

**Company registration number 07729766 (England and Wales)**

**WHICKHAM SCHOOL AND SPORTS COLLEGE  
(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

# WHICKHAM SCHOOL AND SPORTS COLLEGE

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# WHICKHAM SCHOOL AND SPORTS COLLEGE

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

S L Ban  
L Levy (Chair of Members) - resigned 14/07/2023  
D Murphy  
M Pears

### Trustees

S L Ban (Chair)  
M A Brain  
A G Hewison  
A Wilson (Resigned 31 August 2023)  
V McLeod  
C Hewitson (Resigned 21 July 2023)  
M Crabtree (Vice Chair)  
M L Pears  
K Berry  
F I Turnbull  
Mr A J W Brown  
S Scott (Appointed 1 September 2022)  
L C Simpson (Appointed 1 September 2022)  
J Smith (Appointed 1 September 2022 and resigned 29 January 2023)  
R Gabel (Appointed 17 February 2023)  
M Lambert (Appointed 17 February 2023)  
Q Xu (Appointed 11 May 2023)

### Senior management team

- Chief Executive Officer	S Haigh
- Head Teacher	F Turnbull
- Deputy Head Teacher	S Maher
- Deputy Head Teacher	P Wheatley
- Associate Assistant Head Teacher	S Alexander
- Assistant Head Teacher	D Crosland
- Assistant Head Teacher	S Tumelty
- Associate Deputy Head Teacher	L Wood
- Associate Assistant Head Teacher	A McKenna (Resigned 31/08/2023)
- Assistant Head Teacher	M Phillipson
- Business Manager	H Davison (Leaver 31/08/2023)
- Chief Financial Officer	A Tinning

### Company secretary

S J Haigh

### Company registration number

07729766 (England and Wales)

### Registered office

Burnthouse Lane  
Whickham  
Newcastle Upon Tyne  
Tyne And Wear  
NE16 5AR  
United Kingdom

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## REFERENCE AND ADMINISTRATIVE DETAILS

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### **Independent auditor**

Azets Audit Services  
Wynyard Park House  
Wynyard Avenue  
Wynyard  
TS22 5TB  
United Kingdom

### **Bankers**

Lloyds Bank plc  
5th Floor  
102 Grey Street  
Newcastle Upon Tyne  
Tyne And Wear  
NE1 6AG  
United Kingdom

### **Solicitors**

WBD (UK) LLP  
The Spark  
Draymans Way  
Newcastle Helix  
Newcastle upon Tyne  
NE4 5DE

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The academy trust operates an academy for pupils aged 11 to 19 years old serving a catchment area in Whickham. It is an increasingly popular and oversubscribed school. It has a pupil admission number of 266 and had a roll of 1684 in the school census on 05 October 2023.

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

#### Constitution

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

The trustees of Whickham School are also the directors of the charitable company for the purpose of company law. The charitable company operates as Whickham School and Sports College (Academy Trust).

Details of the trustees who served throughout 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 of, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

#### Trustees' indemnities

Subject to the provisions of the Companies Act 2006 s236 every trustee or other officer or auditor of the academy trust shall be indemnified out of the assets of the academy trust against any liability incurred by him in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy trust.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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

- The members may appoint up to 10 trustees
- The members may appoint staff representatives, provided that the number does not exceed one third of the total number of trustees
- The LA may appoint a LA representative
- The Headteacher will be appointed as being an ex-officio trustee
- The parent representatives shall be elected by parents of registered pupils at the academy at the time of election. Any election of parent trustees which is contested shall be held by secret ballot
- The number of parent representatives required shall be made up by parent trustees appointed by the trustees if the number of parents standing for election is less than the number of vacancies
- In appointing a parent representative, the trustees shall appoint a person who is the parent of a registered pupil at the academy; or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age

#### Co-opted Trustees

The trustees may appoint up to one co-opted trustee. A 'co-opted trustee' means a person who is appointed to be a trustee by being co-opted by trustees who have not themselves been so appointed. The trustees may not co-opt an employee of the academy trust as a co-opted trustee if thereby the number of trustees who are employees of the academy trust would exceed one third of the total number of trustees (including the Headteacher)

#### Appointment of additional trustees

The Secretary of State may give a warning notice to the trustees where they are satisfied:

- That the standards of performance of pupils at the academy are unacceptably low
- That there has been a serious breakdown in the way the academy is managed or governed
- That the safety of pupils or staff of the academy is threatened (whether by a breakdown of discipline or otherwise)

For the purposes of Article 60 a 'warning notice' is a notice in writing by the Secretary of State to the academy trust delivered to the office setting out:

- The matters referred to in Article 19
- The action which the academy is required to take in order to remedy those matters
- The period within which that action is to be taken by the trustees ('the compliance period')

The Secretary of State may appoint such additional trustees as she thinks fit if the Secretary of State has:

- Given the trustees a warning notice in accordance with Article 19; and
- The trustees have failed to comply, or secure compliance, with the notice to the Secretary of State's satisfaction within the compliance period
- The Secretary of State may also appoint such additional trustees following an inspection by the chief inspector in accordance with the Education Act 2005 (an 'inspection') the academy trust receives an Ofsted grading (being a grade referred to in The Framework for School Inspection or any modification or replacement of that document for the time being in force) which amounts to a drop, either from one inspection to the next inspection or between any two inspections carried out within a five year period, of two Ofsted grades. For the purpose of the foregoing the grade received by Whickham School shall be regarded as the grade received by the academy.
- The Secretary of State may also appoint such further trustees as they think fit if a special measures termination event (as defined in the funding agreement) occurs in respect of the academy
- Within five days of the Secretary of State appointing additional or further trustees in accordance with Articles 21, 62A or 22 any trustees appointed holding office immediately preceding the appointment of such trustees, shall resign immediately and the members' power to appoint trustees under Article 9 shall remain suspended until the Secretary of State removes one or more of the additional trustees

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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

The trustees and head teacher believe it is essential that all new trustees receive a comprehensive induction package covering a broad range of topics. There is a commitment to ensure that the new trustees are given the necessary information and support to fulfil their role with confidence. The process is seen as an investment, leading to more effective governance and retention of trustees.

#### Purpose

- To welcome new trustees to the board and enable them to meet other trustees
- To encourage new trustees to visit the academy to experience its atmosphere and understand its ethos
- To meet the Headteacher, staff and pupils
- To explain the partnership between the Headteacher, academy and board
- To explain the role and responsibilities of trustees
- To explain how the board and its committee's work
- To enable new trustees to join the committee(s) of their choice
- To give background material on the academy and current issues
- To enable new trustees to ask questions about their role and/or the academy

#### New trustees will:

- Be welcomed to the board by the chair
- Be invited by the Headteacher to visit the academy
- Have the opportunity to tour the academy and meet children and staff
- Receive an informal briefing on the academy from the Headteacher
- Have the opportunity to meet informally with an existing trustee who then acts as their active mentor
- Be accompanied by their mentor to their first full trustee meeting
- Have the opportunity to review their first meeting with their mentor

#### New trustees will receive from trustee support:

- The new trustee induction pack
- The instrument of government which notes the composition of the governing board
- A Disclosure and Barring Service (DBS) application form
- A trustee details form
- An eligibility form
- A membership list for the board
- The code of conduct for the board (if one has been agreed)
- The committee structure, terms of reference and membership for the board
- The trustee support service development directory
- A copy of the most recent trustee support service newsletter

#### New trustees will receive from the academy:

- The academy prospectus
- Recent academy newsletters
- A calendar of academy events
- The School Improvement Plan (SIP)
- A full list of staff and the staffing structure
- Copies of key policy statements including the academy visits policy
- A full set of papers from the last board meeting
- Details of how to contact the other trustees
- Details of how to contact the academy including the email address

#### Areas the Headteacher will cover include:

- Background to the academy
- Current issues facing the academy
- Visiting the academy
- The relationship between the Headteacher and board

#### Areas that the mentor will cover include:

- An overview of the trustee's role
- How the trustee and committee meetings are conducted

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Organisational structure

The academy trust is a charitable company limited by guarantee. It has a strategic role in running the academy and is responsible for appointing the trustees. It has control over the land and other assets and delegates management of the academy to the trustees.

Subject to provisions of the Companies Act 2006, the Articles and to any directions given by special resolution, the business of the academy trust shall be managed by the trustees who may exercise all the powers of the academy trust. No alteration of the articles and no such direction shall invalidate any prior act of the trustees which would have been valid if that alteration had not been made or that direction had not been given. The powers given by this article shall not be limited by any special power given to the trustees by the articles and a meeting of trustees at which a quorum is present may exercise all the powers exercisable by the trustees.

The Chief Executive Officer (CEO) as accounting officer during the reporting year, has personal responsibility to the trustees for financial and administrative matters including:

- Ensuring regularity and probity.
- Prudent and economical administration.
- Avoidance of waste and extravagance.
- Efficient and effective use of available resources.
- Day to day organisation, staffing and management of the academy has been delegated to the Headteacher.

Due to a change in the staffing structure implemented in the new academic year, the Headteacher will act as the Accounting Officer moving forward.

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

Arrangements for setting and reviewing pay and remuneration are reviewed annually and the pay policy is approved by trustees following appropriate consultation.

The trustees and key management personnel including the CEO and Headteacher review and challenge the academy staffing structure regularly to ensure it is the best structure to meet the needs of the academy whilst maintaining financial integrity. Senior leaders' pay is tightly correlated to strong educational outcomes and sound financial management.

The academy benchmarks the size of the senior leadership team annually against that of similar schools/academies.

The CEO's remuneration is based on benchmarking of other single academy trusts (SAT's) remuneration both locally and nationally. The Headteacher's remuneration is based on a 7-point range in accordance with the School Teacher's Pay and Conditions Document as well as other similar sized SAT's.

There is a robust staff appraisal process, which the trust reviews annually and in turn supports with strong performance management. Pay progression recommendations are reviewed by the trustees with appropriate evidence provided to support decisions.

The trustees, with the exception of the Headteacher and staff representatives, do not receive remuneration.

### Trade union facility time

There were no employees that were union officials within the period that required trade union facility time to be reimbursed to the school.



# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Engagement with employees (including disabled persons)

The trust board ensures that employees and their trade unions are given information and consulted on matters that are of concern to them. Views of employees are considered in making decisions which are likely to affect their interests.

There is regular consultation on changes to policies as a result of operational or legislative changes in regard to pay, staffing structures, and policies regarding well-being, health & safety and risk assessments which encourages the involvement of the employees in the company's performance.

In respect of applications for employment from disabled persons, the treatment of employees who become disabled and, the training, career development and promotion of disabled persons, the trust is committed to ensuring equality and opportunity for all. The trust offers necessary adjustments to support both entry to employment within the trust throughout the course of their employment.

### Engagement with suppliers, customers and others in a business relationship with the academy trust

The trust is committed to working with a number of stakeholders including suppliers, customers and charitable organisations. When entering into business relationships we ensure that we comply with the Academies Trust Handbook at all times. The trust will conduct all business relationships with integrity whilst ensuring that all approved policies assist this process.

## **Objectives and activities**

### Objects and aims

#### **Our Vision**

"Whickham, a school to be proud of at the heart of the community. Where learning is cherished in a safe, caring and supportive environment. A school where everyone is valued and inspired to be the best they can be."

We achieve this through supporting every child in developing the following qualities:

- **Aspiration:** Whickham students set aspirational goals that are ambitious and without limits
- **Respect:** Without compromise, Whickham students demonstrate respect for themselves, others and their environment.
- **Resilience:** Whickham students persevere with challenges, especially when faced with setbacks.
- **Empathy:** Whickham students strive to be kind, caring and understanding of each other's feelings and needs.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### Objectives, strategies and activities

Our culture is one of continual self-improvement. We constantly review all aspects of our work and we have a particular focus upon the following improvement priorities identified for the year ahead.

The following priorities are highlighted in our school improvement plan (2023-2025):

<b>Pastoral (Behaviour, Attendance, Pride, Respect)</b>	
<b>Objectives</b>	<b>Actions</b>
Pupil conduct is consistently excellent as reflected in evidence from standards walks, stakeholder surveys, ClassCharts information and restorative duty feedback.	<ul style="list-style-type: none"> <li>• Year meetings to focus upon                             <ul style="list-style-type: none"> <li>• Behaviour analysis and interventions</li> <li>• Classroom conduct</li> <li>• Standards across school</li> </ul> </li> <li>• Training of pastoral staff to ensure consistent application of expectations and agreed standards</li> <li>• Standards Walks and Classroom visits to ensure that the behaviour policy is applied consistently.</li> <li>• Codification of processes for Behaviour policies with pastoral staff which is monitored through pastoral and year team meetings</li> <li>• CPD for all staff on Restorative Approaches and developing the ability to demonstrate application of the restorative process</li> <li>• Consistent application of the restorative duty process by all staff to reduce low level disruption.</li> <li>• Coach staff who need support in consistent application of behaviour management practices</li> </ul>
Attendance is 3% above local and national averages, PA is 7 % below local and national averages and Hard to Reach pupils have rigorous, bespoke and effective intervention plans in place.	<ul style="list-style-type: none"> <li>• Identification of attendance concerns across each year group and early support and challenge to engage students and families to ensure a good start to the year</li> <li>• PA strategy created, communicated and implemented across year groups</li> <li>• PP strategy created, communicated and implemented across year groups</li> <li>• Robust application of the codification processes by attendance team, all pastoral leaders and staff</li> <li>• Development of A* Attendance to enable the Attendance Team more time to meet parents and students.</li> <li>• Punctuality strategy developed and monitored</li> <li>• Weekly and half termly analysis of data and interventions</li> </ul>
Pupils demonstrate pride in themselves, their learning and our school. Evidenced through stakeholder survey results, pupil voice, ClassCharts information and learning walks.	<ul style="list-style-type: none"> <li>• PROUD initiative developed by pastoral team in half term 1 and rolled out across school via CPD. This will result in                             <ul style="list-style-type: none"> <li>• A consistent approach to rewards and recognition</li> <li>• Improvement in student engagement in lessons</li> <li>• Improvement in student ability to speak proudly about their school</li> <li>• Improvement in student ability to speak proudly about their individual achievements</li> </ul> </li> <li>• Positive Language training for staff during CPDL slots</li> <li>• Positive language training for pupils via positive assemblies every half term</li> <li>• Regular pupil, staff and parent voice via surveys which identifies good practice and allows staff to reflect on improvements</li> </ul>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

<b>Literacy</b>	
Ensure vocabulary and reading strategies are explicitly taught across the curriculum.	<ul style="list-style-type: none"> <li>Curriculum plans/resources adapted to ensure phonological features of key vocabulary are explored.</li> <li>Curriculum plans/resources adapted to ensure key vocabulary is summatively or formatively assessed in all lesson topics.</li> <li>To adapt curriculum plans/resources to introduce relevant tier 2 language.</li> <li>Develop staff awareness of prosody to support engaging delivery of tutor time reading.</li> <li>Audit reading opportunities in each faculty area.</li> <li>Adapt 'curriculum intentions documentation' for each faculty to codify expectations regarding reading, writing and talk.</li> </ul>
To equip students with the necessary skills to deconstruct complex writing tasks, develop effective strategies for planning and organising their writing using 'structured talk', and cultivate independence as writers.	<ul style="list-style-type: none"> <li>Agree common approaches to 'structured talk' across the curriculum.</li> <li>To adapt curriculum plans to ensure opportunities for 'structured talk' are exploited consistently in all lesson topics.</li> <li>To review faculty strategies used to support the breaking down of complex writing tasks and how to plan for extended writing responses.</li> </ul>
An effective intervention process is in place that ensures students struggling with literacy skills make rapid progress.	<ul style="list-style-type: none"> <li>Literacy Coordinator to coordinate and implement 'Literacy Intervention' strategy/plan.</li> <li>Increase parental engagement and support for 'reading to learn' as well as 'reading for pleasure' through increased communication/guidance.</li> </ul>
<b>Quality of Education</b>	
The curriculum intent is ambitious, coherent and academically rigorous across all subjects and across all year groups	<ul style="list-style-type: none"> <li>Agreed curriculum resequencing completed in music and science</li> <li>Complete curriculum sequencing for years 12-13 and undertake QA of intent documentation.</li> <li>Development of a rigorous quality assurance programme that enables leaders to understand and improve implementation to secure strong outcomes</li> <li>Development of a strategy for catch-up for absent students that is sustainable and effective.</li> </ul>
All staff use agreed teaching and learning approaches effectively	<ul style="list-style-type: none"> <li>Codification of key teaching and learning strategies</li> <li>Embedding of key teaching and learning strategies through high quality whole school and subject specific CPDL sessions</li> <li>Supported and deliberate practice for staff with key teaching and learning strategies through regular inquiry group meetings</li> <li>Rigorous QA of quality of delivery of the agreed teaching and learning strategies by leaders.</li> <li>Leaders take action through incremental coaching (or other actions) to resolve any variability.</li> </ul>
Develop a culture of continuous, evidence informed self-improvement for all through CPDL	<ul style="list-style-type: none"> <li>All staff will engage with inquiry projects that involve active practice, review and refinement of teaching practices appropriate to individuals</li> <li>Support staff to observe more teaching practice through embedding an open-door policy.</li> <li>Develop a system that ensures staff are able observe others teach</li> <li>Coaches will be identified, trained and supported to lead inquiry groups and coach individuals</li> </ul>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

<b>Sixth Form</b>	
<p>Ensure the development of an ambitious sixth form curriculum that results in high attainment and progress (Sig + in 2025 results).</p>	<ul style="list-style-type: none"> <li>• Use Curriculum Review and scaffolds where necessary to ensure appropriate sequencing supports the needs of all learners as well as stretching the most able.</li> <li>• A robust Quality Assurance (QA) plan put into place.</li> <li>• Pathway planning reduces the number of learners taking more than 2 years to complete sixth form.</li> <li>• Ensure most learners (98%+) complete a minimum of 3 qualifications or equivalent with the majority completing 3.5.</li> <li>• Carry out research into post 16 qualification routes and conduct a market mapping exercise to inform decision making with regards to curriculum development.</li> </ul>
<p>Ensure post 16 learners engage in a range of activities and access opportunities that enable them to develop into students who are ready for further study or employment</p>	<ul style="list-style-type: none"> <li>• Ensure a rich set of experiences are available through the enrichment programme and processes are in place to track and ensure high levels of participation.</li> <li>• Develop and deliver a PSHCE/ tutorial/ assembly programme that meets learner needs and develops continuity of topics from KS4.</li> <li>• A robust QA plan is in place to ensure staff and students are held to account for meeting the expectations of Whickham Sixth Form.</li> <li>• Develop a bursary policy to effectively support the most disadvantaged learners.</li> <li>• Pathway's planning allows learners to move into high quality destinations either at the end of KS4 or KS5. NEET is 0.</li> </ul>
<p>Ensure strong post 16 recruitment and retention of learners which results in a provision with at least 350 learners.</p>	<ul style="list-style-type: none"> <li>• Develop and deliver a high-quality transition programme.</li> <li>• Conduct regular Yr11, 12 and 13 pupil and parental voice in order to ensure we are aware of needs and perceptions. Information to be acted upon and used for post 16 planning.</li> <li>• Develop and implement an attendance and intervention programme.</li> <li>• Carry out research into post 16 qualification routes and conduct a market mapping exercise to inform decision making with regards to curriculum development</li> </ul>
<b>SEND</b>	
<p>SEND provision to be highly effective and meet the needs of all SEND pupils enabling them to produce high quality work and make good progress so that gaps between SEND and all other pupils are narrowed</p>	<ul style="list-style-type: none"> <li>• Continual CPD for staff to enable SEND provision to continue to improve. Areas to look at in detail             <ul style="list-style-type: none"> <li>• Understanding our SEND Cohort and their needs</li> <li>• Development of excellent TA agreements</li> <li>• Supporting ASD pupils</li> <li>• Supporting pupils with ADHD</li> <li>• Supporting pupils with PDA</li> </ul> </li> <li>• QA to take place at faculty level:             <ul style="list-style-type: none"> <li>• Work review - evidence of effective scaffolding.</li> <li>• Student voice on staff use of Pupil Centred Plans and adaptive teaching methods.</li> </ul> </li> <li>• QA of SEND Intervention Pathways:             <ul style="list-style-type: none"> <li>• Observations and work scrutiny</li> <li>• Termly review of student progress</li> <li>• Student voice</li> <li>• Deep dive across core subjects</li> </ul> </li> <li>• Analysis of quality of Pupil Centred Plans             <ul style="list-style-type: none"> <li>• QA of selection of PCPs.</li> <li>• Student voice, both EHCP and K.</li> <li>• Parent/carer voice on use of PCPs and their involvement.</li> </ul> </li> </ul>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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Effective communication from SEND team to all stakeholders regarding all SEND pupils	<ul style="list-style-type: none"><li>• Review structure of how SEND children's parents are communicated with throughout their time at school</li><li>• Implementation of distributed leadership model in the faculty</li><li>• Effective deployment of SEND administration staff</li><li>• Regular survey of stakeholder views</li></ul>
TAs to support the progress of SEND pupils and ensure that they are effective in the classroom.	<ul style="list-style-type: none"><li>• Quality assurance of TA / Teacher agreements and whether these are embedded in SOL and classroom practice</li><li>• Creation period and review period for Pupil Centred Plans</li></ul>
SEND pupils to regularly participate in the extra-curricular provisions that the school offers	<ul style="list-style-type: none"><li>• Adaptations to provide access to a greater range of extra-curricular experiences</li><li>• Promotion of activities to SEND pupils</li><li>• Mapping of range of activities for SEND students</li><li>• Monitoring of SEND engagement in activities</li></ul>

### Public benefit

The Trustees of the academy trust have complied with their duty in that the academy teaches the national curriculum and meets the standards set by Ofsted. The Trustees of the academy trust have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

### **Strategic report**

#### **Achievements and performance**

During 2022/23 the school was inspected by Ofsted. This was an ungraded inspection. The school continues to be a Good School. However, inspectors judged that there was "...enough evidence of improved performance to suggest that the school could be judged outstanding if Ofsted were to carry out a graded (section 5) inspection now.". As a result, the school's next inspection will be a graded inspection.

Inspectors recognised the following key strengths of the school:

- Leaders have planned a high-quality curriculum. It is highly ambitious for all pupils;
- Staff have very high expectations of pupils;
- The support available for pupils with SEND is exceptional;
- Pupils behave exceptionally well at Whickham school;

Leaders remain committed to school improvement, ensuring that the school and its pupils are the best that they can be. The school remains on a journey and will continue to focus on elements of provision which need improvement.

External examination results continue to be strong, building on the significant improvement of recent years.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### Key performance indicators

#### **Achievement and performance**

In 2023 pupils sat external examinations. National results returned to their usual standards for the first time since 2019. Pupils in the Sixth Form sat external examinations for the first time, as they did not sit GCSEs in Year 11 due to the pandemic.

Results continued to demonstrate the significant improvement in outcomes the school has achieved over the last few years. At Key Stage 4, the overall Progress 8 score of +015 demonstrates the significantly better than national average progress pupils made in this school.

Progress measures will not be published for results of pupils in Year 13; however, results are similar to 2019 where performance was good.

The overall performance is judged to be very good.

#### **Key Stage 4:**

Indicator	22/23	21/22	18/19	17/18	21/22 NA
Progress 8	0.15	0.25	-0.04	-0.40	-0.03
Attainment 8	52.2		52.3	48.9	
English & Maths 5+ (strong pass)	47%		50%	43%	
EBACC entry	64%	57%	51%	25%	39%
EBACC achievement (5+)	28%		26%	12%	
EBACC Average points score	4.60		4.53	4.06	
Pupils staying in education or employment*	90%	97%	98%	95%	94%

#### Notes:

- Education & employment data published for 22/23 refers to leavers from 2020/21. National destinations were significantly impacted by the pandemic.
- Standards in 2023 returned to "normal" and as a result it is not appropriate to make any direct attainment comparisons with results from years between 2018/19 and 2022/23. As a result, only progress indicators are published for 2021/22.
- 2023 National averages for Key Stage 4 were not yet available at the time of publication. Relevant progress averages for 21/22 have been quoted

#### **Key Stage 5:**

Indicator*	22/23	18/19	17/18	18/19 NA
A-level Average points score	35.18 ▲	35.09	36.80	34.01
Academic average points score	35.02 ▼	35.61	36.87	34.33
Applied general average points score	36.20 ▲	35.86	31.62	28.91

#### Notes:

- As pupils in Year 13 did not sit examinations in Year 11 it is not possible to publish progress information and therefore it is only possible to provide a judgement on the relative level of attainment of the cohort to previous years.
- Standards in 2023 returned to "normal" and as a result it is not appropriate to make any direct attainment comparisons with results from years between 2018/19 and 2022/23
- 2023 National averages for Key Stage 5 were not yet available at the time of publication. National averages for 2018/2019 have quoted as they provide the best comparison for results in 2022/23



# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Quality of Education

Work in developing our curriculum has been effective in developing an ambitious vision and logical sequencing that is leading to stronger progress and attainment. Staff are increasingly skilled in unpicking learning and CPD and collaborative planning has supported improved teaching and learning. QA and external examination results in 2023 reflect that student progress and attainment continues to get stronger.

The pandemic has impacted upon a number of pupil groups and all staff are focused upon ensuring those disadvantaged (including SEND and PP) are effectively supported.

### Behaviour & Attitudes

Behaviour and attitudes of pupils are very positive. Expectations of pupils' behaviour, attitude, attendance, uniform and work ethic are high. Restorative approaches pervade the way behaviour is dealt with and pupils are respectful of the fact that they have a voice and can resolve issues in a positive, respectful and mature manner.

Supporting all pupils in developing positive attitudes to learning and ensuring attendance returns to pre-pandemic levels are key areas of focus for leaders.

### Personal Development

The school is highly effective in promoting the personal development of pupils. The wide range of opportunities on offer has not yet returned to the high levels evident pre-pandemic, but we are working hard to address this. Pupils typically access a wide range of experiences both through the formal curriculum and extra-curricular experiences. There are an extensive range of opportunities that support all pupils in developing unique talents and skills. Historically, take up is high and pupils from all backgrounds access these opportunities. A culture exists where diversity is celebrated and equality is ensured. Pupils develop into well rounded citizens who are well prepared for life and can access a range of appropriate career destinations.

### Sixth Form

Pupil progress and attainment is strong. This has been the case for a number of years and is the case with current pupils. PSHCE provision is forward thinking and addresses key topics for 16–19-year-olds. It goes beyond the DfE guidelines on SRE and supports pupils with developing lifelong skills and qualities. Strong CEIAG provision is in place that supports students in accessing a range of HE/FE and employment opportunities. Progression and Post-18 destinations are strong with many pupils going on to further study on completion of their post-16 studies.

### Leadership & Management

Leaders are highly ambitious for the school and have made strong progress towards a shared vision. Work in developing our curriculum and securing strong implementation is reflected in accelerating pupil progress and outcomes. Pupil behaviour and safeguarding is strong and facilitates effective learning. Behaviour for learning is strong as evidenced through pupil engagement in lessons, homework, strong attendance and punctuality. Trustees actively support and challenge leaders on all aspects of school performance, including finance. The school has highly effective planning and control mechanisms that ensure financial stability and that best value is achieved in everything it does.

### Safeguarding

Staff are vigilant and proactive: a safeguarding ethos pervades the work of both teaching and support staff. Concerns are thoroughly investigated and child protection arrangements are thorough. We work proactively with external agencies and have led the way in establishing a new proactive Team Around the School (TAS) process which has reduced the number of higher need referrals. We are outward facing and undertake external benchmarking and access additional external training. In 2022/23 Ofsted judged safeguarding at the school to be effective.

### Going concern

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

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Protecting the success of the academy trust

The trustees are aware of their role to promote the success of the trust, in doing so they must act fairly, having regard to their decisions on the trust's long-term viability. This must include interests of all stakeholders including staff, business relationships with suppliers and customers, and within the wider community. The trustees take all decisions in the best interests of the trust in order to maintain the good standing that we have in the community.

#### **Financial review**

Whickham School will develop an annual budget that can be sustained by enrolment and additional sources of revenue and is in support of pupil academic achievement.

The academy annual budget is sustained by its enrolment and additional sources of revenue. The academy has a well-tested budget process that relies on building a needs-based budget each year. Principles of curriculum led financial planning are used to ensure that we are able to recruit specialist staff to meet the needs of all students in an effective and efficient structure. Departmental requests are combined into a consolidated budget by the CFO, Director of Finance & Operations and Headteacher who ensure that the budget addresses the academy strategic objectives, and accounts for all reasonably anticipated expenses. The process is reviewed by trustees with accounting expertise to ensure transparency and rigour before the proposed budget is then presented for review to the resources committee. The resources committee has delegated responsibility for the approval process. Once approved the budget plan is then shared with the full governing body.

Financial statements, cashflow, balance sheet and year-to-date budget monitoring reports are produced regularly and are presented to both the Chair of Trustees and the resources committee, where significant variances are explained in writing.

The academy demonstrates a history of positive net assets, adequate cash flow to sustain operations and to support the academic programme and consistently operates within budget.

The academy consistently maintained cash flow necessary to sustain operations and advance the academic programme through the financial year 2022/23.

The closing level of reserves, restricted and unrestricted funds, is considered to be healthy. The academy was able to add to reserves this year through managing the staffing budget tightly and leaving posts vacant where they were not absolutely necessary. In addition, a number of capital projects have been deferred as we were awaiting the outcome of the phasing of our successful School Rebuilding Programme bid. However, it is now likely that the replacement build will be several years away and we will need to allocate significant sums to ensure that the estate infrastructure remains safe and fit for purpose.

Other financial key performance indicators which are monitored closely include:

**Inflation:** The impact of general inflation and increased energy costs are closely monitored. A rigorous application of best value will go some way to mitigate this.

**Staff costs:** Where possible the academy will keep staffing costs to 80% or below of total income. This has been achieved this year through assiduous monitoring and tight control. The additional funding received through the teachers' pay grant has been welcome, but the pay award for support staff has been a challenge to absorb. Difficult decisions with regard to our structure have been made to ensure that we will be able to continue to deliver our core objectives. This is constantly monitored and potential actions to bring budgets within expected funding are revised and discussed with trustees throughout the year. Any required action will be taken in good time to address any issues identified.

**Pension liability:** Whickham School will demonstrate its ability to cover the increase in pension liability for non-teaching staff. The governing body recognise the liability existing in the Tyne & Wear Local Government Pension Scheme (LGPS) for staff, and are satisfied that existing cash flows are sufficient to meet any anticipated changes.



# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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The academy made an operating surplus of £397,920 (2022 £392,354) in the year excluding the impact of depreciation, capital transactions and LGPS adjustments, and held fund balances at 31 August 2023 of £15,827,811,811 (2022: £16,539,011) comprising restricted reserves of £15,463,356 (2022: £16,281,526) and unrestricted reserves of £364,455 (2022 £257,485). Excluding the fixed asset and pension reserves, restricted reserves are £1,051,937 (2022: £786,832)

Total income in the year was £11,300,065 (2022: £10,327,162), the vast majority of which came from Education and Skills Funding Agency (ESFA) (or equivalent) grants. As the majority of the grant income is pupil number driven it is imperative that recruitment and retention levels are maintained, or increased

#### Reserves policy

The trustees of the academy aim to carry forward a prudent level of reserves which is designed to meet a long-term cyclical need to support capital bid applications and to provide the academy with the security of being able to renew assets and have a contingency for any unforeseen needs.

Given the current financial climate, it would be prudent to review the reserves policy and set specific targets and timeline. The reserves policy target is 8% of expenditure. The academy held total fund balances at 31 August 2023 of £15,827,811 (2022: £16,539,011). Restricted general and unrestricted reserves are £1,416,392 (2022 £1,044,317). Reserves at the end of the period were close to our target of 8% of revenue. Our aim is to maintain this, although trustees have identified that they may wish to use some reserves to invest in improving the condition of the school estate.

#### Investment policy

The trustees have approved a treasury policy in relation to investment of surplus funds. The overriding principle in lending is to limit risk rather than maximise return. The following instruments are approved as investments by the academy:

- Fixed term deposits
- Notice term deposits
- Bank or building society deposit accounts
- Money market funds

No investment will be for a duration exceeding 364 days. To reduce our counterparty risk, no more than £1m should be invested with a single approved counterparty. Reports are presented to the board of trustees annually detailing the performance of investments made over that period. Although there have been no investments within the reporting period, trustees were advised that cash flow was at a level where this should be considered. Research into low-risk investments in line with the Treasury Policy has been undertaken by the CFO and the results presented to the board of trustees early in the new academic year.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Principal risks and uncertainties

The principal risks and uncertainties facing the academy have been reviewed by the trustees and are set out in the risk register which has been approved by the board of trustees. The risk register of the academy is reviewed regularly.

Key risks identified within the period include:

- Inflationary pressures (including energy costs) - this is being carefully monitored and a range of cost control measures are in place.
- Pay awards that are above increases in formula funding - this is a national issue impacting on all schools and academies. Budget monitoring will help guide decisions on staffing requirements for future years.
- Sixth Form recruitment - A vibrant sixth form with a diverse curriculum offer is a key feature of the academy. We are implementing a revised recruitment strategy to ensure we mitigate any risks to falling rolls in the post 16 provision.
- Parts of the school estate require replacement (hence the successful School Rebuilding Programme bid). Active and responsive monitoring of health and safety has been a feature through the accounting period.

Risk management: The management of risks to the academy and the fulfilment of the vision statement is undertaken in accordance with the Funding Agreement and the Academies Trust Handbook.

The trustees are responsible for risk management and for maintaining a sound system of internal control that supports the achievement of policies, aims and objectives, whilst safeguarding public funds and other funds and assets for which it is responsible. The trustees are advised in this role by the resources committee and both are advised and informed by members of the leadership team. A review of the academy's risk management process is undertaken throughout the year and is managed by the relevant committees covering financial stability and employment, premises and health and safety and curriculum and pupil welfare.

The trustees will fulfil this role by establishing the system of internal control:

- Approving and reviewing a series of policies that underpin the internal control process
- Agreeing objectives, plans and resources by means of the budget and the annual School Evaluation Form (SEF) and School Improvement Plan (SIP)
- Approving the policy statement and the risk register and reviewing them carefully each year to identify risks, near misses and opportunities
- Considering carefully the advice from the auditor, internal assurance reports and the audit committee on internal financial controls, together with advice from any external consultants or inspectors

The leadership team fulfils its risk management role by:

- Implementing trustees' policies on risk management and internal control advising the resources committee on the fundamental risks faced by the school and helping evaluate them
- Providing timely and sufficient information to trustees and the resources committee on the status of risks and controls
- Assisting the resources committee to draw up the risk register
- Working to embed risk management and risk-based internal control in all aspects of academy management

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Fundraising**

The trust engages with families of the school and the local community annually during 'Charity Week'. This is a project run by sixth form students each year which raises funds for a charity of their choosing. Pupils, staff and the community are involved in a number of events over the week culminating in an assembly where funds are presented to the chosen charity/ies. All pupils, staff and volunteers act with integrity and openness during fundraising activities in ensuring that no-one feels pressured into making donations.

The trust has not worked with any professional fundraisers within the reporting period. The CFO and trustees are responsible for ensuring all funds are properly accounted for.

The academy continually applies for grant funding for capital funding opportunities, for the replacement and refurbishment of the retained building stock which make up the academy site.

All fundraising undertaken during the year was monitored by the trustees.

### **Plans for future periods**

The academy's vision is to be part of a cross-phase multi-academy trust (MAT). This will help strengthen existing relationships through a formal partnership which ensures that the participating schools can share skills, best practice and make optimal use of resources ensuring best value for money for each school.

The academy will continue to focus on its school improvement plan (SIP) to ensure that we meet our objectives, with a particular focus on children with special educational needs or disabilities, pastoral care, literacy, sixth form and high-quality teaching & learning. Leaders are focused on ensuring all pupils, staff, and stakeholders are the very best they can be.

The academy will make significant investments in the estate and infrastructure to ensure that all pupils and staff can work in a safe and fit for purpose environment. We will look for further support from condition improvement funding, although this is significantly constrained by our school rebuilding programme success.

Partnerships with other schools: The academy has a number of active partnerships with schools and MATs on specific school improvement strands. These are benefiting pupils at Whickham and other local schools and academies.

Curriculum: The leadership team and trustees of the academy continue to review the business and curriculum plans using curriculum-led financial planning to ensure that risks are considered and that we are well prepared and have the flexibility to review and respond to changing needs within the educational landscape.

Succession Planning: The academy keeps under regular review its leadership structure. The latest review has seen significant change to the structure to be implemented in September 2023. Leaders at all levels are increasingly effective in securing improvements in the quality of provision. As the academy moves from 'good' to 'outstanding' and invests in partnerships with other local schools it is appropriate that the structure and capacity of the leadership structure is reviewed regularly.

Recruitment to the School Roll: The academy continues to be popular and based on experience it is expected that we will be oversubscribed at the start of each academic year on our five-year forecast. We will continue to be effective in promoting the academy with all parents, thus ensuring that we maintain our status as an oversubscribed academy.

### **Funds held as Custodian Trustee on behalf of others**

Whickham School and Sports College do not hold assets or act as custodian trustee.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Auditor**

In so far as the trustees are aware:

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

A resolution proposing that Azets Audit Services be reappointed as auditor of the charitable company will be put to the members.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 18 December 2023 and signed on its behalf by:



S L Ban

**Chair of the Trustees**

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Whickham School and Sports College 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 trustees, we have reviewed and taken account of the guidance on DfE's Governance Handbook and competency framework for governance.

The board of trustees has delegated the day-to-day responsibility to the CEO 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 Whickham School and Sports College and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 4 times during the year.

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

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
S L Ban (Chair)	4	4
M A Brain	1	4
A G Hewison	4	4
A Wilson (Resigned 31 August 2023)	4	4
V McLeod	3	4
C Hewitson (Resigned 21 July 2023)	2	4
M Crabtree (Vice Chair)	4	4
M L Pears	1	4
K Berry	2	4
F I Turnbull	3	4
Mr A J W Brown	3	4
S Scott (Appointed 1 September 2022)	2	4
L C Simpson (Appointed 1 September 2022)	2	4
J Smith (Appointed 1 September 2022 and resigned 29 January 2023)	4	4
R Gabel (Appointed 17 February 2023)	0	2
M Lambert (Appointed 17 February 2023)	2	2
Q Xu (Appointed 11 May 2023)	1	2

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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There have been no key changes in the composition of the board or the coverage of its work. However, where trustees have resigned within the reporting period, trustees with the appropriate skills to compliment the board have been appointed. In line with best practice, the academy undertakes an annual review of the effectiveness of the board including a trustee skills audit (as per NGA guidance). Findings concluded that the Whickham School governing board has the recommended depth and breadth of skills required. If any skills deficits are identified, the appropriate recruitment is undertaken.

The resources committee is a sub-committee of the governing board, its purpose is to assist the decision making of the board, by enabling more detailed consideration to be given to the best means of fulfilling the board's responsibility to ensure sound management of the academy finances, staffing and resources, including premises, health and safety and safeguarding matters, to ensure that proper planning, monitoring and probity are in place. The resources committee has delegated responsibility as an audit committee and reports back to the full governing board on all such matters.

Attendance during the year of the resources committee meeting was as follows:

Trustees	Meetings Attended	Out of a possible
S L Ban (Chair of Trustees)	3	4
K Berry	4	4
M Brain	1	4
A Brown	4	4
M Crabtree (Chair of Committee)	4	4
R Gabel	1	2
M Lambert	1	2
M Pears	2	4
L Simpson	3	4
F Turnbull (Headteacher)	3	4
J Xu	1	1

[As a matter of best practice academy trusts should be carrying out a self-assessment annually, and commissioning independent external reviews of governance routinely, as part of a wider programme of self-assessment and improvement in subsequent years. The outcome should be presented here.

- Describe the evaluation or review that has been undertaken during the year on the impact and effectiveness of the board of trustees, including any external review of governance
- Describe the findings, any actions taken and the impact they had
- Indicate when the trust intends to conduct its next self-evaluation or external review of governance.
- If the academy trust has not carried out a review it should still indicate when it intends to do so.]

### Review of value for money

As accounting officer within the reporting period, the CEO and the Headteacher who has the Accounting Officer responsibility moving forward have responsibility for ensuring the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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

- Undertaking a review of the security of the IT estate resulting in the installation of new measures to tackle cyber security risks as well as implementing a multi factor authentication system to access the school systems remotely
- Energy Efficiency Measures which included the disposal of inefficient vehicle fleet stock and replacing with an electric vehicle, modified auto shutdown routines for IT equipment.
- Estate's improvement planning which has led to securing a successful bid for the Schools Rebuilding Programme which will ensure the pupils have the best environment for learning
- Undertaking a tender process in line with the school policy and procedures to secure external audit services for the trust
- Effective staff development across the school which has resulted in improved leadership, teaching methods and communication. Student outcomes continue to improve and this trend is set to continue.

#### **The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Wickham School and Sports College for the period 1st September 2022 to 31st August 2023 and up to the date of approval of the annual report and financial statements.

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

The board of trustees has reviewed the key risks to which the academy trust is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. The process is regularly reviewed by the board of trustees

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

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the trustees
- Regular reviews by the finance and general purposes committee of reports, which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- Setting targets to measure financial and other performance
- Clearly defined purchasing (asset purchase or capital investment) guidelines
- Identification and management of risks

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The board of trustees have decided to buy-in an internal audit service from Audit One as internal auditor for the Trust. A robust procurement exercise was undertaken to consider the services from a number of candidates. Audit One was chosen as they could offer a wider scope of internal assurance to manage all areas of risk to the Trust, not just financial oversight and risk.

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

- Payroll
- Financial systems and segregation of duties
- Internal controls, financial monitoring and oversight
- Financial oversight
- HR policies and procedures
- Health and Safety

The internal assurance programme of work was scheduled to be undertaken and reported to trustees on a termly basis, with the auditor reporting to the trustees through the resources committee on the operation of the systems of control and on the discharge of the trustees' financial responsibilities. The full programme of work was completed and the findings shared with trustees.

The Autumn term report made recommendations relating to the inclusion of the debt policy within the Financial Procedures manual.

The Spring term report made recommendations on ensuring the financial system was up to date and that Key Performance reports were discussed and the discussion minuted.

The Summer term report made recommendations to the HR procedures and processes.

All recommendations have now either been implemented or where key staff have not yet taken up posts are in hand. From the detailed work completed it can be concluded that the academy trust has good controls in place which are generally well designed.

[Academy trusts should confirm whether the internal auditor/reviewer has delivered their schedule of work as planned, provide details of any significant control issues arising as a result of the internal auditor's/ reviewer's work and, if relevant, describe what remedial action is being taken to rectify the issues]

### **Review of effectiveness**

As accounting officer, the CEO within the reporting period and the Headteacher who will act as Accounting Officer moving forward has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework



# WHICKHAM SCHOOL AND SPORTS COLLEGE

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

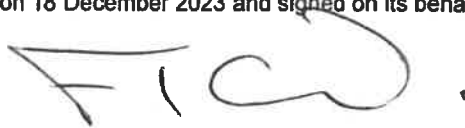
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The accounting officer has been advised of the implications of the result of their review of the system of internal control by the resources committee and the trustees proactively strive to build on existing good practices to ensure continuous improvements to the accounting system is in place.

Approved by order of the board of trustees on 18 December 2023 and signed on its behalf by:



S L Ban  
Chair of Trustees



F Turnbull  
Accounting Officer

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

**FOR THE YEAR ENDED 31 AUGUST 2023**

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As accounting officer of Whickham School and Sports College since 1 September 2023, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academy Trust Handbook 2022.

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



F Turnbull  
**Accounting Officer**

18 December 2023

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The trustees (who are also the directors of Whickham School and Sports College for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2022 to 2023 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

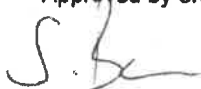
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 18 December 2023 and signed on its behalf by:



S L Ban  
Chair

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WHICKHAM SCHOOL AND SPORTS COLLEGE

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Opinion**

We have audited the accounts of Whickham School and Sports College for the year ended 31 August 2023 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 2022 to 2023 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 2023 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 2022 to 2023.

### **Basis for opinion**

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

### **Emphasis of matter - LGPS Disclosure**

We draw your attention to note 2 to the financial statements which describes how the LGPS balance has been accounted for. Our opinion is not modified in respect of this matter.

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

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

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

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

### **Other information**

The other information comprises the information included in the annual report other than the accounts and our auditor's report thereon. The trustees 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.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WHICKHAM SCHOOL AND SPORTS COLLEGE (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2023*

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

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

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

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

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

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

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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the 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.

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

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

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WHICKHAM SCHOOL AND SPORTS COLLEGE (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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

A further description of our responsibilities 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.

*Azets Audit Services*

Graham Fitzgerald BA FCA DChA (Senior Statutory Auditor)  
for and on behalf of Azets Audit Services

19/12/2023  
.....

Statutory Auditor

Wynyard Park House  
Wynyard Avenue  
Wynyard  
United Kingdom  
TS22 5TB

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO WHICKHAM SCHOOL AND SPORTS COLLEGE AND THE EDUCATION AND SKILLS FUNDING AGENCY

*FOR THE YEAR ENDED 31 AUGUST 2023*

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In accordance with the terms of our engagement letter dated 22 August 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Whickham School and Sports College during the period 1 September 2022 to 31 August 2023 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 Whickham School and Sports College and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Whickham School and Sports College 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 Whickham School and Sports College and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Whickham School and Sports College's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Whickham School and Sports College's funding agreement with the Secretary of State for Education dated 4 April 2017 and the Academy Trust Handbook, extant from 1 September 2022, 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 2022 to 2023. 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 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

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

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

## WHICKHAM SCHOOL AND SPORTS COLLEGE

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

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The work undertaken to draw to our conclusion includes:

- completion of self assessment questionnaire by Accounting Officer
- discussions with the Accounting Officer and finance team
- review of internal assurance reports
- review of trustee and committee meeting minutes
- review of finance and other relevant policies
- review of purchases, expenses and expense claims on a sample basis including the application of controls and tendering processes where applicable
- review of gifts and hospitality transactions including the application of controls
- review of credit and debit card transactions including the application of controls
- review of payroll transactions on a sample bases including the application of controls
- review of potential special payments to staff
- review of leases and consideration of areas where borrowing may have been incurred
- consideration of transactions with related and connected parties
- review of register of business interests for completeness and compliance with regulations
- enquiries into transactions that may require disclosure under ESFA delegated authority rules
- consideration of value for money and appropriateness of transactions

#### **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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Azets Audit Services*

**Reporting Accountant**  
Azets Audit Services

Dated: .....19/12/2023



# WHICKHAM SCHOOL AND SPORTS COLLEGE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2023 £	Total 2022 £
<b>Income and endowments from:</b>						
Donations and capital grants	3	3,013	-	98,984	101,997	70,030
Charitable activities:						
- Funding for educational operations	5	-	10,763,171	-	10,763,171	9,944,971
Other trading activities	4	434,897	-	-	434,897	312,161
<b>Total</b>		<b>437,910</b>	<b>10,763,171</b>	<b>98,984</b>	<b>11,300,065</b>	<b>10,327,162</b>
<b>Expenditure on:</b>						
Raising funds	6	330,940	895	-	331,835	334,753
Charitable activities:						
- Educational operations	7	-	10,610,326	1,208,104	11,818,430	11,479,295
<b>Total</b>	<b>6</b>	<b>330,940</b>	<b>10,611,221</b>	<b>1,208,104</b>	<b>12,150,265</b>	<b>11,814,048</b>
<b>Net income/(expenditure)</b>		<b>106,970</b>	<b>151,950</b>	<b>(1,109,120)</b>	<b>(850,200)</b>	<b>(1,486,886)</b>
Transfers between funds	15	-	(25,845)	25,845	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	17	-	1,696,000	-	1,696,000	5,612,000
Derecognise pension asset		-	(1,557,000)	-	(1,557,000)	(330,000)
<b>Net movement in funds</b>		<b>106,970</b>	<b>265,105</b>	<b>(1,083,275)</b>	<b>(711,200)</b>	<b>3,795,114</b>
<b>Reconciliation of funds</b>						
Total funds brought forward		257,485	786,832	15,494,694	16,539,011	12,743,897
Total funds carried forward		364,455	1,051,937	14,411,419	15,827,811	16,539,011

# WHICKHAM SCHOOL AND SPORTS COLLEGE

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

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2022 £
<b>Income and endowments from:</b>					
Donations and capital grants	3	3,367	31,953	34,710	70,030
Charitable activities:					
- Funding for educational operations	5	-	9,944,971	-	9,944,971
Other trading activities	4	312,161	-	-	312,161
<b>Total</b>		<u>315,528</u>	<u>9,976,924</u>	<u>34,710</u>	<u>10,327,162</u>
<b>Expenditure on:</b>					
Raising funds	6	330,869	3,884	-	334,753
Charitable activities:					
- Educational operations	7	-	10,273,345	1,205,950	11,479,295
<b>Total</b>	6	<u>330,869</u>	<u>10,277,229</u>	<u>1,205,950</u>	<u>11,814,048</u>
<b>Net expenditure</b>		(15,341)	(300,305)	(1,171,240)	(1,486,886)
Transfers between funds	15	-	(128,190)	128,190	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	17	-	5,447,000	-	5,447,000
Derecognise pension asset	11	-	(165,000)	-	(165,000)
<b>Net movement in funds</b>		(15,341)	4,853,505	(1,043,050)	3,795,114
<b>Reconciliation of funds</b>					
Total funds brought forward		272,826	(4,066,673)	16,537,744	12,743,897
Total funds carried forward		<u>257,485</u>	<u>786,832</u>	<u>15,494,694</u>	<u>16,539,011</u>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023		2022	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	11		14,411,419		15,494,694
<b>Current assets</b>					
Debtors	12	213,050		134,322	
Cash at bank and in hand		1,992,402		1,571,166	
		2,205,452		1,705,488	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	13	(789,060)		(661,171)	
<b>Net current assets</b>			1,416,392		1,044,317
<b>Net assets</b>			15,827,811		16,539,011
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	15				
- Fixed asset funds			14,411,419		15,494,694
- Restricted income funds			1,051,937		786,832
<b>Total restricted funds</b>			15,463,356		16,281,526
<b>Unrestricted income funds</b>	15		364,455		257,485
<b>Total funds</b>			15,827,811		16,539,011

The accounts on pages 31 to 55 were approved by the trustees and authorised for issue on 18 December 2023 and are signed on their behalf by:



S L Ban  
Chair

Company registration number 07729766 (England and Wales)

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

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	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	18		447,081		574,135
<b>Cash flows from investing activities</b>					
Capital grants from DfE Group		98,984		34,710	
Purchase of tangible fixed assets		(125,279)		(162,900)	
Proceeds from sale of tangible fixed assets		450		-	
<b>Net cash used in investing activities</b>			<u>(25,845)</u>		<u>(128,190)</u>
<b>Net increase in cash and cash equivalents in the reporting period</b>			421,236		445,945
Cash and cash equivalents at beginning of the year			1,571,166		1,125,221
<b>Cash and cash equivalents at end of the year</b>			<u>1,992,402</u>		<u>1,571,166</u>

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# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

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### 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 trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

#### 1.2 Going concern

The trustees 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 trustees 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 trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust'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 trust 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.

##### Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

##### Donations

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

##### Other income

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

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

#### Donated goods, facilities and services

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

#### Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

### 1.4 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.

All resources expended are inclusive of irrecoverable VAT.

#### Expenditure on raising funds

This includes all expenditure incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

#### Charitable activities

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

### 1.5 Tangible fixed assets and depreciation

Assets costing £2,500 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.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 1 Accounting policies

(Continued)

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

Leasehold land	125 years
Buildings	25 years
Computer equipment	5 years
Fixtures, fittings & equipment	5 years
Motor vehicles	5 years

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

In the prior year, new building and associated assets were capitalised based on information provided by the ESFA. The disposal was estimated based on the proportion of the old building demolished after the move to the new building.

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

### 1.7 Leased assets

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

### 1.8 Financial instruments

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

#### Financial assets

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

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

#### 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 trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 1 Accounting policies

(Continued)

##### 1.10 Pensions benefits

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

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

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

##### 1.11 Fund accounting

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the 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 trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.



# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 2 Critical accounting estimates and areas of judgement

(Continued)

#### Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. 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. The UK corporate bond yields at 31 August 2023 are at their highest levels for many years resulting in higher accounting discount rates at the year end. This places a significantly lower value on the pension obligations compared to last year and will be one of the main reasons a net asset has been reported. We have ensured that our assumptions are appropriate for the Academy Trust and the valuation has been based on the following estimates:

- There is a minimum funding requirement in relation to LGPS
- There is the ability to recover a surplus through the ability to reduce future contributions (not refund)
- In calculating the surplus, the present value of current and past service costs is offset against the future contributions over the future period
- The present values in the above calculations are calculated using an annuity representing participation into perpetuity.

There is no known intention to exit the LGPS and therefore the economic benefit of a refund would be highly unlikely and on that basis recognition of an asset is considered inappropriate. We have however considered the economic benefit available to the Academy Trust as a future contribution reduction and whether it is appropriate to recognise the net asset in full. Under FRS 102, a net asset restriction may apply as the prevailing view is that a minimum funding requirement for future service exists in the LGPS. We requested our actuaries consider the impact of the minimum funding requirement on the asset ceiling and as a result we have restricted the asset to £nil based upon an asset restriction calculation. We consider this to be appropriate and a more accurate reflection of the pension positions as at 31 August 2023.

#### Land and buildings

The trust's land and buildings are occupied on a 125 year lease from the local authority. In the view of the trustees, the risks and rewards of occupying the site have been substantially transferred to the trust and therefore the land and buildings have been recognised as a donation on conversion and capitalised within the restricted fixed assets fund. The land and buildings are valued on the basis of valuations provided by the ESFA/local authority, and cost information provided in respect of new buildings,

#### Depreciation

Depreciation is calculated as to write off the cost of an asset off over its useful economic life. The accounting policies are disclosed in the accounting policy above.

### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Capital grants	-	98,984	98,984	34,710
Other donations	3,013	-	3,013	35,320
	<u>3,013</u>	<u>98,984</u>	<u>101,997</u>	<u>70,030</u>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 4 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Hire of facilities	93,555	-	93,555	78,991
Music income	10,336	-	10,336	30,529
Trip income	226,195	-	226,195	104,523
Other income	104,811	-	104,811	98,118
	<u>434,897</u>	<u>-</u>	<u>434,897</u>	<u>312,161</u>

### 5 Funding for the academy trust's charitable activities

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	9,663,974	9,663,974	9,078,783
Other DfE/ESFA grants:				
- Pupil premium	-	326,055	326,055	320,937
- Rates	-	49,552	49,552	59,949
- Teachers pension	-	70,005	70,005	75,637
- Teachers pay	-	146	146	26,768
- National tutor grant	-	53,348	53,348	50,063
- Supplementary grant	-	372,755	372,755	104,758
- Others	-	17,260	17,260	25,218
	<u>-</u>	<u>10,553,095</u>	<u>10,553,095</u>	<u>9,742,113</u>
<b>Other government grants</b>				
Local authority grants	-	117,511	117,511	125,722
	<u>-</u>	<u>117,511</u>	<u>117,511</u>	<u>125,722</u>
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Other DfE/ESFA COVID-19 funding	-	92,565	92,565	76,266
<b>Non-DfE/ESFA</b>				
Other COVID-19 funding	-	-	-	870
	<u>-</u>	<u>92,565</u>	<u>92,565</u>	<u>77,136</u>
<b>Total funding</b>	<u>-</u>	<u>10,763,171</u>	<u>10,763,171</u>	<u>9,944,971</u>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 6 Expenditure

	Staff costs £	Non-pay expenditure		Total 2023 £	Total 2022 £
		Premises £	Other £		
Expenditure on raising funds					
- Direct costs	91,658	-	240,177	331,835	334,753
Academy's educational operations					
- Direct costs	6,725,367	-	484,422	7,209,789	6,408,834
- Allocated support costs	1,956,774	2,219,518	432,349	4,608,641	5,070,461
	<u>8,773,799</u>	<u>2,219,518</u>	<u>1,156,948</u>	<u>12,150,265</u>	<u>11,814,048</u>

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

	2023 £	2022 £
Operating lease rentals	10,739	18,093
Depreciation of tangible fixed assets	1,208,554	1,205,950
Gain on disposal of fixed assets	(450)	-
Fees payable to auditor for:		
- Audit	12,000	10,100
- Other services	3,900	3,650
Net interest on defined benefit pension liability	(13,000)	76,000
	<u>10,200,243</u>	<u>10,199,793</u>

### 7 Charitable activities

	2023 £	2022 £
All from restricted funds:		
<b>Direct costs</b>		
Educational operations	7,209,789	6,408,834
<b>Support costs</b>		
Educational operations	4,608,641	5,070,461
	<u>11,818,430</u>	<u>11,479,295</u>

	2023 £	2022 £
<b>Analysis of support costs</b>		
Support staff costs	1,956,774	2,492,726
Depreciation	1,208,104	1,205,950
Technology costs	178,718	222,737
Premises costs	1,011,414	803,744
Legal costs	8,103	905
Other support costs	150,660	250,461
Governance costs	94,868	93,938
	<u>4,608,641</u>	<u>5,070,461</u>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 8 Staff

#### Staff costs

Staff costs during the year were:

	2023 £	2022 £
Wages and salaries	6,489,427	5,931,988
Social security costs	597,266	611,179
Pension costs	1,545,270	1,919,882
Staff costs - employees	8,631,963	8,463,049
Agency staff costs	141,836	107,839
Staff development and other staff costs	8,773,799	8,570,888
	16,857	32,994
Total staff expenditure	8,790,656	8,603,882

Average headcount is lower than last year due to the cancellation of mock and terminal examinations with the resulting impact on exam invigilation requirements.

#### Staff numbers

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

	2023 Number	2022 Number
Teachers	92	99
Administration and support	121	82
Management	9	10
	222	191

#### Higher paid staff

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

	2023 Number	2022 Number
£60,001 - £70,000	4	1
£70,001 - £80,000	2	2
£100,001 - £110,000	2	2

#### Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £1,112,143 (2022: £1,068,995).

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 9 Trustees' remuneration and expenses

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

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

F Turnbull (Head Teacher)	
Remuneration	£110,001 - £115,000 (2022: £100,001 - £105,000)
Employer's Pension Contributions	£25,001 - £30,000 (2022: £20,001 - £25,000)
A Day (Trustee)	
Remuneration	£Nil (2022: £30,001 - £35,000)
Employer's Pension Contributions	£Nil (2022: £5,001 - £10,000)
S Alexander (Trustee)	
Remuneration	£Nil (2022: £55,001 - £60,000)
Employer's Pension Contributions	£Nil (2022: £10,001 - £15,000)
S Scott (Trustee)	
Remuneration	£45,001 - £50,000 (2022: £Nil)
Employer's Pension Contributions	£10,001 - £15,000 (2022: £Nil)

During the year, travel and subsistence payments totalling £209 (2022: £Nil ) were reimbursed or paid directly to 1 trustee (2022: 0 trustees).

Other related party transactions involving the trustees are set out in note 23.

### 10 Trustees' and officers' insurance

The academy trust 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 trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business, and provides cover up to £10,000,000. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

11 Tangible fixed assets	Land & buildings	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£	£
<b>Cost</b>					
At 1 September 2022	19,587,080	610,557	1,065,574	91,193	21,354,404
Additions	-	76,155	22,474	26,650	125,279
Disposals	-	-	-	(19,766)	(19,766)
At 31 August 2023	<u>19,587,080</u>	<u>686,712</u>	<u>1,088,048</u>	<u>98,077</u>	<u>21,459,917</u>
<b>Depreciation</b>					
At 1 September 2022	4,910,817	307,059	550,641	91,193	5,859,710
On disposals	-	-	-	(19,766)	(19,766)
Charge for the year	893,855	110,634	202,732	1,333	1,208,554
At 31 August 2023	<u>5,804,672</u>	<u>417,693</u>	<u>753,373</u>	<u>72,760</u>	<u>7,048,498</u>
<b>Net book value</b>					
At 31 August 2023	<u>13,782,408</u>	<u>269,019</u>	<u>334,675</u>	<u>25,317</u>	<u>14,411,419</u>
At 31 August 2022	<u>14,676,263</u>	<u>303,498</u>	<u>514,933</u>	<u>-</u>	<u>15,494,694</u>
<b>12 Debtors</b>				<b>2023</b>	<b>2022</b>
				£	£
Trade debtors				5,859	2,231
VAT recoverable				46,863	17,493
Prepayments and accrued income				160,328	114,598
				<u>213,050</u>	<u>134,322</u>
<b>13 Creditors: amounts falling due within one year</b>				<b>2023</b>	<b>2022</b>
				£	£
Trade creditors				139,589	51,334
Other taxation and social security				185,022	165,019
Other creditors				195,016	274,407
Accruals and deferred income				269,433	170,411
				<u>789,060</u>	<u>661,171</u>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 14 Deferred income

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Deferred income is included within:		
Creditors due within one year	29,404	26,731
	<u>          </u>	<u>          </u>
Deferred income at 1 September 2022	26,731	18,816
Released from previous years	(26,731)	(18,816)
Resources deferred in the year	29,404	26,731
	<u>          </u>	<u>          </u>
Deferred income at 31 August 2023	29,404	26,731
	<u>          </u>	<u>          </u>

At 31 August 2023, the Academy was holding rates grant income for the 2023/24 academic year.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 15 Funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	786,832	9,663,974	(9,373,024)	(25,845)	1,051,937
Pupil premium	-	326,055	(326,055)	-	-
Other DfE/ESFA COVID-19 funding	-	92,565	(92,565)	-	-
Other DfE/ESFA grants	-	17,260	(17,260)	-	-
Other government grants	-	117,511	(117,511)	-	-
Teachers pension	-	70,005	(70,005)	-	-
Teachers pay grant	-	146	(146)	-	-
Rates	-	49,552	(49,552)	-	-
National tutoring	-	53,348	(53,348)	-	-
Supplementary grant	-	372,755	(372,755)	-	-
Pension reserve	-	-	(139,000)	139,000	-
	<u>786,832</u>	<u>10,763,171</u>	<u>(10,611,221)</u>	<u>113,155</u>	<u>1,051,937</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	170,694	-	(67,653)	-	103,041
DfE group capital grants	112,283	98,984	(52,816)	-	158,451
Capital expenditure from GAG	328,394	-	(53,156)	25,845	301,083
LEA and other donated grants	14,883,323	-	(1,034,479)	-	13,848,844
	<u>15,494,694</u>	<u>98,984</u>	<u>(1,208,104)</u>	<u>25,845</u>	<u>14,411,419</u>
<b>Total restricted funds</b>	<u>16,281,526</u>	<u>10,862,155</u>	<u>(11,819,325)</u>	<u>139,000</u>	<u>15,463,356</u>
<b>Unrestricted funds</b>					
General funds	<u>257,485</u>	<u>437,910</u>	<u>(330,940)</u>	<u>-</u>	<u>364,455</u>
<b>Total funds</b>	<u>16,539,011</u>	<u>11,300,065</u>	<u>(12,150,265)</u>	<u>139,000</u>	<u>15,827,811</u>



# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### 15 Funds

(Continued)

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

General Annual Grant must be used for the normal running costs of the academy. Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

Other DfE/ESFA grants year 7 catch up grant and other grants received from DfE/ESFA that are not included in the detailed analysis.

Other government grants include pupil premium and other grants received from the local authority.

The pension reserve reflects the LGPS transactions. The costs and income associated with the defined benefit pension scheme have been recorded in the restricted fund. Staff costs are paid from this fund, including contributions to the LGPS, and the pension liability has therefore been aligned with these funds.

DfE/ESFA capital grants includes a devolved capital grant of £98,984.

The inherited fixed asset fund reflects the fixed assets acquired on conversion. Depreciation on these assets is charged against this fund.

Some capital expenditure has been funded by GAG or other funds. Transfers between these funds are reflected in the gains, losses and transfers column.

The trust has reviewed the analysis of funds to be carried forward as at 31 August 2023, and transfers here have been made to ensure that all funds are correct as at the year end.

Unrestricted funds can be used for any purpose at the discretion of the academy trust.

The academy's restricted general and unrestricted funds were £1,416,392 at 31 August 2023.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 15 Funds

(Continued)

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	450,327	9,078,783	(8,614,088)	(128,190)	786,832
Pupil premium	-	320,937	(320,937)	-	-
Other DfE/ESFA COVID-19 funding	50,000	76,266	(126,266)	-	-
Other Coronavirus funding	-	870	(870)	-	-
Other DfE/ESFA grants	-	25,218	(25,218)	-	-
Other government grants	-	125,722	(125,722)	-	-
Teachers pension	-	75,637	(75,637)	-	-
Teachers pay grant	-	26,768	(26,768)	-	-
Rates	-	59,949	(59,949)	-	-
National tutoring	-	50,063	(50,063)	-	-
Supplementary grant	-	104,758	(104,758)	-	-
Other restricted funds	7,000	31,953	(38,953)	-	-
Pension reserve	(4,574,000)	-	(708,000)	5,282,000	-
	<u>(4,066,673)</u>	<u>9,976,924</u>	<u>(10,277,229)</u>	<u>5,153,810</u>	<u>786,832</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	480,473	-	(309,779)	-	170,694
DfE group capital grants	313,351	34,710	(235,778)	-	112,283
Capital expenditure from GAG	253,797	-	(53,593)	128,190	328,394
LEA and other donated grants	15,490,123	-	(606,800)	-	14,883,323
	<u>16,537,744</u>	<u>34,710</u>	<u>(1,205,950)</u>	<u>128,190</u>	<u>15,494,694</u>
<b>Total restricted funds</b>	<u>12,471,071</u>	<u>10,011,634</u>	<u>(11,483,179)</u>	<u>5,282,000</u>	<u>16,281,526</u>
<b>Unrestricted funds</b>					
General funds	<u>272,826</u>	<u>315,528</u>	<u>(330,869)</u>	<u>-</u>	<u>257,485</u>
<b>Total funds</b>	<u>12,743,897</u>	<u>10,327,162</u>	<u>(11,814,048)</u>	<u>5,282,000</u>	<u>16,539,011</u>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 16 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2023 are represented by:</b>				
Tangible fixed assets	-	-	14,411,419	14,411,419
Current assets	364,455	1,840,997	-	2,205,452
Current liabilities	-	(789,060)	-	(789,060)
<b>Total net assets</b>	<b>364,455</b>	<b>1,051,937</b>	<b>14,411,419</b>	<b>15,827,811</b>
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	-	-	15,494,694	15,494,694
Current assets	257,485	1,448,003	-	1,705,488
Current liabilities	-	(661,171)	-	(661,171)
<b>Total net assets</b>	<b>257,485</b>	<b>786,832</b>	<b>15,494,694</b>	<b>16,539,011</b>

#### 17 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £132,581 (2022: £108,037) were payable to the schemes at 31 August 2023 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.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Pension and similar obligations

(Continued)

#### Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The 31 March 2016 TPS actuarial valuation results were implemented from 1 September 2019.

The key elements of the valuation and subsequent consultation are:

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

The latest actuarial TPS valuation results, as at 31 March 2020, were released in October 2023. The revised employer contribution rate, arising from this valuation, is due to be implemented from 1 April 2024.

The employer's pension costs paid to the TPS in the period amounted to £1,027,603 (2022: £1,000,295).

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

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

#### Local Government Pension Scheme

The LGPS is a funded defined-benefit 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 16.8% for employers and 5.5 - 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Total contributions made	2023 £	2022 £
Employer's contributions	330,000	298,000
Employees' contributions	120,000	108,000
Total contributions	<u>450,000</u>	<u>406,000</u>

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Pension and similar obligations (Continued)

Principal actuarial assumptions	2023 %	2022 %
Rate of increase in salaries	4.1	4.2
Rate of increase for pensions in payment/inflation	2.6	2.7
Discount rate for scheme liabilities	5.1	4.1
Inflation assumption (CPI)	2.6	2.7

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

	2023 Years	2022 Years
Retiring today		
- Males	21.0	21.8
- Females	24.1	25.0
Retiring in 20 years		
- Males	22.2	23.5
- Females	25.5	26.7

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

	2023 £	2022 £
Discount rate + 0.1%	6,701,000	7,841,000
Discount rate - 0.1%	6,975,000	8,251,000
Mortality assumption + 1 year	6,674,000	7,817,000
Mortality assumption - 1 year	7,002,000	8,267,000
CPI rate + 0.1%	6,961,000	8,211,000
CPI rate - 0.1%	6,715,000	7,873,000

#### The academy trust's share of the assets in the scheme

	2023 Fair value £	2022 Fair value £
Equities	4,407,000	4,416,000
Government bonds	111,000	131,000
Corporate bonds	1,618,000	1,526,000
Cash	146,000	148,000
Property	882,000	911,000
Other assets	1,396,000	1,075,000
Derecognise pension asset	(1,722,000)	(165,000)
<b>Total market value of assets</b>	<b>6,838,000</b>	<b>8,042,000</b>

The actual return on scheme assets was £36,000 (2022: £(126,000)).

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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<b>17 Pension and similar obligations</b>	<b>(Continued)</b>	
<b>Amount recognised in the statement of financial activities</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Current service cost	482,000	930,000
Interest income	(343,000)	(139,000)
Interest cost	330,000	215,000
	<hr/>	<hr/>
Total operating charge	469,000	1,006,000
	<hr/> <hr/>	<hr/> <hr/>
<b>Changes in the present value of defined benefit obligations</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
At 1 September 2022	8,042,000	12,642,000
Current service cost	482,000	930,000
Interest cost	330,000	215,000
Employee contributions	120,000	108,000
Actuarial gain	(2,003,000)	(5,712,000)
Benefits paid	(133,000)	(141,000)
	<hr/>	<hr/>
At 31 August 2023	6,838,000	8,042,000
	<hr/> <hr/>	<hr/> <hr/>
<b>Changes in the fair value of the academy trust's share of scheme assets</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
At 1 September 2022	8,042,000	8,068,000
Interest income	343,000	139,000
Actuarial loss	(307,000)	(265,000)
Employer contributions	330,000	298,000
Employee contributions	120,000	108,000
Benefits paid	(133,000)	(141,000)
Derecognise pension asset	(1,557,000)	(165,000)
	<hr/>	<hr/>
At 31 August 2023	6,838,000	8,042,000
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# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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

	Notes	2023 £	2022 £
Net expenditure for the reporting period (as per the statement of financial activities)		(850,200)	(1,486,886)
Adjusted for:			
Capital grants from DfE and other capital income		(98,984)	(34,710)
Defined benefit pension costs less contributions payable	17	152,000	632,000
Defined benefit pension scheme finance (income)/cost	17	(13,000)	76,000
Depreciation of tangible fixed assets		1,208,554	1,205,950
Profit on disposal of fixed assets		(450)	-
(Increase)/decrease in debtors		(78,728)	260,631
Increase/(decrease) in creditors		127,889	(78,850)
<b>Net cash provided by operating activities</b>		<b>447,081</b>	<b>574,135</b>

### 19 Analysis of changes in net funds

	1 September 2022 £	Cash flows £	31 August 2023 £
Cash	1,571,166	421,236	1,992,402

### 20 Contingent liabilities

During the period of the funding agreement, in the event of the sale or disposal by other means of any asset for which a government capital grant was received, the Academy is required either to reinvest the proceeds or to repay to the relevant Secretary of State the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

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

- the value at the time of the Academy's site and premises and other assets held for the purpose of the Academy; and
- the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the funding agreement.

# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 21 Long-term commitments

#### Operating leases

At 31 August 2023 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £	2022 £
Amounts due within one year	1,740	4,743
Amounts due in two and five years	6,525	-
	<u>8,265</u>	<u>4,743</u>

### 22 Capital commitments

	2023 £	2022 £
Expenditure contracted for but not provided in the accounts	36,036	23,250

### 23 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook and in accordance with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

J Hewison (wife of Trustee, A Hewison) and C Crabtree (wife of Trustee, M Crabtree) have been employed by the academy trust as an invigilator and exams officer respectively. Their appointments were made in open competition and A Hewison and M Crabtree were not involved in the decision-making process regarding their appointments. J Hewison and C Crabtree are paid within the normal pay scales for their roles and they receive no special treatment as a result of their relationships with trustees.

Audit One – The husband of S Ban (trustee) is a senior employee of that entity

- The academy trust purchased internal audit services totalling £6,368 during the period. £4,718 outstanding at 31 August 2023
- The academy trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which the trustee neither participated in, nor influenced
- In entering into the transaction, the academy trust has complied with the requirements of the Academy Trust Handbook
- The element above £2,500 has been provided 'at no more than cost' and Audit One has provided a statement of assurance confirming this

### 24 Members' liability

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



# WHICKHAM SCHOOL AND SPORTS COLLEGE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 25 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2023 the trust brought forward £20,846 (2022: £19,220) from previous years, received £33,492 (2022: £30,890) and disbursed £39,806 (2022: £29,264) from the fund. An amount of £14,532 (2022: £20,846) is included in other creditors relating to undistributed funds that is repayable to ESFA.

