

Company registration number 07697002 (England and Wales)

SUCKLEY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2022

SUCKLEY SCHOOL

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SUCKLEY SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Diana Holloway
John Burton
Karen Smith

Governors

Diana Holloway
David Hewlett
Linda Taylor
Helen Field (Accounting Officer)
Duane Berry
Janet Ashton (Chair)
Anne Potter (Resigned 9 December 2021)
Andrew McKenzie (Resigned 7 July 2022)
Louise Ruane (Resigned 7 July 2022)
Lisa Reynolds (Appointed 9 December 2021)
Sarah Saleh (Appointed 9 December 2021)
Natalie Smith (Appointed 9 December 2021)

Staff Advisors

Joanne Rogers
Caroline Pinnington

Senior management team

Helen Field	- Head Teacher
Joanne Rogers	- QTS Deputy Head/ Head Teacher
Joy Tomlinson	- Business Manager

Company secretary

Mr T M Jones

Company registration number

07697002 (England and Wales)

Registered office

Church Lane
Suckley
Worcester
Worcestershire
WR6 5DE

Independent auditor

Ormerod Rutter Limited
The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Bankers

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

SUCKLEY SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors

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

SUCKLEY SCHOOL

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The Governors present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic 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 and has 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 local playing fields for sporting activities and community events. The school has recently benefitted from an ICT upgrade and has received an improved WiFi infrastructure, installation of new servers, PCs and IWBs.

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 Headteacher. The Deputy Head has both non-class based and class-based responsibilities and has a Head Teacher role for 1 day a week. The number of children receiving support for SEND is higher than national, the numbers of English as an Additional Language (EAL) is lower.

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 mental health needs across the school has increased in recent years and to support this the school has continued to invest in the Thrive approach and has recently become a Trauma Informed School.

The school runs a before school club every day and an after-school club for three days a week. They provide term time care from 8.10am to 5.30pm. The majority of children from Suckley School move on to one of four local High Schools with some receiving scholarships for the local private schools.

Structure, governance and management

Constitution

The Academy is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy.

The charitable company operates as Suckley School.

The Governors are the trustees of Suckley School and are also the directors of the charitable company for the purposes of company law. Details of the Governors who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

Members' liability

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

Governors' indemnities

No third-party indemnities have been provided by the Trust to any third parties on behalf of any of the Trustees.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Method of recruitment and appointment or election of Governors

The Articles of Association allow:

- up to 4 Governors to be appointed by Members
- 2 - 4 Parent Governors elected by the parent body
- one Governor to be appointed by the Local Authority
- 2 - 4 co-opted Governors (not co-opted by other co-opted Governors)
- the Headteacher to be a Governor

The Governing Body may also appoint Associate Governors (agreed by the Governing Body December 2021) for their specific skills and expertise. 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. In order to streamline Governor roles, it was agreed that the recently introduced staff advisor role would also become an Associate Governor.

Recruitment is rigorous and follows a Governor Skills Audit. The term of office is 4 years.

Policies and procedures adopted for the induction and training of Governors

Training and induction for Governors will depend on their existing skills and experience. An induction process, focusing on Governance at Suckley School, was introduced in January 2022 to complement that provided by Worcestershire First Governor Services

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.

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.

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 five times a year. There are three main committees: Resources, Curriculum, and Audit and Risk. Each Committee meets at least an additional three times a year and reports to the Governing Body.

In 2020 the Governing Body set up a COVID working group to support the Headteacher in managing the restrictions and impact of the pandemic including health and safety, safeguarding, and monitored staff wellbeing. The working group continued to meet in 2021.

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 which is published with the Terms of Reference.

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

Risk management

The school keeps a risk register, which is monitored by the 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, is at or over PAN in 3 out of 4 classes and has a waiting list for most year groups.

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

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

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 Headteacher, 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 Headteacher and Resources Committee, and is based on a performance management system which links to remuneration. The Headteacher'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.

Related parties and other connected charities and organisations

During 2021-22, 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 2021-22 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 COVID-19 was still prevalent in the local areas, therefore activity and fundraising was reduced. However, the school still received donations amounting to £1,546. 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 £4,830. 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.

Objectives and activities

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.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

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

The main objectives for Suckley School during 2021-22 were centred around three strategic 'anchors':

- Governance and Strategic Leadership
- Finance and Accountability
- Quality of Education

In order to fulfil these aims the Governing Body agreed the following key performance indicators for 2021-24:

Governance and Strategic Leadership:

- 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 fulfilling AFH requirements
- Governing Body reviews its effectiveness and training and development are completed to address need
- Governors support HT in managing COVID restrictions.
- For the school to become a vibrant part of a partnership with other schools

Finance and Accountability:

- Suckley School maintains good overall systems of internal control and is compliant with the current Academy Trust Handbook.
- Suckley School maintains strong cashflow and strong reserves
- Risk management is appropriate and the risk register is reviewed regularly

Quality of Education:

- For the school building and ICT infrastructure to provide for 21st Century learning
- Staff have appropriate training, support and resources to provide learning opportunities for all children implement changes, standards, attainment, progress
- Revised EY framework, baseline and assessment procedures are successfully implemented and established
- Staff are confident, feel well supported and valued

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 the Headteacher 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. This year the school were able to re-establish their links with University of Worcester and local High Schools and were able to accommodate students from both.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Strategic report

Achievements and performance

The Covid-19 pandemic significantly continued to affect the school. An outbreak of COVID-19 in the Autumn term 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, phonics screening in Years 1 and 2, multiplication checks in Year 4 and Good Level of Development in EYFS was suspended for two years. For the first time since 2019 we have been able to compare our data nationally.

	2022	2022 National
EYFS	40 %	NA
Phonics Y1	92 % / 50 %	
Y2 ARE+ Reading	82 %	68 %
Y2 ARE+ Writing	55 %	58 %
Y2 ARE+ Maths	82 %	69 %
Y2 GD Reading	27 %	18 %
Y2 GD Writing	9 %	8 %
Y2 GD Maths	18 %	15 %
Y6 ARE+ Reading	81 %	75 %
Y6 ARE+ Writing	81 %	71 %
Y6 ARE+ Maths	72 %	73 %
Y6 GD Reading	27 %	28 %
Y6 GD Writing	27 %	13 %
Y6 GD Maths	27 %	23 %
Y6 Science	91 %	79 %

Green= above national average Yellow= in-line with national average

The continued use of the improved Rainbow Room, which is used as a nurture room, and the continued use of the Forest school site, have provided on-going support for the mental well-being of all of the children and both are used regularly throughout the school.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Key performance indicators

Governance and Strategic Leadership:

An Associate Governor role has been introduced to aid succession planning, meet AFH requirements and retain governors specific skills. Three parent governors were recruited and they completed the school and Worcestershire First induction programmes. There has been no progress in appointing additional community governors. Three member appointed or co-opted governors, one parent governor (end of term of office) and one associate governor left during the year. A recruitment by process started during the summer. Governor absence was monitored.

The Governor Strategic Plan was revised to focus on the next three years with long term strategic key performance indicators. The plan was reviewed during the year and extended to incorporate governor link responsibilities and SDP monitoring records. The plan was reviewed during the self-evaluation exercise and key performance indicators for the new plan drafted.

The number of Full Governing Body and committee meetings were increased. Following the lifting of COVID restrictions, Governors visited the school both individually and as part of two more extensive Governor Visit Days to conduct monitoring activities. One COVID group meeting was held during the autumn term and subsequently the Headteacher regularly updated the Chair and Governing Body of COVID related issues particularly during spring term when there was significant staff absence although, not all of which was COVID related. Scheme of delegation completed and ToRs of all committees reviewed and updated.

The Senior Leadership Team continued to build partnerships with other schools but were still hindered by the impact of the pandemic. The Governing Body agreed it was too soon to make a formal plan for partnerships or for Governors to make contact with Governing Bodies of other schools.

Governors engaged in 'challenge' of the Headteacher report, evident through increased confident questioning and providing evidence in meeting minutes of Governors' awareness of their accountability role. Governors' further development focussed on monitoring particularly in policy review strategies and governor visits to school. Governor Visit morning completed with 7 governors and reviewed.

A self-review of Governing Body effectiveness, including a skills audit, was completed at the end of the year. Training and development needs were identified.

Key Performance Indicators achieved.

Finance and Accountability:

Auditors presented end of year reports and accounts with very positive feedback and only minor recommendations which were addressed. Changes made to the Governing Body during 2021 to ensure compliance with the Academy Trust Handbook. Following advice from previous auditors, the internal scrutiny report focussed on areas not covered in detail by the audit such as risk management. New auditors were appointed.

The COVID risk assessment was updated as appropriate and other risks, identified during Governor meetings, were discussed Audit and Risk Committee and the register updated. Areas of risk from the original register were reviewed to ensure a 'manageable' and relevant register. Governors awareness and confidence in identifying and managing risk has increased and practice is being embedded.

Governors continue to monitor budget management and are aware of pressures arising from SEND support and staff absence. Careful management of the finances has provided the opportunity to update aging ICT resources which are causing significant issues. Bids and requests for financial support were submitted for updating some facilities and building work to ensure classrooms are fit for purpose. Submission of bids and grants from various organisations shows drive to ensure school grounds, buildings and facilities provide safe and appropriate resources for children's learning and wellbeing. Unfortunately no significant funds have been granted and the school is considering other options to enhance existing facilities.

The Terms of Reference for the Resources and Audit and Risk Committees were reviewed and updated to ensure enough time for all required business and discussion.

Key Performance Indicators achieved.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

School Standards/Quality of Education:

A review of ICT resources was completed, budget allocated and quotes sought. The update programme included updating the Wi-Fi infrastructure, installation of new servers, PCs and IWBs. Staff have received initial training on the use of the IWB and further is planned for next year to ensure ability to use IWB extensive facilities.

Revised Early Years framework implemented and outside facilities continued to be developed ensuring appropriate provision. Early Years assessments showed the significant impact of COVID on this cohort particularly in writing and aspects of personal and social development.

Gaps in learning were identified and addressed despite setbacks due to a COVID outbreak in November. The full curriculum including educational visits and extra-curricular activities was reintroduced. Assessment data was reviewed and reports to governors show staff have good knowledge of individual children's needs and are employing strategies to ensure secure progress.

Staff development and training were ongoing including specific training for individuals on trauma informed school, SEND assessments and peer-to-peer mentoring training.

Morale amongst staff reported to be good despite continued COVID challenges. Staff absence had a considerable impact in the spring term, some but not all, COVID related. There was clear evidence of strong and effective team work particularly in the senior leadership team. Staff have worked together effectively to cover absences and support each other. Staff feel supported and valued.

Changes to the contracts for Senior Leadership Team were made to address specific needs and circumstances in order to support staff, maintain positive steps in bringing all school systems up to date and ensure focus on leading teaching and learning. The Headteacher's contract was reduced to four days and made permanent. The Deputy Headteacher contract was reduced to three days and made permanent. In addition the Deputy Headteacher has a contract as Acting Headteacher one day per week.

Removal of COVID restrictions enabled governors to have a greater presence in school and therefore form positive and constructive relationships with staff. Seven governors attended each of the two successful Governor school monitoring visits. The programme included excellent presentations from staff on Thrive Forest School and EYFS plus pupil interviews and learning walks focussing on attitudes to learning and behaviour policy implementation. In addition Governors viewed curriculum planning and subject leader files and had discussions with the leadership team regarding elements of the school development plan.

Key Performance Indicators mostly achieved. Training for new Interactive whiteboards ongoing.

Key Performance Indicators:

In addition to the strategic Key Performance Indications included in the Governors' Strategic Plan, the Resources Committee monitors financial performance through a specific set of financial Performance Indicators.

Going concern

After making appropriate enquiries, the Governing Body has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Governing Body continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Financial review

The accounting period runs from the 1 September 2021 to 31 August 2022. 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 2022 and the associated expenditure are shown as restricted funds in the statement of financial activities. Approximately 93% 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. 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 £476,309 increasing from £444,128 in 2020-21. In addition, the school received £17,795 Pupil Premium funding which was lower than in the previous year of £19,140, and £16,720 Sports Premium grant. The success of the allocation of this income is measured by pupil attainment and progress, the maintenance of high pupil to staff ratios and the outcome of resource allocation to specific areas.

The financial year 2021-22 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 total reserves of £1,110,919 of which £93,625 is the GAG fund, £9,056 is unrestricted, £1,081,238 is the fixed asset restricted fund and the balance is the negative fund balance in respect of the LGPS deficit of £73,000. This is planned to maintain staffing levels and manage the increasing staffing costs due to the recently published pay increases for leadership/teaching and support which are not currently being funded. The additional carry forward will be used to maintain staffing, enhance the outdoor playground area and internal remodelling works to the classroom, to allow entry for more pupils. Future planning shows that the number of pupils eligible for FSM and Pupil Premium is increasing slightly which has added to our income.

During 2021-22 the head and Governors decided to invest £23,000 in upgrading ICT namely a new server, interactive CTouch boards, teacher iPads and desk tops throughout the school to provide up to date learning facilities. Staff have received appropriate training.

Going forward into 2022-23 we have initially budgeted for 93% of GAG for staffing costs. 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.

21-22 saw a slight increase in GAG from the previous year however going forward into 22-23 GAG funding although appears to have increased, is not in line with the increased pay awards given to leadership, teaching and support staff, which will cause a squeeze on resources. The Governors are monitoring this against staffing and rising costs carefully.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

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 2022 are a surplus of £102,681 (2021: £81,627).

At the year end the total fund that can only be realised by disposing of tangible fixed assets is £1,071,347 (2021: £1,074,793).

Pension Costs

The Academy also has a pension scheme deficit in respect of the Local Government Pension Scheme as at 31 August 2022 of £73,000 To be confirmed by Auditor. 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 2021/22 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 but one which has proved beneficial to the pupil's outcomes. It again should be acknowledged that the pupil admission number of 12 per year group, 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.

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.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Principal risks and uncertainties

Risk identification is a standard item on all committee agendas and the risk management and review is overseen by the Audit and Risk Committee on behalf of the Governing Body. In addition risk assessments and action plans relating to the management of COVID-19 and subsequent issues relating to the pandemic were completed by the Headteacher and discussed with the Chair of Governors and at Governing Body meetings.

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.

The routine approach to 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:

- Risk that budget will be in deficit
- Current Y6 assessment data shows July targets in writing and maths, may not be achieved
- Staff Absences due to health conditions will lead to the school not being able to operate effectively.
- EYFS poor attainment caused by impact of COVID lockdowns.
- Current Y5 risk due to complex and various needs which could have an impact on the wider school community

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 2022.

Plans for future periods

1. Quality of Education	2. Behaviour and Attitudes	3. Personal Development	4. Leadership and Management
1a: Improved opportunities, provision and resources for greater depth mathematicians. 1b: Continued improvement of pupils' mathematical knowledge and skills. 1c: A higher number of children reaching expected and greater depth standard in writing across the school. 1d: Improved progress of disadvantaged children.	2a: Improved behaviour at lunch times.	3a: Trauma Informed practice rolled out across the school. 3b: Pupil and staff mental health and well-being fully supported.	4a: The Early Career Teacher (ECT) Framework to be embedded and to have considered implications of induction as part of the wider professional development plan. 4b: Extended collaboration with other schools for opportunities in order to develop the skills of school staff and to share best practise. 4c: Expertise in leading high-quality early years education and care, as well as effective staff and organisational management with EYFS.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Auditor

In so far as the Governors are aware:

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

Ormerod Rutter Limited was appointed auditor to the charitable company. A resolution proposing re-appointment will be put to the members.

The Governors' report, incorporating a strategic report, was approved by order of the Governing Body, as the company directors, on 10 November 2022 and signed on its behalf by:



Janet Ashton
Chair

SUCKLEY SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

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

The Governing Body has delegated the day-to-day responsibility to the accounting officer, 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. The accounting officer is also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The Governing Body has formally met 5 times during the year. Attendance during the year at meetings of the Governing Body was as follows:

Governors	Meetings attended	Out of possible
Diana Holloway	3	5
David Hewlett	4	5
Linda Taylor	5	5
Helen Field (Accounting Officer)	5	5
Duane Berry	2	5
Janet Ashton (Chair)	5	5
Anne Potter (Resigned 9 December 2021)	0	1
Andrew McKenzie (Resigned 7 July 2022)	4	5
Louise Ruane (Resigned 7 July 2022)	4	5
Lisa Reynolds (Appointed 9 December 2021)	1	3
Sarah Saleh (Appointed 9 December 2021)	3	3
Natalie Smith (Appointed 9 December 2021)	3	3

Conflicts of interest

The trust holds a Declaration of Business Interest register which is updated at the start of each academic year and when subsequent changes occur. This is displayed on our website and held in the trust's office. At each and every governor's meeting, declaration of personal interest is an agenda item. Should a Governor have a conflict of interest they will be asked to leave the meeting and this will be minuted accordingly. Furthermore, in line with the Accounts Direction all related parties and transactions are reported to the ESFA through the secure portal, which is the case for the rental of the church space.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Governance reviews

The Governing Body comprises 9 governors plus the Headteacher (10). In December 2021 the Governing Body agreed to introduce the role of Associate Governor. The Governing Body now includes 3 Associate Governors – two staff and one leading on risk management as agreed by the Governing Body in December 2021. 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 mainly to serious family illness.

During the year one governor has resigned and three new parents governor were appointed. Lisa Reynolds, Natalie Smith and Sarah Saleh bring a range of skills and experience to the Governing Body. The Governing Body has been unable to fill vacant co-opted governor positions but following the annual skills audit has initiated another recruitment round.

The Governing Body has continued to review its overall membership and structure Body in accordance with the Articles to ensure compliance with Academy Trust Handbook regulations to ensure the school has a cohesive and dynamic body supporting the leaderships team and driving forward the strategic development of the school. The terms of reference for the Resources and Audit and Risk Committees have been reviewed and adjusted to ensure a balance of responsibilities and that all business and monitoring activities are covered. As a result of these developments there were some changes to committee membership as governors changed committees and roles during the year.

During the year the number of full governing body and committee meetings were increased. As a result the Full Governing Body met five times. The Audit and Risk Committee met three times. The Resources Committee met four times. The Curriculum Committee met three times with the addition of two Governor visit days focusing on teaching and learning.

Governors have gradually been able to return to usual monitoring, training and development opportunities during the year. Each Full Governing Body meeting has an agenda item on governor training and development. This year focussed on monitoring and reviewing policies, conducting school visits and Ofsted judgements. 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 impact of COVID-19 and additional pressures on the senior leadership team whilst ensuring that governance and decision-making remained robust and effective. In anticipation of a more settled year and further Governor appointments, The Governing Body conducted a self-evaluation exercise to review its effectiveness, identify next steps and training and development needs.

In 2022-23 meetings plan there are six Full Governing Body meetings in accordance with the recommendations of the Academies Financial Handbook, six Audit and Risk and six Resources Committee meetings with three Curriculum Committee and three school visit days. It is likely that on occasion the Audit and Risk and Resources Committee meetings may be combined if business is relevant to both committees. An annual plan of business for each committee will ensure all aspects of each committee's Terms Of Reference is covered and policy reviews are distributed through the year.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Resources Committee

The Resources Committee is another subcommittee 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 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. The terms of reference for the committee were reviewed with elements related to health and safety, safeguarding and security being transferred to the audit and risk committee.

Attendance at the Resources Committee meetings in the year, were as follows:

Governors	Meetings attended	Out of possible
Janet Ashton	4	4
Helen Field	4	4
Diane Holloway	4	4
David Hewlett	2	2
Natalie Smith	2	2
Lisa Reynolds	2	2
Duane Berry	1	4

Curriculum Committee

The Curriculum Committee is a sub-committee of the main Governing Body. Its purpose is to provide 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.

Assessment review, curriculum updates and policy reviews were conducted at each meeting. Governor Visit days took place in the spring and summer terms. These days provided opportunities for staff to make presentations to Governors on teaching and learning, gave Governors opportunities to review a range of documentation as well as opportunities to conduct staff and pupil interviews and visit the school and classrooms during the school day to conduct monitoring activities.

The committee has met three times this year. Membership of the committee and the position of chair of the committee changed during the year as some governors' roles changed.

Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
David Hewlett	1	2
Linda Taylor	2	3
Helen Field (Accounting Officer)	3	3
Janet Ashton (Chair)	3	3
Louise Ruane (Resigned 7 July 2022)	3	3
Sarah Saleh (Appointed 9 December 2021)	1	1
Natalie Smith (Appointed 9 December 2021)	1	1

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Audit and Risk Committee

The Audit and Risk Committee is a sub-committee of the main Governing Body. Its purpose is 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.

The committee has met three times this year. Membership of the committee and the position of chair of the committee changed during the year as some governors' roles changed.

The external auditors' reports were reviewed and arrangements for an internal scrutiny report were made following the auditors' advice the focus of the report was 'risk' rather than financial aspects. The terms of reference for the committee were revised to take on relative sections from the resources committee terms of reference e.g. Health and Safety, Safeguarding, Data Protection, Security. The Governors' Strategic Plan and relevant policies were reviewed. New auditors were appointed.

Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
Diana Holloway	2	3
Linda Taylor	2	2
Helen Field (Accounting Officer)	3	3
Janet Ashton (Chair)	3	3
Andrew McKenzie (Resigned 7 July 2022)	2	3
Louise Ruane (Resigned 7 July 2022)	2	2

Review of value for money

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

The accounting officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Governing Body where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the Academy has delivered improved value for money during the year by:

Financial oversight and governance have been strengthened through robust challenge of spending and strategic decisions, with the continuation of the staffing structure to enhance leadership support and capacity with the continuation of the Deputy Head role and the introduction of the Acting Head role. Robust challenges occur at every meeting regarding our financial health. In 21-22 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.

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 continued throughout this year to enable staff members to be trained at a high enough level which, 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 procurement of new IT infrastructure throughout the school along with the refurbishment of the outside area to incorporate it into the Early Years outdoor classroom in line with the new EYFS curriculum.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Suckley School for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and accounts.

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.

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 period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Governing Body.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

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 2021 to 31 August 2022 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 Governing Body;
- regular reviews by the Curriculum 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.

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.

Monthly financial reports are uploaded to the Governor Secure page on the school website, in a timely manner in line with the AFH. In addition scrutiny of the financial position of the school is discussed at the Audit and Risk and Resources committee meetings held each term. The current risk register is reviewed at each committee meeting, added to the risk register and reviewed at the Audit and Risk meeting.

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.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Review of effectiveness

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

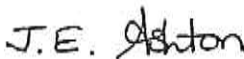
- the work of the the two non-employed Trustees performing internal checks;
- the work of the external auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the Academy who have responsibility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

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Audit and Risk Committee and a plan to address weaknesses if relevant and ensure continuous improvement of the system is in place.

Approved by order of the Governing Body on 10 November 2022 and signed on its behalf by:



Helen Field
Accounting Officer



Janet Ashton
Chair

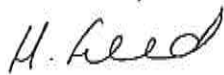
SUCKLEY SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2022

As accounting officer of Suckley School, I have considered my responsibility to notify the Academy Governing Body 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 Academy Trust Handbook 2021.

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

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



Helen Field
Accounting Officer

10 November 2022

SUCKLEY SCHOOL

STATEMENT OF GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The Governors (who act as trustees for Suckley School and are also the directors of Suckley School for the purposes of company law) are responsible for preparing the Governors' report and the accounts in accordance with the Academies Accounts Direction 2021 to 2022 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The 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 accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The 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 that 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the Governing Body on 10 November 2022 and signed on its behalf by:



Janet Ashton
Chair

SUCKLEY SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SUCKLEY SCHOOL FOR THE YEAR ENDED 31 AUGUST 2022

Opinion

We have audited the accounts of Suckley School for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the 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.

Other information

The other information comprises the information included in the annual report other than the accounts and our auditor's report thereon. The Governors are responsible for the other information contained within the annual report. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the 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 accounts 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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

SUCKLEY SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SUCKLEY SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Matters on which we are required to report by exception

In the light of the 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, including the incorporated strategic report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of 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 Governors

As explained more fully in the statement of Governors' responsibilities, the Governors are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the 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 charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the academy and the education sector, we identified that the principal risks of non-compliance with laws and regulations including those that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities SORP and the Academies Accounts Direction 2021 to 2022, and the extent to which non-compliance might have a material effect on the financial statements. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to income and management bias in accounting estimates and judgemental areas of the financial statements the pension scheme deficit. The audit procedures that we performed in response to this risk included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal audit reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the rationale of any significant transactions outside the normal course of business.
- Reviewing the assumptions made by management and actuaries in relation to the pension scheme deficit and challenging the appropriateness thereof.
- Designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing.

SUCKLEY SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SUCKLEY SCHOOL (CONTINUED)

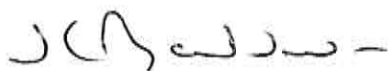
FOR THE YEAR ENDED 31 AUGUST 2022

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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



Joanne Baldwin ACA FCCA (Senior Statutory Auditor)
for and on behalf of Ormerod Rutter Limited

25/11/2022

Chartered Accountants
Statutory Auditor

The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

SUCKLEY SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2022

In accordance with the terms of our engagement letter dated 4 February 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Suckley School during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Suckley School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the 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 Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

Our work undertaken to draw our conclusion includes a review of the design and implementation of the charitable company's internal controls and review processes on regularity, supported by detailed tests on samples of costs incurred by the charitable company and specific transactions identified from our review.

SUCKLEY SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2022

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Ormerod Rutter Limited

Reporting Accountant

Ormerod Rutter Limited
The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Dated: 25/11/2022

SUCKLEY SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted funds £	Restricted funds: General £ Fixed asset £	Total 2022 £	Total 2021 £
Income and endowments from:					
Donations and capital grants	3	-	6,376	4,945	11,321
Charitable activities:					
- Funding for educational operations	4	-	599,709	-	599,709
Investments	5	15	-	-	15
Total		15	606,085	4,945	611,045
Expenditure on:					
Charitable activities:					
- Educational operations	7	-	604,981	32,484	637,465
Total	6	-	604,981	32,484	637,465
Net income/(expenditure)		15	1,104	(27,539)	(26,420)
Transfers between funds	15	-	(17,065)	17,065	-
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit pension schemes	17	-	324,000	-	324,000
Net movement in funds		15	308,039	(10,474)	297,580
Reconciliation of funds					
Total funds brought forward		9,041	(287,414)	1,091,712	813,339
Total funds carried forward		9,056	20,625	1,081,238	1,110,919

SUCKLEY SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2022

Comparative year information Year ended 31 August 2021	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2021 £
Income and endowments from:					
Donations and capital grants	3	-	6,993	4,967	11,960
Charitable activities:					
- Funding for educational operations	4	-	562,786	-	562,786
Investments	5	13	-	-	13
Total		<u>13</u>	<u>569,779</u>	<u>4,967</u>	<u>574,759</u>
Expenditure on:					
Charitable activities:					
- Educational operations	7	-	566,274	14,875	581,149
Total	6	<u>-</u>	<u>566,274</u>	<u>14,875</u>	<u>581,149</u>
Net income/(expenditure)		13	3,505	(9,908)	(6,390)
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	17	-	(38,000)	-	(38,000)
Net movement in funds		13	(34,495)	(9,908)	(44,390)
Reconciliation of funds					
Total funds brought forward		9,028	(252,919)	1,101,620	857,729
Total funds carried forward		<u>9,041</u>	<u>(287,414)</u>	<u>1,091,712</u>	<u>813,339</u>

SUCKLEY SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	11		1,071,347		1,074,793
Current assets					
Debtors	12	12,064		8,316	
Cash at bank and in hand		134,126		122,592	
		<u>146,190</u>		<u>130,908</u>	
Current liabilities					
Creditors: amounts falling due within one year	13	<u>(33,618)</u>		<u>(32,362)</u>	
Net current assets			<u>112,572</u>		<u>98,546</u>
Net assets excluding pension liability			<u>1,183,919</u>		<u>1,173,339</u>
Defined benefit pension scheme liability	17		<u>(73,000)</u>		<u>(360,000)</u>
Total net assets			<u><u>1,110,919</u></u>		<u><u>813,339</u></u>
Funds of the Academy:					
Restricted funds	15				
- Fixed asset funds			1,081,238		1,091,712
- Restricted income funds			93,625		72,586
- Pension reserve			<u>(73,000)</u>		<u>(360,000)</u>
Total restricted funds			<u>1,101,863</u>		<u>804,298</u>
Unrestricted income funds	15		<u>9,056</u>		<u>9,041</u>
Total funds			<u><u>1,110,919</u></u>		<u><u>813,339</u></u>

The accounts on pages 28 to 47 were approved by the Governors and authorised for issue on 10 November 2022 and are signed on their behalf by:

J.E. Ashton

Janet Ashton
Chair

Company registration number 07697002

SUCKLEY SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Net cash provided by operating activities	18		23,639		29,645
Cash flows from investing activities					
Dividends, interest and rents from investments		15		13	
Capital funding received from sponsors and others		4,945		4,967	
Purchase of tangible fixed assets		(17,065)		(7,733)	
Net cash used in investing activities			(12,105)		(2,753)
Net increase in cash and cash equivalents in the reporting period			11,534		26,892
Cash and cash equivalents at beginning of the year			122,592		95,700
Cash and cash equivalents at end of the year			134,126		122,592
Relating to:					
Bank and cash balances			124,235		111,505
Short term deposits			9,891		11,087

SUCKLEY SCHOOL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

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

1.1 Basis of preparation

The accounts of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

The Governors assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts and have concluded that the Academy 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 accounts.

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 period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Donations

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

Other income

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

SUCKLEY SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.4 Expenditure

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

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

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.

1.5 Tangible fixed assets and depreciation

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 that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. 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 buildings	50 years straight line
Long-term leasehold land	Not depreciated
Computer equipment	33% straight line
Fixtures, fittings & equipment	15% reducing balance

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

1.6 Liabilities

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

1.7 Leased assets

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

SUCKLEY SCHOOL

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

1 Accounting policies

(Continued)

1.8 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 basis are as follows.

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.9 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 chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.10 Pensions benefits

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 and the assets are held separately from those of the Academy.

The TPS is an unfunded scheme and contributions are calculated 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 based on quadrennial valuations using a prospective unit credit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

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

1.11 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.

SUCKLEY SCHOOL

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

1 Accounting policies

(Continued)

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

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

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

The Academy 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 17, will impact on the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Other donations	-	11,321	11,321	11,960

SUCKLEY SCHOOL

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

4 Funding for the Academy's charitable activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
DfE/ESFA grants				
General annual grant (GAG)	-	476,310	476,310	444,128
Other DfE/ESFA grants:				
- Pupil premium	-	21,440	21,440	21,105
- Others	-	66,580	66,580	81,752
	-	564,330	564,330	546,985
Other incoming resources	-	35,379	35,379	15,801
Total funding	-	599,709	599,709	562,786

5 Investment income

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Short term deposits	15	-	15	13

6 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2022 £	Total 2021 £
Academy's educational operations					
- Direct costs	364,886	-	43,282	408,168	382,638
- Allocated support costs	111,064	59,000	59,233	229,297	198,511
	475,950	59,000	102,515	637,465	581,149

Net income/(expenditure) for the year includes:

	2022 £	2021 £
Fees payable to auditor for:		
- Audit	6,520	6,820
- Other services	1,980	3,000
Depreciation of tangible fixed assets	20,511	14,875
Net interest on defined benefit pension liability	5,000	6,000

SUCKLEY SCHOOL

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

7 Charitable activities

	2022	2021
	£	£
All from restricted funds:		
Direct costs		
Educational operations	408,168	382,638
Support costs		
Educational operations	229,297	198,511
	<u>637,465</u>	<u>581,149</u>

	2022	2021
	£	£
Analysis of support costs		
Support staff costs	111,064	95,468
Depreciation	20,511	14,875
Technology costs	9,727	12,689
Premises costs	38,489	32,020
Legal costs	7,501	9,105
Other support costs	33,492	27,074
Governance costs	8,513	7,280
	<u>229,297</u>	<u>198,511</u>

8 Staff

Staff costs

Staff costs during the year were:

	2022	2021
	£	£
Wages and salaries	362,785	349,085
Pension costs	104,766	96,741
Staff costs - employees	<u>467,551</u>	<u>445,826</u>
Agency staff costs	8,399	1,748
	<u>475,950</u>	<u>447,574</u>
Staff development and other staff costs	3,830	1,920
Total staff expenditure	<u>479,780</u>	<u>449,494</u>

SUCKLEY SCHOOL

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

8 Staff

(Continued)

Staff numbers

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

	2022 Number	2021 Number
Teachers	7	7
Administration and support	17	14
Management	2	3
	<u>26</u>	<u>24</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	2022 Number	2021 Number
Teachers	5	5
Administration and support	6	1
Management	1	1
	<u>12</u>	<u>7</u>

Higher paid staff

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

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 key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £138,266 (2021: £88,037).

SUCKLEY SCHOOL

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

9 Governors' remuneration and expenses

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

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

Helen Field (accounting officer and trustee):

- Remuneration £45,000 - £50,000 (2021: £50,000-£55,000)
- Employer's pension contributions £10,000 - £15,000 (2021: £10,000-£15,000)

Caroline Pinnington (resigned 10/12/2020) (staff trustee):

- Remuneration £nil (2021: £5,000-£10,000)
- Employer's pension contributions £nil (2021: £nil)

During the year, expenses for goods purchased for the School totalling £85 (2021: £296) were reimbursed or paid directly to 2 Governors (2021: 1 Governors).

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

10 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.

11 Tangible fixed assets

	Long-term leasehold buildings £	Long-term leasehold land £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost					
At 1 September 2021	663,410	522,348	34,341	19,381	1,239,480
Additions	-	-	17,065	-	17,065
At 31 August 2022	663,410	522,348	51,406	19,381	1,256,545
Depreciation					
At 1 September 2021	117,783	-	32,785	14,119	164,687
Charge for the year	13,268	-	6,466	777	20,511
At 31 August 2022	131,051	-	39,251	14,896	185,198
Net book value					
At 31 August 2022	532,359	522,348	12,155	4,485	1,071,347
At 31 August 2021	545,627	522,348	1,556	5,262	1,074,793

The long-term leasehold land and buildings are subject to a 125 year lease from the Local Authority for peppercorn rent.

SUCKLEY SCHOOL

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

12 Debtors

	2022 £	2021 £
Other debtors	1,301	3,091
Prepayments and accrued income	10,763	5,225
	<u>12,064</u>	<u>8,316</u>

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	13,883	14,151
Accruals and deferred income	19,735	18,211
	<u>33,618</u>	<u>32,362</u>

14 Deferred income

	2022 £	2021 £
Deferred income is included within: Creditors due within one year	<u>8,014</u>	<u>8,485</u>
Deferred income at 1 September 2021	8,485	8,300
Released from previous years	(8,485)	(8,300)
Resources deferred in the year	<u>8,014</u>	<u>8,485</u>
Deferred income at 31 August 2022	<u>8,014</u>	<u>8,485</u>

Deferred income relates primarily to UIFSM received early relating to the next financial year.

SUCKLEY SCHOOL

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

15 Funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
General Annual Grant (GAG)	71,636	476,310	(437,256)	(17,065)	93,625
Pupil premium	-	21,440	(21,440)	-	-
Other DfE/ESFA grants	-	66,580	(66,580)	-	-
Donations	950	6,376	(7,326)	-	-
Other income	-	30,250	(30,250)	-	-
School visits income	-	5,129	(5,129)	-	-
Pension reserve	(360,000)	-	(37,000)	324,000	(73,000)
	<u>(287,414)</u>	<u>606,085</u>	<u>(604,981)</u>	<u>306,935</u>	<u>20,625</u>
Restricted fixed asset funds					
DfE group capital grants	1,074,793	-	(20,511)	17,065	1,071,347
Devolved formula capital	16,919	4,945	(11,973)	-	9,891
	<u>1,091,712</u>	<u>4,945</u>	<u>(32,484)</u>	<u>17,065</u>	<u>1,081,238</u>
Total restricted funds	<u>804,298</u>	<u>611,030</u>	<u>(637,465)</u>	<u>324,000</u>	<u>1,101,863</u>
Unrestricted funds					
General funds	<u>9,041</u>	<u>15</u>	<u>-</u>	<u>-</u>	<u>9,056</u>
Total funds	<u>813,339</u>	<u>611,045</u>	<u>(637,465)</u>	<u>324,000</u>	<u>1,110,919</u>

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

The restricted general fund includes grants receivable from the EFSA, LA and other government grants 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 of general or specific capital projects.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limited on the amount of GAG it could carry forward at 31 August 2022.

SUCKLEY SCHOOL

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

15 Funds

(Continued)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	41,081	444,128	(413,573)	-	71,636
Pupil premium	-	21,105	(21,105)	-	-
Other DfE/ESFA grants	-	81,752	(81,752)	-	-
Donations	-	6,993	(6,043)	-	950
Other income	-	12,129	(12,129)	-	-
School visits income	1,000	3,672	(4,672)	-	-
Pension reserve	(295,000)	-	(27,000)	(38,000)	(360,000)
	<u>(252,919)</u>	<u>569,779</u>	<u>(566,274)</u>	<u>(38,000)</u>	<u>(287,414)</u>
Restricted fixed asset funds					
DfE group capital grants	1,081,935	-	(14,875)	7,733	1,074,793
Devolved formula capital	19,685	4,967	-	(7,733)	16,919
	<u>1,101,620</u>	<u>4,967</u>	<u>(14,875)</u>	<u>-</u>	<u>1,091,712</u>
Total restricted funds	<u>848,701</u>	<u>574,746</u>	<u>(581,149)</u>	<u>(38,000)</u>	<u>804,298</u>
Unrestricted funds					
General funds	<u>9,028</u>	<u>13</u>	<u>-</u>	<u>-</u>	<u>9,041</u>
Total funds	<u>857,729</u>	<u>574,759</u>	<u>(581,149)</u>	<u>(38,000)</u>	<u>813,339</u>

16 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	1,071,347	1,071,347
Current assets	42,674	93,625	9,891	146,190
Current liabilities	(33,618)	-	-	(33,618)
Pension scheme liability	-	(73,000)	-	(73,000)
Total net assets	<u>9,056</u>	<u>20,625</u>	<u>1,081,238</u>	<u>1,110,919</u>

SUCKLEY SCHOOL

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

16 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	-	-	1,074,793	1,074,793
Current assets	41,403	72,586	16,919	130,908
Current liabilities	(32,362)	-	-	(32,362)
Pension scheme liability	-	(360,000)	-	(360,000)
Total net assets	9,041	(287,414)	1,091,712	813,339

17 Pension and similar obligations

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 Mercer Limited. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £8,135 were payable to the schemes at 31 August 2022 (2021: £8,194) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

SUCKLEY SCHOOL

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

17 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to the TPS in the period amounted to £49,152 (2021: £49,759).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy 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 contributions are as noted below. The agreed contribution rates for future years are 20.2% for employers and 5.5 to 12.5% for employees.

As the scheme is in a deficit position the academy trust is making additional contributions. Future contributions for 2022/23 & 2023/24 are £4,500 and £3,500 respectively (including McCloud judgement).

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

Total contributions made	2022 £	2021 £
Employer's contributions	28,000	26,000
Employees' contributions	7,000	6,000
Total contributions	35,000	32,000
Principal actuarial assumptions	2022 %	2021 %
Rate of increase in salaries	4.3	4.3
Rate of increase for pensions in payment/inflation	2.9	2.9
Discount rate for scheme liabilities	4.3	1.7
Inflation assumption (CPI)	2.8	2.8

SUCKLEY SCHOOL

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

17 Pension and similar obligations

(Continued)

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

	2022 Years	2021 Years
Retiring today		
- Males	22.6	22.7
- Females	25.0	25.1
Retiring in 20 years		
- Males	24.1	24.4
- Females	27.0	27.1

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

	2022	2021
Discount rate + 0.1%	63,000	343,000
Mortality assumption + 1 year	82,000	381,000
CPI rate + 0.1%	84,000	377,000

The Academy's share of the assets in the scheme

	2022 Fair value £	2021 Fair value £
Equities	266,000	282,000
Bonds	7,000	8,000
Other bonds	10,000	-
Property	30,000	15,000
Other assets	50,000	33,000
Total market value of assets	363,000	338,000

The actual return on scheme assets was £(9,000) (2021: £50,000).

Amount recognised in the statement of financial activities

	2022 £	2021 £
Current service cost	60,000	47,000
Interest cost	5,000	6,000
Total operating charge	65,000	53,000

SUCKLEY SCHOOL

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

17 Pension and similar obligations		(Continued)	
Changes in the present value of defined benefit obligations		2022	
		£	
At 1 September 2021		698,000	
Current service cost		60,000	
Interest cost		11,000	
Employee contributions		7,000	
Actuarial (gain)/loss		(339,000)	
Benefits paid		(1,000)	
At 31 August 2022		436,000	
Changes in the fair value of the Academy's share of scheme assets		2022	
		£	
At 1 September 2021		338,000	
Interest income		6,000	
Actuarial loss/(gain)		(15,000)	
Employer contributions		28,000	
Employee contributions		7,000	
Benefits paid		(1,000)	
At 31 August 2022		363,000	
18 Reconciliation of net expenditure to net cash flow from operating activities		2022	2021
	Notes	£	£
Net expenditure for the reporting period (as per the statement of financial activities)		(26,420)	(6,390)
Adjusted for:			
Capital grants from DfE and other capital income		(4,945)	(4,967)
Investment income receivable	5	(15)	(13)
Defined benefit pension costs less contributions payable	17	32,000	21,000
Defined benefit pension scheme finance cost	17	5,000	6,000
Depreciation of tangible fixed assets		20,511	14,875
(Increase) in debtors		(3,748)	(984)
Increase in creditors		1,256	124
Net cash provided by operating activities		23,639	29,645

SUCKLEY SCHOOL

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

19 Analysis of changes in net funds

	1 September 2021 £	Cash flows £	31 August 2022 £
Cash	111,505	12,730	124,235
Cash equivalents	11,087	(1,196)	9,891
	<u>122,592</u>	<u>11,534</u>	<u>134,126</u>

20 Long-term commitments

Operating leases

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

	2022 £	2021 £
Amounts due within one year	5,218	5,218
Amounts due in two and five years	-	7,422
	<u>5,218</u>	<u>12,640</u>

21 Related party transactions

Expenditure related party transactions

Suckley PCC - of which Diana Holloway and Anne Potter are both trustees. During the year payments totalling £8,000 (2021: £8,000) were paid to the connected charity with regards to hire of the church.

There were no amounts outstanding at 31 August 2022 (2021: £nil).

The above transaction has complied with the requirements of the Academy Trust Handbook.

Holloways - of which Diana Holloway is an owner. During the year payments totalling £13 (2021: £nil) were paid to the company with regards to provision of refreshments.

There were no amounts outstanding at 31 August 2022 (2021: £nil).

Income related party transactions

Suckley Friends (PTA) - registered charity which was set up for the sole purpose to support the school. During the year 2021-22 they donated funds totalling £1,546 (2021: £2,318) which was used to support the School in various areas.

There are no amounts outstanding at 31 August 2022 (2021 - £nil).

22 Members' liability

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