes in net debt

	At 1 September 2020 £000	Cash flows £000	At 31 August 2021 £000
Cash at bank and in hand	96	27	123
	<u>96</u>	<u>27</u>	<u>123</u>

22. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £8,194 were payable to the schemes at 31 August 2021 (2020 - £7,737) and are included within creditors.

Teachers' Pension Scheme

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. All teachers have the option to opt-out of the TPS following enrolment.

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

22. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £49,759 (2020 - £50,421).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £32,000 (2020 - £26,000), of which employer's contributions totalled £26,000 (2020 - £20,000) and employees' contributions totalled £ 6,000 (2020 - £6,000). The agreed contribution rates for future years are 13.3 per cent for employers and 5.5 - 12.5 per cent for employees.

As described in note the LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

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

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**NOTES TO THE FINANCIAL STATEMENTS
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22. Pension commitments (continued)

Principal actuarial assumptions

	2021	<i>2020</i>
	%	%
Rate of increase in salaries	4.3	3.8
Rate of increase for pensions in payment/inflation	2.9	2.4
Discount rate for scheme liabilities	1.7	1.8
Inflation assumption (CPI)	2.8	2.3

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

	2021	<i>2020</i>
	Years	Years
<i>Retiring today</i>		
Males	22.7	22.6
Females	25.1	25.0
<i>Retiring in 20 years</i>		
Males	24.4	24.2
Females	27.1	27.0

Sensitivity analysis

	2021	<i>2020</i>
	£000	£000
Discount rate +0.1%	681	544
Mortality assumption - 1 year increase	719	572
CPI rate +0.1%	715	570

The sensitivity analysis shows the impact on the liabilities within the scheme should the above events occur.

Share of scheme assets

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**NOTES TO THE FINANCIAL STATEMENTS
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22. Pension commitments (continued)

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

	2021 £000	2020 £000
Equities	282	172
Property	15	14
Cash and other liquid assets	8	11
Other	33	33
Government Bonds	-	18
Other Bonds	-	14
Total market value of assets	338	262

The actual return on scheme assets was £51,000 (2020 - £4,000).

The amounts recognised in the Statement of financial activities are as follows:

	2021 £000	2020 £000
Current service cost	47	(42)
Past service cost	-	(7)
Interest income	5	4
Interest cost	(11)	(8)
Total amount recognised in the Statement of financial activities	41	(53)

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

	2021 £000	2020 £000
At 1 September	557	499
Interest cost	11	8
Employee contributions	6	6
Actuarial losses/(gains)	83	(5)
Benefits paid	(6)	-
Past service costs	-	7
Current service cost	47	42
At 31 August	698	557

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NOTES TO THE FINANCIAL STATEMENTS
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22. Pension commitments (continued)

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

	2021 £000	<i>2020</i> <i>£000</i>
At 1 September	262	<i>230</i>
Interest income	5	<i>4</i>
Actuarial gains	45	<i>2</i>
Employer contributions	26	<i>20</i>
Employee contributions	6	<i>6</i>
Benefits paid	(6)	<i>-</i>
At 31 August	338	<i>262</i>

23. Operating lease commitments

At 31 August 2021 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £000	<i>2020</i> <i>£000</i>
Not later than 1 year	5	<i>3</i>
Later than 1 year and not later than 5 years	7	<i>6</i>
	12	<i>9</i>

24. Members' liability

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

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NOTES TO THE FINANCIAL STATEMENTS
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25. Related party transactions

Owing to the nature of the Academy and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the governors have an interest. 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's financial regulations and normal procurement procedures relating to connected and related party transactions.

Income Related Party Transactions

Suckley Friends (PTA) - registered charity which was set up for the sole purpose to support the school. During the year 2020-21 they donated funds totalling £2,318 (2020: £1,562) which was used to support the School in various areas.

There are no amounts outstanding at 31 August 2021 (2020: £nil).

Expenditure Related Party Transactions

Suckley PCC - of which Diana Holloway and Anne Potter are both trustees. During the year payments totalling £8,000 (2020: £8,000) were paid to the connected charity with regards to hire of the church.

There are no amounts outstanding at 31 August 2021 (2020: £nil).