

**The Skinners'  
Academy**

**Report and Financial  
Statements**

31 August 2022

Company Limited by Guarantee  
Registration Number 06543682  
(England and Wales)

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## Reference and administrative information

### Members

The Worshipful Company of Skinners  
Johnny Aisher  
Andrew Boggis  
Lucy Clare Lee  
Andrew Kennett  
Jocelyn Mitchell

### Trustees and Governing Body

Jocelyn Mitchell (Chair)  
Shereka James (Principal)  
Christopher Dearie  
William Devitt  
David Fitzsimmons  
Anton Francic  
Emily Fryer  
Nick Gowing  
Alison Green  
Alex Lloyd  
Paul Merchant  
Vivienne Mvula  
Evan David Lewis Price  
Matthew Rosenthal  
Adam Runacres

### Senior Leadership Team

Principal	Shereka James
Chief Financial Officer	Olu Alalade
Vice Principal	Ian White
Vice Principal (Acting)	Natasha Bell
Vice Principal (Acting)	Rachael Adediran
Assistant Principal	Catherine Pasterkamp
Assistant Principal	Damian Alexis
Assistant Principal	Chloe Hakes
Assistant Principal (Acting)	Matthew Rosenthal
Assistant Principal (Acting)	Ben Howe
Assistant Principal (Acting)	Siobhan Hardy

### Registered office

8 Dowgate Hill  
London  
EC4R 2SP

### Academy office

Woodberry Grove  
London  
N4 1SY

## Reference and administrative information

**Company registration number** 06543682 (England and Wales)

**Auditor** Buzzacott LLP  
130 Wood Street  
London  
EC2V 6DL

**Bankers** National Westminster Bank plc  
3rd Floor  
Lough Point  
Gladbeck Way  
Enfield  
EN2 7JA

The trustees of The Skinners' Academy ('the Academy') present their statutory report together with the financial statements of the Academy for the year ended 31 August 2022. The report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes the directors' report for the purposes of Companies Act 2006. The annual report serves the purposes of both a trustees' report and a directors' report under company law and the sections headed Strategic Report on pages 9 to 13 fulfil the requirement for a 'Strategic Report' as outlined in the Companies Act 2006 Strategic Report and Directors Report Regulations 2013.

The financial statements have been prepared in accordance with the accounting policies set out therein and comply with the Academy's memorandum and articles of association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102).

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Constitution**

The Academy is a company limited by guarantee with no share capital (Company Registration No. 06543682) and an exempt charity. The Academy's memorandum and articles of association are the primary governing documents. Members of the Academy are nominated by the principal sponsor or by the Secretary of State for Education. The articles of association require that there should be at least three trustees, each being a member or a duly authorised representative of a member organisation, or one third of the total number of trustees to be responsible for the statutory and constitutional affairs and the management of the Academy.

### **Members' liability**

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

### **Trustees**

The trustees are also directors of the Academy for the purposes of the Companies Act. The following trustees were in office at 31 August 2022 and served throughout the year except where shown:

**STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

**Trustees** (continued)

<b>Trustee</b>	<b>Appointed/Resigned</b>
Jocelyn Mitchell	
Christina Bankes	Resigned 1 August 2022
Martin Bienvenu (Staff trustee)	Resigned 17 March 2022
Sarah Caton	Resigned 1 August 2022
James Leslie Charles Clark	Resigned 17 December 2021
Christopher Dearie	
David Fitzsimmons	Appointed 06 December 2021
Anton Francic	
Nick Gowing	
Alison Green	
Belinda Hitchins	Resigned 24 February 2022
Shereka James (Principal)	
Alex Lloyd	
Paul Merchant	
Vivienne Mvula	
Evan David Lewis Price	
Matthew Rosenthal (Staff trustee)	
Hugh William Whitbread	Resigned 1 August 2022

Mrs Shereka James was remunerated in her position as Principal, and Mr Martin Bienvenu and Mr Matthew Rosenthal are remunerated as employees of the Academy.

The following trustees were also appointed after 31 August 2022, but prior to the date of approval of this report:

<b>Trustee</b>	<b>Appointed/Resigned</b>
William Devitt	Appointed 7 September 2022
Emily Fryer	Appointed 7 September 2022
Adam Runacres	Appointed 6 September 2022

**Organisational structure**

The Academy is governed by a board of trustees constituted under a memorandum of association and articles of association. The board of trustees is responsible for ensuring that high standards of corporate governance are maintained. It exercises its powers and functions with a view to fulfilling a largely strategic leadership role in the running of the Academy, addressing such matters as:

- ◆ Policy development and strategic development;
- ◆ Ensuring sound management and administration of the Academy;
- ◆ Ensuring compliance with legal requirements;
- ◆ Establishing and maintaining effective internal controls;
- ◆ The management of all resources;
- ◆ The monitoring of performance;

## STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

### Organisational structure (continued)

- ◆ Helping the Academy to be responsive to the needs of parents, carers and the community; and
- ◆ Assessing and managing risk.

The Board of Trustees meets four times a year. The Education and Wellbeing Committee (EWBC) and the Finance and General Purposes (F&GP) Committee meet four times a year. The Pay Review Committee and the Principal Performance Review Committee meet once a year.

The F&GP Committee is responsible for all financial and resource management and accounting, all internal and external financial reporting, ensuring an effective internal control environment, legal, premises and outstanding construction issues. This Committee is also responsible for advising on matters relating to monitoring all areas of health and safety to ensure compliance of policy, working practices and environment for all staff, students and visitors to the Academy.

The EWBC review and monitor all aspects of education, welfare, safeguarding and pastoral care provided at the Academy including extra-curricular activities and reports to the Board of Trustees as appropriate.

Day to day management of the Academy is delegated to the Principal who has appointed a Senior Leadership Team which meets on a frequent basis. The Senior Leadership Team consists of:

Principal	Shereka James
Chief Financial Officer	Olu Alalade
Vice Principal	Ian White
Vice Principal (Acting)	Natasha Bell
Vice Principal (Acting)	Rachael Adediran
Assistant Principal	Catherine Pasterkamp
Assistant Principal	Damian Alexis
Assistant Principal	Chloe Hakes
Assistant Principal (Acting)	Matthew Rosenthal
Assistant Principal (Acting)	Benjamin Howe
Assistant Principal (Acting)	Siobhan Hardy

Together the Senior Leadership Team control the Academy at an executive level implementing the policies laid down by the trustees and the Governing Body and reporting back to them and providing evidence, reports and data analysis at the Governing Body, EWBC and F&GP committee meetings, enabling governors to monitor effectively and discharge their oversight functions.

**STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

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

The Principal's Performance Review Committee is comprised of four governors, drawn from the Finance and General Purposes Committee and the Education Committee, and is chaired by Mr Dearie. The review is carried out on an annual basis, with the Principal in attendance.

The Pay Review Committee is chaired by Mr A Lloyd and is comprised of four governors from the Finance and General Purposes Committee and the Chair of Governors. The review is carried out on an annual basis and agrees the Senior Leadership Team salaries for recommendation to the Governing Body. The committee keeps the Academy's pay policy and performance management policy under review and considers external benchmarking of pay when necessary. It oversees the implementation of pay structures affecting all staff in liaison with the Principal and other committees, monitoring pay progression and the consistent and robust application of appraisal and performance management procedures and the Academy's pay policy to all staff.

The Principal undertakes an annual review of all other salaries, in accordance with the Pay Policy.

**Trade union facility time**

***Relevant union officials***

Number of employees who were relevant union officials during the period	Full-time equivalent employee number
2	2

***Percentage of time spent on facility time***

Percentage of time	Number of employees
0%	2

***Percentage of pay bill spent on facility time***

Total cost of facility time	£-
Total pay bill	£8,066,350
Percentage of the total pay bill spent on facility time	0%

***Paid trade union activities***

Time spent on paid trade union activities as a percentage of total paid facility time hours	0%
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**Connected organisations**

The Academy works closely with its sponsor, The Skinners' Company, the Department for Education (DfE), the Education and Skills Funding Agency (ESFA), the Local Education Authority and other local organisations.



## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Risk management**

The Academy maintains a risk register which is reviewed by the trustees on a regular basis. This identifies the various types of risk that the Academy is exposed to and monitors the systems in place to mitigate those risks. The following risk areas are included on the register:

- ◆ Physical assets;
- ◆ Business continuity;
- ◆ Financial security;
- ◆ Technological;
- ◆ Third party liability;
- ◆ Environmental;
- ◆ Legal and compliance;
- ◆ Market and sector;
- ◆ Personnel;
- ◆ Political;
- ◆ Reputational;
- ◆ Data protection; and
- ◆ Covid-19

## **OBJECTIVES AND ACTIVITIES**

### **Objects, aims and objectives**

The Academy's objects ("the Objects") are to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school offering a broad curriculum with a strong emphasis on, but in no way limited to Business, Enterprise and ICT.

### **Academy Mission**

At Skinners' Academy, all pupils will be the best they can be by working in active partnership with the Academy to achieve excellence for themselves and the wider community. The Academy will provide the prerequisite skills, knowledge and experiences for children to ensure they can succeed. Not only will our young people be successful and productive citizens, but they will be a source of influence in the society that they live in, ensuring that they make sustainable and authentic contributions for future generations.

## **OBJECTIVES AND ACTIVITIES** (continued)

### **Objects, aims and objectives** (continued)

#### **Academy Objectives**

##### **Public benefit**

When setting the objectives of the Academy for the year, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary guidance on advancing education.

##### **Equal opportunities**

The trustees recognise that equal opportunities should be an integral part of good practice within the workplace. The Academy aims to establish equal opportunities in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

##### **Disabled persons**

The policy of the Academy is to support the recruitment and retention of students and employees with disabilities. Disabled employees are accorded equal opportunities for training, career development and promotion.

Skidders' Academy's five-year strategy has the following four principal objectives:

#### **1. High Quality Learning**

The curriculum offer from Key Stage 3 to Key Stage 5 is broad, balanced and well matched to our learners. The taught curriculum is coherently sequenced and has a focus on Powerful Knowledge (PK). The Personal Development (PD) curriculum supports pupil's understanding beyond the academic realm and gives them an opportunity to develop their social, moral and cultural awareness and understanding of British values. Teaching staff use the most effective strategies that help pupils to learn and remember knowledge as a matter of routine. This knowledge is underpinned by robust and meaningful assessment.

#### **2. Professional Development**

The culture of the Academy is centred on development; every individual has a professional obligation to improve their practice. Hence the Academy has a duty to provide high quality professional development opportunities. To ensure every pupil has the best educational experience possible, each member of staff must be able to execute their role fully and effectively or are in the process of receiving meaningful support to be able to do so. Middle leaders are the driving force of school development and improvement. Middle leaders therefore require an additional layer of support to ensure alignment, support their leadership capacity and enhance their expertise. The Academy deems this a vital strand of its long term success and so provides the necessary time and resources to facilitate this.

## **OBJECTIVES AND ACTIVITIES** (continued)

### **Objects, aims and objectives** (continued)

#### **Academy Objectives** (continued)

### **3. Reputational Standing**

The Academy is well positioned within the borough of Hackney and renowned for providing first-class education in Hackney. The Academy aims towards significantly narrowing the achievement gaps that exist for Special Education Needs (SEN), Pupil Premium (PP) and Black Caribbean Boys (BCRB) pupils. The work on developing the curriculum, the consistent approach with the 5R (Remind, Relocate, Retain, Remove and Restore) behaviour system, our focus on wellbeing and EDI is designed to ensure that the Academy receives an outstanding grading from Ofsted in its next inspection.

### **4. Financial Security**

The Academy is financially secure as a result of efficient financial decision making and robust financial planning bringing about financial freedom to make bold innovative choices for its young people. This is so it can ensure best value for money and ultimately put itself in a strong financial position to make the best-informed decisions for the pupils it serves without limitations.

## **STRATEGIC REPORT**

### **Achievements and performance**

GCSE and A level exams returned in the year under review. We are proud of our 2022 Year 11 pupils who achieved good GCSE grades. The percentage of pupils attaining 5+ in both English and Mathematics was 48.6%. The percentage of pupils achieving the standard Ebacc qualification was 29.5%.

75.6% of our Year 13 pupils achieved A\* to C. Sixty-six students gained admission to universities with one in five of those 66 students securing a place at a Russell Group University. Two pupils embarked on apprenticeship schemes with reputable organisations, one pupil has taken up full time employment and four pupils opted to take a gap year whilst deferring their place at university.

Ninety-nine Year 10 pupils successfully completed their Duke of Edinburgh Bronze expedition in July 2022. Similarly, 9 Year 12 pupils successfully completed the Gold expedition and over 4 days in Epping Forest.

The Academy achieved a good grading in its most recent Ofsted inspection.

## **STRATEGIC REPORT** (continued)

### **Achievements and performance** (continued)

Extra-curricular activities continue to play an important role in the achievement of Academy objectives. For the seventh year running, the Academy continued to fund musical instruments and tuition for all Year 7 pupils, a commitment to help develop skills which pupils can draw upon and enhance their chances of success. The Academy believes and invests in the accumulation of knowledge through experiences gained from residential trips and visits designed to not only promote social mobility, but also boost the life chances of our young people in a highly stratified society. During the year under review, a non-reciprocal visit was arranged for 14 students of the Academy to visit College Eugene Yssap in Guadeloupe. The trip forms part of the Turing Scheme / British Council educational project for British student to experience school life settings in the French Caribbean territory of Guadeloupe.

In addition to this, reward trips were organised for every year group at the end of the Academic year in recognition of the hard work invested by pupils and staff over the year. This is planned to be an annual programme.

Extensive research suggests that access to technology in classrooms for individual pupils provides several new and beneficial opportunities such as the field of knowledge, recall and retrieval. To that end, the additional four hundred laptop devices purchased in 2021 continue to ensure that every pupil has exclusive access to a digital device for in-class use and to facilitate remote learning. This initiative continues to accelerate the learning of new information technological skills by pupils such as Microsoft Teams. Pupils are now able to access increasing volumes of powerful learning resources on the Academy's online platforms. This forms part of the Academy strategy to ensure high quality learning using modern technology.

During the summer of the year under review, many of our facilities were improved or refreshed. A section of the backbone IT switches was replaced to strengthen the network resilience of the Academy IT infrastructure with plans replace others in phases. Major restoration works continue to progress in the flooded lower ground floor of the west wing sports complex.

## **STRATEGIC REPORT** (continued)

### **Financial review**

Following the lost learning during Covid-19, the Department for Education (DfE) put in place an education recovery plan through the provision of the School Led Tutoring grant. This catch-up fund was made available to help disadvantaged pupils catch up on lost learning. The Skinners' Academy partnered with MyTutor, an online tuition expert to deliver small group tuition in core subjects. The Academy is now experiencing a gradual resurgence of the lettings income back to pre-pandemic levels (2022: £55,000) as the uptake of Academy facilities continues to improve.

The operational surplus of £172,000 (2021: deficit of £122,000) generated in the period under review has resulted from the prudent costs management approach alongside the effective management of Academy staffing structure which has led to the streamlined staff costs ratio of 78%.

For the future years, the Academy as part of its 3-5 year strategy is implementing a comprehensive program of cost reduction through the use of information technology in curriculum initiatives and other procurement strategies that bring about economies of scale. In addition to this, appropriate focus will be on recruitment strategies aimed at optimising staffing costs ratios in line with sector averages in the medium to long-term horizons.

### ***Financial report for the period***

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA and the associated expenditure are shown as restricted funds in the statement of financial activities.

The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2022, total expenditure of £10,096,333 (excluding the restricted fixed asset fund, and non-cash movements in defined pension schemes) was less than recurrent grant funding from the ESFA together with other income which totalled £10,564,368 (2021: expenditure of £9,547,955 was greater than corresponding income of £9,425,754). The excess of income over expenditure for the year (excluding restricted fixed asset funds and the actuarial gain and other movements on the Local Government Pension Scheme) was £468,035, of which £296,095 related to insurance income for remedial works to the Academy's property. This left a net surplus of £171,940 which was unspent at 31 August 2022 but for which costs are expected in 2022/23 (2021: excess of expenditure over income of £122,201).

At 31 August 2022 the net book value of fixed assets was £23,194,294 (2021: £23,870,367) and movements in tangible fixed assets are shown in note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

**STRATEGIC REPORT** (continued)

**Financial review** (continued)

***Reserves policy***

The Academy held fund balances at 31 August 2022 of £26,702,977 (2021: £22,978,008) comprising £2,956,712 (2021: £2,788,706 of unrestricted general funds and £23,746,265 (2021: £20,189,302) of restricted funds which includes the pension reserve deficit of £nil (2021: £3,961,000) and fixed asset funds of £23,353,361 (2021: £24,057,427).

The trustees have reviewed the reserves of the Academy. This review encompassed the nature of income and expenditure streams, the need to match them with commitments and the nature of reserves. The level of reserves is consistently kept under review. A proportion of the accumulated GAG reserves is directed towards the maintenance and replacement of the Academy Trust's estate, plant & machinery, equipment and infrastructure in the future.

The reserves of the Academy Trust comprise:

***Restricted General Reserves***

Restricted general funds are those funds received by the academy from either its main ESFA funding grant, other grant contributions or donations that are received for a specific project or purpose.

These funds are restricted for use according to the funding agreements or donors' instructions. The level of reserves will be determined by the Trust Board annually and can fluctuate depending on operational needs.

***Unrestricted Reserves***

These are derived from the academy's activities for generating funds, for example reserve transfers into the Trust or donations.

Together the above reserves are herein termed 'free reserves'. The aim is for cumulative free reserves to exceed 15% - 18% of Trust operational income in any one year. Trustees' review of reserves encompasses the nature of income and expenditure streams, the need to match them with commitments and the nature of reserves. The level of reserves is consistently kept under review. A proportion of the accumulated free reserves is directed towards the maintenance and replacement of the Academy Trust's estate, plant & machinery, equipment and infrastructure in the future.

In general, it is considered prudent to maintain a level of useable reserves sufficient to cover unexpected and unplanned events so the Academy's primary objective is preserved. Similarly, the Academy aims to ensure funding is utilised for the benefit the pupils in its care which implies an imperative to consider actively the use of reserves to enhance educational provision.

Trustees regularly monitor levels of reserves in financial reports provided by the Chief Financial Officer and in the annual financial statement prepared by the Auditor. Trustees review these to ensure that a prudent level of reserves is maintained, bearing in mind the recurrent spending needs to ensure high quality provision.

## **STRATEGIC REPORT** (continued)

### **Financial review** (continued)

#### ***Reserves policy*** (continued)

The Academy's current level of revenue reserves (total funds less the amount held in fixed assets and restricted pension funds) is £3,349,616 (2021: £2,881,581), of this amount, £296,095 (2021: £nil) is insurance proceeds restricted for remedial repair works and £nil (2021: £67,949) relates to recovery premium funding. The Academy intends to continue monitoring free reserves to ensure they are appropriate and in line with target levels.

#### ***Investment policy***

The Governing board will ensure that investment risk is properly managed. When considering whether to make an investment, governors will:

- ◆ Act within their powers to invest, as set out in our articles of association;
- ◆ Exercise caution in all investments, reducing risk and ensuring that the academy trust acts with the utmost integrity;
- ◆ Take investment advice from a professional adviser, as appropriate;
- ◆ Ensure that exposure to investment products is tightly controlled so that security of funds takes precedence over revenue maximization; and
- ◆ Ensure that all investment decisions are in the best interests of the trust and command broad public support.

## **PRINCIPAL RISKS AND UNCERTAINTIES**

The pressure on staff costs, relating to increased pension and national insurance payments (along with general wage inflation), remain a critical risk factor. Teachers Pensions and Teacher Pay grant funding are no longer separate allocations and now form part of core GAG funding. The latest round of pay awards for teachers and support staff are higher than originally budgeted, unfunded, and will inevitably lead to further pressures on available budget for Academy operations. These unfunded increases may leave the Academy facing an in-year deficit in 2022/23.

The risk of a cyber-attack is one which currently pervades the sector and the academy is not immune from. However, the Academy continues to invest in new technology to mitigate this risk and to ensure recovery and business continuity.

The sector is also experiencing an acute shortage of teachers. This makes the attraction and recruitment of new staff very challenging. The Academy is now investing time and effort into improving its suite of employee benefits package in order to attract the very best of talents within the sector. One of such is the recent Electric Car Salary Sacrifice scheme partnership with WeVee. The scheme helps Academy staff to lease an electric vehicle in a cost-effective way.

**PRINCIPAL RISKS AND UNCERTAINTIES** (continued)

Educational gaps arising from Covid-19 related issues were addressed through the lease purchase of 500 laptops for the disadvantaged pupils in 2019-20. Access to a digital device has now been extended to all pupils by the purchase of 400 additional laptops in 2021/22 ensuring every pupil has an allocated device for on-site and remote learning. The risk of our most disadvantaged pupils falling further behind is continually being mitigated through the use of technology both within school and remotely thereby significantly improving achievement levels.

**FUNDRAISING**

The Academy has not actively engaged in fundraising activities in the year under review and therefore is not registered with the Fundraising Regulator or subscribed to any fundraising codes of practice. However, donations have been made to the Academy willingly by individuals or organisations who wish to support the activities of the Academy. To the best of our knowledge, the donors are capable of and have made informed decisions regarding their donations to the Academy. The Academy has also put in place measures to ensure that such donations are used for the intended purpose.



### **PLANS FOR FUTURE PERIODS AND GOING CONCERN**

The Academy has identified the following as strategies for the future:

- ◆ Teaching is centred around the use of the most effective strategies that help pupils to learn and remember knowledge as a matter of routine. This knowledge is underpinned by robust and meaningful assessment. Investment in technology will continue to play a vital role in supporting learning both within school and remotely from home. This will bring about significant improvements in levels of achievements across the broad categories of pupils.
- ◆ The continued investment in the development of staff to ensure high quality of delivery both for teaching and support staff. The Academy aims to achieve an alignment of employee experience and strategic focus by better understanding their needs and ensuring that all staff feel connected, supported and empowered. This will undoubtedly continue to secure the strongest possible outcomes for our young people.
- ◆ Attracting and retaining the best talent the sector has to offer. Knowing fully well that the Academy's strength is directly linked in part to the quality of its talent, there is a conscious plan to continue to invest in and expand our employee-focussed suite of rewards and benefits. The Academy hugely values its employees and recognises that their happiness at work is crucial to achieving its objectives.
- ◆ Continually develop and build cultural capital and wider learning experiences of pupils. By broadening and widening their experiences, pupils will consistently attain and achieve at the highest level possible intellectually and otherwise.
- ◆ Offering staff and pupils a more visible mental health and well-being support system. Our Wellbeing and Mental Health in Schools (WAMHS) worker continues to be available once a week to offer services to those in need. Alongside, the Academy is also in partnership with the Anna Freud Centre to provide confidential support where needed.
- ◆ Financial stability towards the delivery of Academy vision and mission. This will involve sustaining the existing framework of effective and efficient management of financial resources, curriculum-led financial planning, obtaining value for money, effective internal financial controls, all geared towards ensuring our young people access high quality educational provision

#### PLANS FOR FUTURE PERIODS AND GOING CONCERN

- ◆ The Governing Body has assessed the going concern assumption in relation to the Academy Trust. On 1 September 2023, Skinners' Academy is expected to join the Skinners' Academies Trust, a newly established multi-academy trust. It is anticipated that all activities, assets and liabilities of the Academy will be transferred to the Skinners' Academies Trust at that date. As the Academy is expected to be wound up following the transfer which falls within 12 months of the date of approval of these financial statements there is therefore a material uncertainty over the use of the going concern assumption.

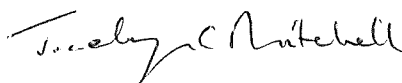
The trustees have considered whether there are any additional material uncertainties regarding the Academy's ability to continue as a going concern up until the expected transfer date of 1 September 2023, and have concluded that there are no additional significant concerns over the Academy's ability to meet liabilities as they fall due during this period. Further details regarding the adoption of the going concern basis can be found within the principal accounting policies accompanying the financial statements.

#### AUDITOR

In so far as the trustees are aware:

- ◆ there is no relevant audit information of which the Academy'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.

Trustees' report, incorporating a strategic report, approved by order of the members of the board of trustees and signed on its behalf by:



Jocelyn Mitchell  
Trustee and Chair of Governing Body

Approved by the trustees on: 7th December 2022

### **Scope of responsibility**

The trustees and governors acknowledge that they have overall responsibility for ensuring that The Skinners' Academy has an effective and appropriate system of control, financial and otherwise. However such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The trustees and the Governing Body have delegated the day-to-day responsibility to the Principal, 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 the Academy and the Secretary of State for Education. The Principal is also responsible for reporting to the governing body any material weaknesses or breakdowns in internal control.

### **Governance**

The information on governance included here supplements that described in the trustees' report and in the statement of trustees' responsibilities. The Governing Body has formally met four times during the year. Attendance during the year at meetings of the Governing Body was as follows:

<b>Trustee</b>	<b>Number of meetings attended</b>	<b>Out of a possible</b>
Jocelyn Mitchell (Chair)	4	4
Christina Bankes	4	4
Martin Bienvenu	2	4
Sarah Caton	2	4
James Leslie Charles Clark	2	2
Christopher Dearie	4	4
David Fitzsimmons	3	3
Anton Francic	2	4
Nick Gowing	4	4
Alison Green	3	4
Belinda Hitchins	2	2
Shereka James	4	4
Alex Lloyd	3	4
Paul Merchant	2	4
Vivienne Mvula	4	4
Evan David Lewis Price	1	4
Matthew Rosenthal	2	4
Hugh William Whitbread	3	4

The Board meets four times a year and maintains effective oversight over the Academy's finances and financial controls by regularly reviewing management reports and those of its dedicated committees. The Finance and General-Purpose Committee and the Education and Wellbeing Committee meet four times a year. The number of meetings has been considered by the Governing Body and deemed adequate given the committee structures in place. In addition, steps have been taken to ensure a professional clerk is available to oversee the governing body's induction and development needs. There is also an effective succession planning in place to ensure terms of office are adhered to.

## Governance statement 31 August 2022

### Governance (continued)

The Academy's Board of Trustees in line with the best practice recommendations from the National Governance Association (NGA) and the All-Party Parliamentary Group (APPG) on education governance commissions an annual self-evaluation. This is aimed at determining whether the right skills are available on the governing board and informs the process and basis of new appointments onto the board.

The self-review also focusses attention on effectiveness with a view to ensuring governors fully understand their role and responsibilities whilst making good use of best practice from across the country. It goes further to assess how Academy strategic priorities are formulated and whether governors have oversight of key performance indicators to facilitate monitoring and review of strategic milestones.

As part of its effectiveness review, the Trustees evaluate their levels of engagement with the school community, sector and wider world by seeking to know how well they listen, understand and respond to pupils, parents and staff. From an accountability perspective, Trustees also assess to what extent they have successfully held the executive school leaders to account through the review of operational and financial performance data. The outcomes of these evaluations are reflected in feedback reports from governor visits to the Academy and in minutes of discussions at relevant committee meetings.

Governance arrangements in the period under review was not adversely impacted by Covid-19. Although there were restrictions to conducting some on-site governor visits to the Academy, appropriate innovative technological solutions were adopted to ensure meetings, sharing of information and feedback took place as normal. Responsible Officer visits were also effectively carried out remotely with minimal impacts on the assessment of the effectiveness of Academy control framework. Committee meetings also continued to take place as scheduled using virtual platforms.

The impact and effectiveness of the trustees is kept under review internally.

The Finance and General Purposes Committee is a sub-committee of the main Governing Body. Its purpose is to take responsibility for all financial and resource management and accounting, all internal and external financial reporting, ensuring an effective internal control environment, legal, premises and outstanding construction issues. This Committee is also responsible for advising on matters relating to monitoring all areas of health and safety to ensure compliance of policy, working practices and environment for all staff, students and visitors to the Academy. Attendance at meetings in the year was as follows:

<b>Trustee</b>	<b>Number of meetings attended</b>	<b>Out of a possible</b>
James Leslie Charles Clark (Outgoing Chair)	2	2
David Fitzsimmons (Incoming Chair)	2	2
Nick Gowing	2	4
Belinda Hitchins	3	3
Shereka James	4	4
Alex Lloyd	4	4
Jocelyn Mitchell	4	4
Hugh William Whitbread	4	4

**Governance** (continued)

***Conflicts of interest***

The Academy Trustees and members of the Senior Leadership Team (SLT) complete the declaration of interests form annually and this is entered onto the Register of interests. The Academy Trustees and SLT have a legal duty to act in the best interests of the Academy. They ensure not to put themselves in any position where their duties as trustee or senior leaders may conflict with any personal interest they may have. Any conflicting interests (where applicable) are openly declared and strong systems are in place to ensure relevant information is available to management to enhance their ability to identify conflicts, for example, in decision making.

***Governance reviews***

Trustees exercised their duties over the course of the year with a full schedule of meetings. Additionally, where possible, Trustees visited the Academy to monitor statutory activities such as safeguarding, health and safety and SEND (Special Educational Needs and Disability). The whole governing body undertakes an annual self-review survey to reflect on their own performance, audit available skills and to identify training needs. The impact and effectiveness of the trustees is kept under review internally.

***Review of value for money***

The Academy has consistently followed the procedures outlined in its procurement policy and thereby continues to obtain value for money in the procurement of services and goods for the Academy.

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

The Accounting Officer considers how the Academy's use of its resources has provided good value for money during the academic year, and reports to the board of trustees where value for money can be improved. The accounting officer for the Academy has delivered and improved value for money during the year by ensuring implementation of the following:

- ◆ All purchases are made using the Academy's purchase order system enabling all financial transactions to be checked and critically analysed for value for money. Where transactions are not supported by purchase orders, they are usually very low-level value and required in emergency situations such as safeguarding circumstances, catering etc.
- ◆ The Academy has invested in a new integrated Access budgeting and finance software which continually allows for the development of a robust 5-year budget forecast refreshed annually. It affords the Academy the opportunity to take anticipated macro-economic changes into consideration when making plans for future periods.

**Governance** (continued)

**Review of value for money** (continued)

- ◆ Expenditure is compared with other similar local schools through the use of the benchmarking data provided by national league tables, for example, on pupil/teacher ratios, expenditure per pupil and staff cost to total income ratio.
  
- ◆ All expenditure over £2,500 has to receive approval from the CFO, over £10,000 from the Principal and over £25,000 from the trustees. Again, these limits enable all significant expenditure to be challenged on the grounds of “best value”.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Academy’s 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 at the Academy for the year ended 31 August 2022 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The trustees and Governing Body have reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The trustees and Governing Body are of the view that there is an ongoing process for identifying, evaluating and managing the Academy’s significant risks that has been in place for the year ended 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the trustees and Governing Body.

**The risk and control framework**

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

- ◆ comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the trustees and Governing Body;
  
- ◆ regular reviews by the Finance and General Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
  
- ◆ setting targets to measure financial and other performance;
  
- ◆ clearly defined purchasing (asset purchase or capital investment) guidelines;
  
- ◆ delegation of authority and segregation of duties;

**The risk and control framework** (continued)

- ◆ identification and management of risks;
- ◆ the trustees and Governing Body have considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the governors have appointed UHY Hacker Young Chartered Accountants to provide external scrutiny over the Academy's internal system of control. The role includes giving advice on financial matters and performing a risk-based range of checks on the Academy's financial systems. Three external independent scrutiny visits were conducted in the year under review to examine financial systems and controls and other compliance areas;
- ◆ during the year, the trustees collated a programme of internal scrutiny in response to the recommendations of the Academies Trust Handbook. The line-up of the programme of work reflects some of the main risks facing the Academy;

**Review of effectiveness**

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

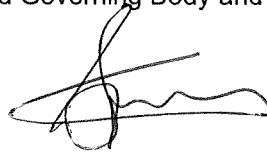
- ◆ the work of the Reporting Officer;
- ◆ the work of the external auditor;
- ◆ the financial management and governance self-assessment process; and
- ◆ the work of the Senior Leadership Team within the Academy who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and General Purposes Committee and ensures continuous improvement of the system is in place.

Approved by order of the trustees and Governing Body and signed on their behalf by:



Jocelyn Mitchell  
Trustee



Shereka James  
Principal and Accounting Officer


Approved on: 7th December 2022

**Statement on regularity, propriety and compliance** 31 August 2022

As Accounting Officer of The Skinners' Academy, I have considered my responsibility to notify the Academy's trustees and Governing Body and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

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

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



Shereka James  
Accounting Officer

Date: 7/12/2022 .



## Statement of trustees' responsibilities 31 August 2022

The trustees (who act as governors of the Academy and are also the directors of the Academy for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the Annual Accounts Requirements issued 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 financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Academy and of the income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities' SORP and the Academies Accounts Direction 2021 to 2022;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Academy will continue in operation.

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the Academy's transactions and disclose with reasonable accuracy at any time the financial position of the Academy and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Academy 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 Academy applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA have been applied for the purposes intended.

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

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



Jocelyn Mitchell  
Trustee

Date: 7th December 2022

## **Independent auditor's reports** Year to 31 August 2022

### **Independent auditor's report to the members of The Skinners' Academy**

#### **Opinion**

We have audited the financial statements of The Skinners' Academy (the 'charitable company') for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, 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), 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) (the Charities SORP (FRS 102)) and the Academies Accounts Direction 2021 to 2022.

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its income and expenditure, for the period 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 (FRS 102) and Academies Accounts Direction 2021 to 2022.

#### **Basis for opinion**

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

#### **Material uncertainty related to going concern**

We draw attention to note 24 to the financial statements ('subsequent events'), where the trustees have indicated that the activities, assets and liabilities of the Academy are expected to transfer to the Skinners' Academies Trust, a separate multi academy trust, on 1 September 2023. As stated within the trustees' report (under 'plans future periods and going concern') and within the principal accounting policies (under 'assessment of going concern'), these events or conditions indicate that a material uncertainty exists that may cast significant doubt on the company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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

## **Independent auditor's reports** Year to 31 August 2022

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report and Financial Statements other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

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

- ◆ the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law and includes the 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic report.

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

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

## Independent auditor's reports Year to 31 August 2022

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

- ◆ we have not received all the information and explanations we require for our audit; or
  
- ◆ the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

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

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement director ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
  
- ◆ we identified the laws and regulations applicable to the charitable company through discussions with management, and from our knowledge of the academy trust sector;
  
- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;

## Independent auditor's reports Year to 31 August 2022

### **Auditor's responsibilities for the audit of the financial statements** (continued)

- ◆ we considered the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP (FRS 102), the ESFA Academies Accounts Direction 2021 to 2022, the Academy Trust Handbook 2021, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of trustees' meetings and papers provided to the trustees.
- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reviewing the minutes of trustees' meetings;
- ◆ enquiring of management and those charged with governance as to actual and potential litigation and claims;

## Independent auditor's reports Year to 31 August 2022

### Auditor's responsibilities for the audit of the financial statements (continued)

- ◆ reviewing any available correspondence with Ofsted, ESFA and HMRC; and
- ◆ the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://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.



Gumayel Miah (Senior Statutory Auditor)  
For and on behalf of Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

Date: 20 December 2022

**Independent reporting accountant's report on regularity to The Skinners' Academy and the Education and Skills Funding Agency**

In accordance with the terms of our engagement letter dated 11 September 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Skinners' Academy during the period from 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of The Skinners' Academy's Accounting Officer and the reporting auditor**

The Accounting Officer is responsible, under the requirements of The Skinners' Academy's funding agreement with the Secretary of State for Education dated 30 April 2008 and the ESFA Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA.

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.

## Independent auditor's reports Year to 31 August 2022

### Approach (continued)

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

The work undertaken to draw to our conclusion includes:

- ◆ An assessment of the risk of material irregularity and impropriety across all of the Academy's activities;
- ◆ Further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- ◆ Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

### 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 from 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

A handwritten signature in black ink that reads "Buzzacott LLP". The signature is stylized and written in a cursive-like font.

Buzzacott LLP  
Chartered Accountant  
130 Wood Street  
London  
EC2V 6DL

Date: 20 December 2022



## Statement of financial activities Year to 31 August 2022

(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Notes	Un-restricted general funds £	Restricted general funds £	Restricted fixed asset funds £	2022 Total funds £	2021 Total funds £
<b>Income from:</b>						
Donations and capital grants	2	122,135	—	204,498	<b>326,633</b>	482,554
Charitable activities						
. Funding for the Academy's educational operations	4	—	9,420,051	—	<b>9,420,051</b>	9,218,515
Other trading activities	5	116,558	—	—	<b>116,558</b>	74,722
Investments	3	5,624	—	—	<b>5,624</b>	3,403
Other	16					
. Insurance settlement		—	900,000	—	<b>900,000</b>	—
<b>Total income</b>		<b>244,317</b>	<b>10,320,051</b>	<b>204,498</b>	<b>10,768,866</b>	<b>9,779,194</b>
<b>Expenditure on:</b>						
Charitable activities						
. Academy's educational operations	6	76,311	10,592,022	908,564	<b>11,576,897</b>	10,992,322
<b>Total expenditure</b>		<b>76,311</b>	<b>10,592,022</b>	<b>908,564</b>	<b>11,576,897</b>	<b>10,992,322</b>
<b>Net income (expenditure)</b>		<b>168,006</b>	<b>(271,971)</b>	<b>(704,066)</b>	<b>(808,031)</b>	<b>(1,213,128)</b>
<b>Other recognised gains and losses</b>						
Actuarial gain (loss) on defined benefit pension schemes	22	—	4,533,000	—	<b>4,533,000</b>	(1,129,000)
<b>Net movement in funds</b>		<b>168,006</b>	<b>4,261,029</b>	<b>(704,066)</b>	<b>3,724,969</b>	<b>(2,342,128)</b>
<b>Reconciliation of funds</b>						
Fund balances brought forward at 1 September 2021		2,788,706	(3,868,125)	24,057,427	<b>22,978,008</b>	25,320,136
<b>Fund balances carried forward at 31 August 2022</b>		<b>2,956,712</b>	<b>392,904</b>	<b>23,353,361</b>	<b>26,702,977</b>	<b>22,978,008</b>

All of the Academy's activities derive from continuing operations during the above two financial periods.

**Balance sheet** 31 August 2022

	Notes	2022 £	2022 £	2021 £	2021 £
<b>Fixed assets</b>					
Tangible assets	12	23,194,294			23,870,367
<b>Current assets</b>					
Debtors	14	467,839		456,399	
Cash at bank and in hand		<u>3,895,185</u>		<u>3,269,084</u>	
		4,363,024		3,725,483	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	15	<u>(854,341)</u>		<u>(656,842)</u>	
<b>Net current assets</b>			<u>3,508,683</u>		<u>3,068,641</u>
<b>Total net assets less current liabilities</b>			<u>26,702,977</u>		<u>26,939,008</u>
<b>Net assets excluding pension scheme liability</b>			<u>26,702,977</u>		<u>26,939,008</u>
Pension scheme liability	22		<u>—</u>		<u>(3,961,000)</u>
<b>Total net assets</b>			<u>26,702,977</u>		<u>22,978,008</u>
<b>Restricted funds</b>					
Fixed asset funds	16		23,353,361		24,057,427
Restricted income funds	16		392,904		92,875
Pension reserve	16		<u>—</u>		<u>(3,961,000)</u>
<b>Total restricted funds</b>			<u>23,746,265</u>		<u>20,189,302</u>
<b>Unrestricted income funds</b>					
General fund	16		2,956,712		2,788,706
<b>Total funds</b>			<u>26,702,977</u>		<u>22,978,008</u>

Approved by the trustees and signed on their behalf by:



Jocelyn Mitchell  
Trustee

Approved on: 7th December 2022

Company Limited by Guarantee  
Registration Number  
06543682 (England and Wales)

## Statement of cash flows Year to 31 August 2022

		2022 £	2021 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	A	526,361	184,340
<b>Cash flows from investing activities</b>			
Net cash provided by investing activities	B	99,740	194,835
<b>Change in cash and cash equivalents in the year</b>		<b>626,101</b>	<b>379,175</b>
<b>Cash and cash equivalents at 1 September</b>		<b>3,269,084</b>	<b>2,889,909</b>
<b>Cash and cash equivalents at 31 August</b>	C	<b>3,895,185</b>	<b>3,269,084</b>

### A Reconciliation of income to net cash flow from operating activities

		2022 £	2021 £
<b>Net expenditure for the year (as per the statement of financial activities)</b>		<b>(808,031)</b>	<b>(1,213,128)</b>
<b>Adjusted for:</b>			
Depreciation charges (note 12)		786,455	1,051,367
Capital grants from DfE and other capital income		(204,498)	(357,812)
Interest receivable (note 3)		(5,624)	(3,403)
Defined benefit pension scheme cost less contributions payable (note 22)		502,000	348,000
Defined benefit pension scheme finance cost (note 22)		70,000	45,000
Increase in debtors		(11,440)	(12,206)
Increase in creditors		197,499	326,522
<b>Net cash provided by operating activities</b>		<b>526,361</b>	<b>184,340</b>

### B Cash flows from investing activities

		2022 £	2021 £
Dividends, interest and rents from investments		5,624	3,403
Purchase of tangible fixed assets		(110,382)	(166,380)
Capital grants from DfE/ESFA		204,498	357,812
<b>Net cash provided by investing activities</b>		<b>99,740</b>	<b>194,835</b>

### C Analysis of cash and cash equivalents

		2022 £	2021 £
Cash at bank and in hand		3,895,185	3,269,084
<b>Total cash and cash equivalents</b>		<b>3,895,185</b>	<b>3,269,084</b>

**Statement of cash flows** Year to 31 August 2022

**D Analysis of changes in net debt**

	At 1 September 2021 £'000	Cash flows £'000	At 31 August 2022 £'000
Cash	3,269,084	626,101	<b>3,895,185</b>
<b>Total</b>	<b>3,269,084</b>	<b>626,101</b>	<b>3,895,185</b>

## **Principal accounting policies** Year to 31 August 2022

### **Statement of accounting policies**

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

### **Basis of preparation**

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

The Academy meets the definition of a public benefit entity under FRS 102.

The accounts are presented in pound sterling and rounded to the nearest pound.

### **Going concern**

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

On 1 September 2023, Skinners' Academy is expected to join the Skinners' Academies Trust, a newly established multi-academy trust. It is anticipated that all activities, assets and liabilities of the Academy will be transferred to the Skinners' Academies Trust at that date. As the Academy is expected to be wound up following the transfer which falls within 12 months of the date of approval of these financial statements there is therefore a material uncertainty over the use of the going concern assumption.

The trustees have considered whether there are any additional material uncertainties regarding the Academy's ability to continue as a going concern up until the expected transfer date of 1 September 2023, and have concluded that there are no additional significant concerns over the Academy's ability to meet liabilities as they fall due during this period. Further details regarding the adoption of the going concern basis can be found within the principal accounting policies accompanying the financial statements.

The trustees do not consider any adjustment required to the carrying value of the assets or liabilities of the Academy at 31 August 2022 with respect to this assessment of going concern, since the educational activities of the Academy will continue after the transfer date.

### **Income**

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

## **Principal accounting policies** Year to 31 August 2022

### **Income** (continued)

#### ***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.

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

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

#### ***Donations***

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

#### ***Other income***

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

#### **Expenditure**

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

#### ***Charitable activities***

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

All expenditure is stated net of recoverable VAT.

## Principal accounting policies Year to 31 August 2022

### Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

Depreciation is charged on a straight line basis beginning in the year in which the asset is brought into use at the following annual rates:

- ◆ Furniture, fittings and equipment - 10% p.a.
- ◆ Buildings - 2% p.a.
- ◆ Motor vehicles - 20% p.a.
- ◆ Computers - 33% p.a.

Where fixed assets have been acquired with the aid of specific grants, they are included in the balance sheet at cost and are depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund (in the statement of financial activities and carried forward in the balance sheet). The depreciation on such assets is charged in the statement of financial activities over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

### Debtors

Debtors are recognised at their settlement amount less any provision for non-recoverability. Prepayments are valued at the amounts prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

### Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand. Notice deposits are included on the balance sheet as short term deposits.

### Liabilities

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

### Leased assets

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

## **Principal accounting policies** Year to 31 August 2022

### **Financial instruments**

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

*Financial assets* – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

*Financial liabilities* – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

### **Taxation**

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

### **Pensions benefits**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 22, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.



## **Principal accounting policies** Year to 31 August 2022

### **Pensions benefits** (continued)

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

Where the scheme is estimated to be in a surplus position, under the reporting provisions of FRS 102, the Academy is only able to recognise the surplus as to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. As the Academy does not anticipate being able to recover the surplus in the aforementioned manner, the surplus is not recognised on the balance sheet, and a corresponding adjustment is made within other recognised gains and losses on the statement of financial activities (as an actuarial loss) to bring the net LGPS position to £nil on the balance sheet.

### **Fund accounting**

The unrestricted general fund represents those monies that are freely available for application towards achieving any charitable purpose that falls within the Academy's charitable objects.

Restricted funds comprise monies raised for, or their use restricted to, a specific purpose, or contributions subject to donor imposed conditions.

### **Critical accounting estimates and areas of judgement**

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

### ***Critical accounting estimates and assumptions***

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

## **Principal accounting policies** Year to 31 August 2022

### **Critical accounting estimates and areas of judgement** (continued)

#### ***Critical accounting estimates and assumptions*** (continued)

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 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2013 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The net book value of tangible fixed assets is based on the original cost/value of the asset net of provision for depreciation. The depreciation provision to date is based on the trustees' assessment of the estimated useful economic lives of such assets.

#### ***Critical areas of judgement***

Other than the estimates discussed above, the governors do not consider that there are any key judgements made in the preparation of the financial statements.

## Notes to financial statements Year to 31 August 2022

### 1 General Annual Grant (GAG)

Under the funding agreement with the Secretary of State the Academy was subject to limits at 31 August 2022 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The Academy did not exceed these limits at 31 August 2022.

### 2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Restricted fixed assets funds £	2022 Total funds £	2021 Total funds £
Capital grants	—	—	204,498	<b>204,498</b>	357,812
Donations from the Skinners' Company	90,500	—	—	<b>90,500</b>	88,200
Other donations	31,635	—	—	<b>31,635</b>	36,542
	<b>122,135</b>	<b>—</b>	<b>204,498</b>	<b>326,633</b>	<b>482,554</b>

### 3 Investment income

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Interest receivable	5,624	—	<b>5,624</b>	3,403
	<b>5,624</b>	<b>—</b>	<b>5,624</b>	<b>3,403</b>

Notes to financial statements Year to 31 August 2022

**4 Funding for Academy's educational operations**

	Unrestricted funds £	Restricted funds £	<b>2022 Total funds £</b>	2021 Total funds £
<b>DfE/ESFA grants</b>				
. General Annual Grant (GAG)	—	8,377,071	<b>8,377,071</b>	8,184,451
. Pupil Premium	—	435,272	<b>435,272</b>	433,302
. Recovery Premium	—	64,779	<b>64,779</b>	—
. School-led Tutoring	—	68,243	<b>68,243</b>	—
. School Supplementary Grant	—	96,809	<b>96,809</b>	—
. Other DfE/ESFA grants	—	43,889	<b>43,889</b>	43,890
	—	9,086,063	<b>9,086,063</b>	8,661,643
<b>Other Government grants</b>				
. Local authority grants	—	154,693	<b>154,693</b>	168,881
	—	154,693	<b>154,693</b>	168,881
<b>COVID-19 additional funding (DfE/ESFA)</b>				
Catch-up premium	—	—	—	67,949
Other DfE/ESFA COVID-19 funding	—	25,590	<b>25,590</b>	128,429
	—	25,590	<b>25,590</b>	196,378
Other income from the academy trust's educational operations	—	153,705	<b>153,705</b>	168,881
<b>Total Funds</b>	—	9,420,051	<b>9,420,051</b>	9,218,515

**5 Other trading activities**

	Unrestricted funds £	Restricted funds £	<b>2022 Total funds £</b>	2021 Total funds £
Hire of facilities/lettings income	54,507	—	<b>54,507</b>	894
Income from ancillary trading activities	62,051	—	<b>62,051</b>	73,828
	116,558	—	<b>116,558</b>	74,722

Notes to financial statements Year to 31 August 2022

**6 Expenditure**

	Staff costs £	Non pay expenditure		2022 Total funds £	2021 Total funds £
		Premises £	Other costs £		
Academy's educational operations					
. Direct costs	6,212,453	786,455	619,066	<b>7,617,974</b>	<b>8,019,842</b>
. Allocated support costs (note 7)	1,853,897	674,570	1,430,456	<b>3,958,923</b>	<b>2,972,480</b>
	<b>8,066,350</b>	<b>1,461,025</b>	<b>2,049,522</b>	<b>11,576,897</b>	<b>10,992,322</b>
				<b>2022 funds £</b>	<b>2021 funds £</b>
<b>Net income (expenditure) for the year includes:</b>					
Operating lease rentals				<b>66,872</b>	10,943
Depreciation				<b>786,455</b>	1,051,367
Fees payable to the auditor for:					
. Audit				<b>12,670</b>	12,060
. Other services				<b>4,960</b>	4,720

**7 Charitable activities**

	2022 Total funds £	2021 Total funds £
Direct costs – educational operations	<b>7,617,974</b>	8,019,842
Support costs – educational operations	<b>3,958,923</b>	2,972,480
	<b>11,576,897</b>	10,992,322
	<b>2022 Total funds £</b>	<b>2021 Total funds £</b>
<b>Analysis of support costs</b>		
Support staff costs	<b>1,853,897</b>	1,673,447
Technology costs	<b>6,016</b>	3,291
Premises costs	<b>674,570</b>	572,534
Other support costs	<b>1,407,004</b>	705,375
Governance costs	<b>17,436</b>	17,833
<b>Total support costs</b>	<b>3,958,923</b>	2,972,480

## Notes to financial statements Year to 31 August 2022

### 8 Comparative information

Analysis of income and expenditure in the year ended 31 August 2021 between restricted and unrestricted funds:

	Un-restricted general funds £	Restricted general funds £	Restricted fixed asset funds £	2021 Total funds £
<b>Income from:</b>				
Donations and capital grants	36,542	92,572	353,440	<b>482,554</b>
Charitable activities				
. Funding for the Academy's educational operations	98,334	9,120,181	—	<b>9,218,515</b>
Other trading activities	74,722	—	—	<b>74,722</b>
Investments	3,403	—	—	<b>3,403</b>
<b>Total income</b>	<b>213,001</b>	<b>9,212,753</b>	<b>353,440</b>	<b>9,779,194</b>
<b>Expenditure on:</b>				
Charitable activities				
. Academy's educational operations	—	9,940,955	1,051,367	<b>10,992,322</b>
<b>Total expenditure</b>	<b>—</b>	<b>9,940,955</b>	<b>1,051,367</b>	<b>10,992,322</b>
<b>Net income (expenditure)</b>	<b>213,001</b>	<b>(728,202)</b>	<b>(697,927)</b>	<b>(1,213,128)</b>
Transfers between funds	—	—	—	—
<b>Other recognised gains and losses</b>				
Actuarial loss on defined benefit pension schemes	—	(1,129,000)	—	<b>(1,129,000)</b>
<b>Net movement in funds</b>	<b>213,001</b>	<b>(1,857,202)</b>	<b>(697,927)</b>	<b>(2,342,128)</b>
<b>Reconciliation of funds</b>				
Fund balances brought forward at 1 September 2020	2,575,705	(2,010,923)	24,755,354	<b>25,320,136</b>
<b>Fund balances carried forward at 31 August 2021</b>	<b>2,788,706</b>	<b>(3,868,125)</b>	<b>24,057,427</b>	<b>22,978,008</b>

### 9 Staff

#### a) Staff costs

Staff costs during the period were:

	2022 £	2021 £
Wages and salaries	<b>5,347,046</b>	5,720,983
Social security costs	<b>608,908</b>	627,680
Pension costs	<b>1,489,782</b>	1,413,009
Staff restructuring costs	<b>4,497</b>	—
	<b>7,450,233</b>	7,761,672
Supply staff costs	<b>616,117</b>	430,594
	<b>8,066,350</b>	8,192,266

**9 Staff (continued)**

**b) Severance payments**

The academy trust paid three severance payments in the year, disclosed in the following bands:

	<b>2022 No.</b>
£0 - £25,000	3

**c) Special staff severance payments**

Included in staff restructuring costs are special severance payments totalling £4,497 (2021: £nil). Individually, the payments were: £2,941, £1,040 and £516.

**d) Staff numbers**

The average number of persons (including the senior management team) employed by the Academy during the year ended 31 August 2022 expressed as average headcount was as follows:

	<b>2022 No.</b>	2021 No.
Teachers	68	77
Administration and support	48	58
Management	12	9
	<b>128</b>	<b>144</b>

**e) Higher paid staff**

The number of employees whose emoluments fell within the following bands was:

	<b>2022</b>	2021 No.
£60,001 - £70,000	6	6
£70,001 - £80,000	1	2
£80,001 - £90,000	1	1
£90,001 - £100,000	1	2
£110,001 - £120,000	1	—

**f) Key management personnel**

The key management personnel of the Academy comprise the trustees and the senior management team as listed on page 1. The total cost of employment (including employer pension contributions and employer's national insurance contributions) of key management personnel for their services to the Academy was £1,156,989 (2021: £998,299).

**10 Trustees' remuneration and expenses**

Principal and staff trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff and not in respect of their services as trustees. Other trustees did not receive any payments, other than expenses, from the Academy in respect of their role as trustees. The value of trustees' remuneration was as follows:

## Notes to financial statements Year to 31 August 2022

### 10 Trustees' remuneration and expenses (continued)

	2022 £'000	2021 £'000
S James (Headteacher and Trustee)		
. Remuneration	105 – 110	95 – 100
. Employer's pension contributions	25 – 30	20 – 25
M Rosenthal (Staff trustee)		
. Remuneration	55 – 60	50 – 55
. Employer's pension contributions	10 – 15	10 – 15
M Bienvenu (Staff trustee)		
. Remuneration	20 – 25	35 – 40
. Employer's pension contributions	0 – 5	5 – 10

No expenses were reimbursed to governors in the year (2021 – none).

Other related party transactions involving the trustees are set out in note 18.

### 11 Governors' and Officers' Insurance

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



## Notes to financial statements Year to 31 August 2022

### 12 Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total funds £
<b>Cost</b>					
At 1 September 2021	29,493,483	1,654,291	1,330,828	43,847	<b>32,522,449</b>
Additions	—	65,629	44,753	—	<b>110,382</b>
At 31 August 2022	<u>29,493,483</u>	<u>1,719,920</u>	<u>1,375,581</u>	<u>43,847</u>	<u><b>32,632,831</b></u>
<b>Depreciation</b>					
At 1 September 2021	6,179,989	1,383,620	1,044,626	43,847	<b>8,652,082</b>
Charge in period	589,870	44,760	151,825	—	<b>786,455</b>
At 31 August 2022	<u>6,769,859</u>	<u>1,428,380</u>	<u>1,196,451</u>	<u>43,847</u>	<u><b>9,438,537</b></u>
<b>Net book value</b>					
At 31 August 2022	<u>22,723,624</u>	<u>291,540</u>	<u>179,130</u>	<u>—</u>	<u><b>23,194,294</b></u>
At 31 August 2021	<u>23,313,494</u>	<u>270,671</u>	<u>286,202</u>	<u>—</u>	<u><b>23,870,367</b></u>

The land which the Academy is sited is currently leased from the London Borough of Hackney and the Skinners' Company at a peppercorn rent.

### 13 Taxation

The Academy is an exempt charity and therefore is not liable to corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to charities.

### 14 Debtors

	2022 £	2021 £
Trade debtors	<b>46,622</b>	—
VAT recoverable	<b>112,559</b>	208,155
Other debtors	<b>1,045</b>	—
Prepayments and accrued income	<b>307,613</b>	248,244
	<u><b>467,839</b></u>	<u>456,399</u>

### 15 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	<b>304,921</b>	407,918
Taxation and social security	<b>155,259</b>	165,567
Accruals and deferred income	<b>388,701</b>	79,470
Other creditors	<b>5,460</b>	3,887
	<u><b>854,341</b></u>	<u>656,842</u>

	2021 £	2020 £
<b>Deferred income (Rates relief)</b>		
Deferred income at 1 September	—	—
Released during the year	—	—
Resources deferred in the year	<b>43,890</b>	—
Deferred income at 31 August	<u><b>43,890</b></u>	<u>—</u>

16 Funds

	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)	29,137	8,473,880	(8,406,208)	—	<b>96,809</b>
. Pupil Premium	—	435,272	(435,272)	—	<b>—</b>
. Recovery and catch-up premium	63,738	64,779	(128,517)	—	<b>—</b>
. Other DfE/ESFA COVID-19 funding	—	25,590	(25,590)	—	<b>—</b>
. Other grants	—	420,530	(420,530)	—	<b>—</b>
. Insurance funds	—	900,000	(603,905)	—	<b>296,095</b>
. Pension reserve	(3,961,000)	—	(572,000)	4,533,000	<b>—</b>
	<u>(3,868,125)</u>	<u>10,320,051</u>	<u>(10,592,022)</u>	<u>4,533,000</u>	<u><b>392,904</b></u>
<b>Restricted fixed assets fund</b>					
. DfE/ESFA capital grants	844,209	204,498	(166,869)	—	<b>881,838</b>
. Capital expenditure from GAG	2,135,579	—	(151,825)	—	<b>1,983,754</b>
. Gifts in kind & donations	21,077,639	—	(589,870)	—	<b>20,487,769</b>
	<u>24,057,427</u>	<u>204,498</u>	<u>(908,564)</u>	<u>—</u>	<u><b>23,353,361</b></u>
<b>Total restricted funds</b>	<u>20,189,302</u>	<u>10,524,549</u>	<u>(11,500,586)</u>	<u>4,533,000</u>	<u><b>23,933,153</b></u>
<b>Unrestricted funds</b>					
. General funds	2,788,706	244,317	(76,311)	—	<b>2,956,712</b>
<b>Total unrestricted funds</b>	<u>2,788,706</u>	<u>244,317</u>	<u>(76,311)</u>	<u>—</u>	<u><b>2,956,712</b></u>
<b>Total funds</b>	<u>22,978,008</u>	<u>10,768,866</u>	<u>(11,576,897)</u>	<u>4,533,000</u>	<u><b>26,702,977</b></u>

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

**ESFA revenue grant fund and other restricted funds**

These grants relate to the Academy's development and operational activities.

**General Annual Grant (GAG)**

Under the funding agreement with the Secretary of State, the Academy was subject to a limit on the amount of GAG that it could carry forward at 31 August 2022. Note 1 discloses whether the limit was exceeded.

**Fixed asset fund**

These grants relate to capital funding to carry out works of a capital nature. The transfer between funds relates to purchase of capital items using ESFA restricted general funds.

**Pension reserve**

The pension reserve relates to the Academy's share of the deficit of the Pension Scheme.

16 Funds (continued)

**Insurance funds**

Insurance funds relate to monies received from the Academy's insurers which is restricted for use on specific remedial works.

**Comparative information**

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
<b>Restricted general funds</b>					
. General Annual Grant (GAG)	155,983	8,184,451	(8,311,297)	—	29,137
. Pupil Premium	272,094	433,302	(705,396)	—	—
. Catch-up premium	—	67,949	(4,211)	—	63,738
. Other DfE/ESFA COVID-19 funding	—	128,429	(128,429)	—	—
. Other grants	—	398,622	(398,622)	—	—
. Pension reserve	(2,439,000)	—	(393,000)	(1,129,000)	(3,961,000)
	<u>(2,010,923)</u>	<u>9,212,753</u>	<u>(9,940,955)</u>	<u>(1,129,000)</u>	<u>(3,868,125)</u>
<b>Restricted fixed assets fund</b>					
. DfE/ESFA capital grants	981,914	265,240	(402,945)	—	844,209
. Capital expenditure from GAG	2,137,571	—	(1,992)	—	2,135,579
. Gifts in kind & donations	21,635,869	88,200	(646,430)	—	21,077,639
	<u>24,755,354</u>	<u>353,440</u>	<u>(1,051,367)</u>	<u>—</u>	<u>24,057,427</u>
<b>Total restricted funds</b>	<u>22,744,431</u>	<u>9,566,193</u>	<u>(10,992,322)</u>	<u>(1,129,000)</u>	<u>20,189,302</u>
<b>Unrestricted funds</b>					
. General funds	2,575,705	213,001	—	—	2,788,706
<b>Total unrestricted funds</b>	<u>2,575,705</u>	<u>213,001</u>	<u>—</u>	<u>—</u>	<u>2,788,706</u>
<b>Total funds</b>	<u>25,320,136</u>	<u>9,779,194</u>	<u>(10,992,322)</u>	<u>(1,129,000)</u>	<u>22,978,008</u>

## 17 Analysis of net assets between funds

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Fund £	Total 2022 £
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	—	—	23,194,294	<b>23,194,294</b>
Current assets	2,956,712	1,247,245	159,067	<b>4,363,024</b>
Current liabilities	—	(854,341)	—	<b>(854,341)</b>
Pension scheme liability	—	—	—	—
<b>Total net assets</b>	<b>2,956,712</b>	<b>392,904</b>	<b>23,353,361</b>	<b>26,702,977</b>

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Fund £	Total 2021 £
<i>Fund balances at 31 August 2021 are represented by:</i>				
<i>Tangible fixed assets</i>	—	—	23,870,367	23,870,367
<i>Current assets</i>	2,788,706	749,717	187,060	3,725,483
<i>Current liabilities</i>	—	(656,842)	—	(656,842)
<i>Pension scheme liability</i>	—	(3,961,000)	—	(3,961,000)
<i>Total net assets</i>	<i>2,788,706</i>	<i>(3,868,125)</i>	<i>24,057,427</i>	<i>22,978,008</i>

## 18 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 ATH and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account, other than certain donations, trustees' remuneration and expenses already disclosed in note 2 and 9.

## 19 Capital commitments

	2022 £	2021 £
Contracted for, but not provided in the financial statements	—	—

## 20 Commitments under operating leases

### *Operating leases*

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

	2022 £	2021 £
Amounts due within one year	66,676	66,415
Amounts due between one and five years	19,963	94,609
	<b>86,639</b>	<b>161,024</b>

## 21 Members Liability

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

## 22 Pension and similar obligations

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

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

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

### *Teachers' Pension Scheme*

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

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

## 22 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 latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to TPS in the period amounted to £752,782 (2021: £804,009).

A copy of the valuation report and supporting documentation is on the Teachers' Pension Scheme 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 (LGPS)**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £315,000 (2021 - £349,000), of which employer's contributions totalled £235,000 (2021 - £261,000) and employees' contributions totalled £80,000 (2021 - £88,000). The agreed contribution rates for 2022/23 are 19.8% (2021/22 – 19.8%) of employers and between 5.5% (2021/22 - 5.5%) and 12.5% (2021/22 - 12.5%) of employees.

**22 Pension and similar obligations (continued)**

**Local Government Pension Scheme (LGPS) (continued)**

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

Principal Actuarial Assumptions	At 31 August 2022	At 31 August 2021
Rate of increase in salaries	3.05%	2.90%
Rate of increase for pensions in payment/inflation	3.35%	3.20%
Discount rate for scheme liabilities	4.25%	1.65%

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

	At 31 August 2022	At 31 August 2021
<i>Retiring today</i>		
Males	21.1	21.3
Females	23.6	23.8
<i>Retiring in 20 years</i>		
Males	22.5	22.8
Females	25.6	25.8

Sensitivity analysis	At 31 August 2022 £'000	At 31 August 2021 £'000
Discount rate -0.1%	145	281
Salary increase rate +0.1%	10	19
Pension increase rate +0.1%	136	258

**22 Pension and similar obligations (continued)**

**Local Government Pension Scheme (LGPS) (continued)**

The Academy's share of the assets and liabilities in the scheme were:

	<b>Fair value at 31 August 2022 £'000</b>	Fair value at 31 August 2021 £'000
Equities	3,164	3,556
Bonds	1,123	1,082
Property	561	412
Cash	256	103
<b>Total market value of assets</b>	<b>5,104</b>	<b>5,153</b>
Present value of scheme liabilities		
· Funded	<b>(4,737)</b>	(9,114)
<b>Surplus (deficit) in the scheme as determined by the actuary</b>	<b>367</b>	(3,961)
Adjustment recognised in actuarial losses to cap the scheme surplus*	<b>(367)</b>	—
<b>Deficit in the scheme as recognised on the balance sheet</b>	<b>—</b>	<b>(3,961)</b>

\*As the LGPS surplus is irrecoverable, recognition of the surplus on the balance sheet has been restricted to £nil. The adjustment of £367,000 has been offset against the overall actuarial gain for the year.

The actual return on scheme assets was £436,000 (2021: £752,000).

<b>Amounts recognised in statement of financial activities</b>	<b>2022 £'000</b>	2021 £'000
Current service costs	737	609
Interest income	(87)	(71)
Interest cost	157	116
<b>Total operating charge</b>	<b>807</b>	<b>654</b>
<b>Analysis of pension finance costs</b>		
Expected return on pension scheme assets	87	71
Interest on pension liabilities	(157)	(116)
<b>Pension finance cost</b>	<b>(70)</b>	<b>(45)</b>
<b>Changes in the present value of defined benefit obligations were as follows:</b>		
	<b>2022 £'000</b>	2021 £'000
At 1 September	9,114	6,469
Current service cost	737	609
Interest cost	157	116
Employee contributions	80	88
Actuarial (gain) loss	(5,336)	1,844
Benefits paid	(15)	(12)
<b>At 31 August</b>	<b>4,737</b>	<b>9,114</b>



**22 Pension and similar obligations (continued)**

**Local Government Pension Scheme (LGPS) (continued)**

Changes in the fair value of the Academy's share of scheme assets:	2022 £'000	2021 £'000
At 1 September	5,153	4,030
Interest income	87	71
Actuarial (loss) gain	(436)	715
Employer contributions	235	261
Employee contributions	80	88
Benefits paid	(15)	(12)
<b>At 31 August</b>	<b>5,104</b>	<b>5,153</b>

**23 Agency arrangements**

The Academy distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2022 the academy trust received £19,453 (2021: £21,410) and disbursed £17,246 (2021: £46,281). An amount of £5,357 (2021: £3,150) is included in other creditors in relation to carried forward unutilised Post 16 funding.

**24 Subsequent events**

On 1 September 2023, Skinners' Academy is expected to join the Skinners' Academies Trust, a newly established multi-academy trust. It is anticipated that all activities, assets and liabilities of the Academy will be transferred to the Skinners' Academies Trust at that date. The value of the net assets transferred will be based on the audited value of the assets and liabilities as at 31 August 2023 and therefore currently are not able to be quantified.