

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Ms Naomi Holloway Mrs Katherine Byrne Mr Sam Mountford Mr David Harvey (resigned 17 January 2020) Mr Nigel Fletcher Mrs Abby Westell
Trustees	Ms Naomi Holloway, Chair Mrs Katherine Byrne Mrs Philippa Moore, Headteacher Mr Sam Mountford Mrs Abby Westell Mr David Harvey (resigned 17 January 2020) Mr Nigel Fletcher Mrs Emily Hodges (resigned 15 July 2020) Mrs Katie Lewis (resigned 14 February 2020) Mrs Debra Price Mrs Karen Poole Mr Sotirios Adamopoulos (appointed 15 November 2019) Mrs Lesley Stevens (appointed 2 October 2019)
Company registered number	09433068
Company name	Windhill Academy Trust
Registered and principal office	Windhill School Windhill Bishop's Stortford Hertfordshire CM23 2NE
Chief Executive Officer	Mrs Philippa Moore
Senior Leadership Team	Philippa Moore, Headteacher Debra Price, Assistant Headteacher Sarah Wood, Assistant Headteacher Chloe Myers, Coaching and Mentoring Leader Deborah Mills, Business Manager Hellie Mann, SENCO Rebecca Hall, Senior Teacher Geraldine Stevens, Pastoral Lead
Independent Auditors	Price Bailey LLP Chartered Accountants Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees present their Annual Report together with the financial statements and Auditor's Report of Windhill Academy Trust (the Academy, the Trust or the Charitable Company) for the year ended 31 August 2020. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates an academy school for pupils aged 4 - 11 serving a catchment area of Bishop's Stortford. It has a pupil capacity of 450 for Reception to Year 6 and had a roll of 456 in the autumn 2019 school census. (This included the pupils in the 'bulge' class who were admitted from September 2014 and who will remain on roll throughout their primary education). In addition, we have a nursery with a pupil capacity of 52 and had a roll of 31 in the autumn 2019 school census.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are its primary governing documents. The Trustees of The Charitable Company are also the Directors for the purposes of company law. The terms Trustee, Director and Governor are interchangeable. The Charitable Company is known as Windhill21.

Details of the Trustees who served during the year are included in the Reference and Administrative Details section.

Members' Liability

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

Trustees and Officers' Indemnities

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

Method of Recruitment and Appointment or Election of Trustees

Members of the Trust are responsible for appointing Trustees. All prospective Trustees are expected to demonstrate a commitment to the governance and continuing improvement of the Trust.

Trustees are appointed in accordance with the Trust's Articles of Association (sections 50 to 59) and the Funding Agreement.

Trustees are appointed for a fixed term of four years. The Headteacher is an ex officio member of the Board of Trustees. Parent trustees and the staff trustees are elected to office or appointed if there are insufficient candidates offering themselves for election. The Articles of Association make provision for 13 Trustees:

- 2 Parent Trustees
- 2 Staff Trustees (Headteacher plus a member of the teaching staff)
- 9 co-opted Trustees

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Policies and Procedures Adopted for the Induction and Training of Trustees

The Trust is committed to providing adequate opportunities for Trustees to undertake and receive suitable training so as to enable them to perform their role effectively. To this end the Trust provides an internal programme continued professional development led by School staff and links with a number of local training providers.

All new trustees will receive an induction to the role, according to their need, which may include introductory sessions, mentoring and formal courses. This process will involve a meeting with the Chair of Trustees and the Headteacher.

All Trustees are provided with the following:

- Governor Handbook.
- Policies and procedure documents that are appropriate to the role they undertake as Trustees with particular emphasis on the committee work that they will undertake.
- Welcome email from Chair of Trustees.
- Opportunities for relevant training, depending on experience. Our training providers are Herts for Learning and Balance Education. In addition, Trustees have access to online training courses.

All Trustees are offered training and development opportunities to ensure that their knowledge and skills are kept up to date and in line with current regulations and legislation. In addition, Trustees with specific responsibilities (e.g. safeguarding, SEND and health and safety) are provided with appropriate training to enable them to fulfil their duties. The Board of Trustees is a member of the National Governors' Association.

Organisational Structure

The governance of the Trust is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education. The Board of Trustees, which meets on at least six occasions per year and each individual committee at least three times per year, is responsible for the strategic direction of the Trust. The Board of Trustees reviews progress towards educational objectives and results; approves major expenditure requests; sets the budget for the following year; sets the organisational staffing structure; agrees the performance objectives of the Headteacher with an external adviser, and reviews them regularly.

The Headteacher is the designated Accounting Officer and has overall responsibility for the day to day financial management of the Trust. The Headteacher has delegated responsibility for low values of expenditure to specific budget holders who are responsible for managing their own departments within their allocated budgets. A system of financial controls is in place to manage this process.

The Headteacher manages the Trust on a daily basis supported by a Senior Leadership Team (SLT). The SLT meets weekly to discuss emerging matters and to help to develop strategies for future development to be put to the Headteacher and the Board of Trustees as required for approval. Each member of the SLT has specific responsibilities to assist the Headteacher to manage certain aspects of the Trust.

Arrangements for setting pay and remuneration of key management personnel

Key management personnel include Trustees and those staff to whom the Trustees have delegated significant authority and responsibility in the day-to-day running of the Trust. The pay and remuneration of key management personnel is decided by a variety of contributory factors such as the school group size, ISR, the pay scales for each role and the level of experience of each staff member. In addition, pay levels may be affected by nationally agreed pay awards, the ability to recruit and retain in post, all of which are in accordance with the Trust's appointment and pay policies. All amendments to the pay and remuneration of key management personnel are approved by the appropriate sub-committee and ratified by the Board of Trustees.

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Related Parties and other Connected Charities and Organisations

Owing to the nature of the Trust's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, it is inevitable that from time to time transactions will take place with organisations in which Trustees may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction where the Trustee may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academies Financial Handbook.

The Trust co-operated with the following organisations during the academic year in pursuit of its charitable activities:

- East and North Hertfordshire NHS
- East Hertfordshire District Council
- Hertfordshire County Council
- Hertfordshire County Council – Local Government Pension Scheme.
- Hertfordshire and Essex High School
- Rivers Multi Academy Trust
- Bishop's Stortford Educational Trust

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal object and aim of the Charitable Company is the operation of the School to provide free education and care for pupils of different abilities between the ages of 4 and 11.

Objectives, Strategies and Activities

During the year the Trustees have worked towards these aims by:

- ensuring that every child enjoys the same high quality education in terms of resourcing, teaching and care;
- raising the standard of educational achievement of all pupils;
- improving the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- providing value for money for the funds expended;
- complying with all appropriate statutory, curriculum and child care requirements;
- conducting the Academy's business in accordance with the highest standards of integrity; and
- looking at the skill set within the current Board of Trustees and actively recruiting new Trustees who complement the existing skill base.

Our success in fulfilling our aims can be measured by:

- School self-evaluation form
- School improvement plan review
- Governing Board and Committee minutes
- Trustee monitoring visits
- OFSTED Inspection Report – October 2018
- Financial monitoring reports
- Staff and parent questionnaires
- Pupil voice (via pupil forum meetings)
- Feedback from visitors

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TRUSTEES' REPORT (CONTINUED)
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Public Benefit

The Trustees believe that by working towards the objects and aims of the School as detailed above, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

Trade Union Facility Time

The Trust had no employees who acted as union officials during the year.

STRATEGIC REPORT

Achievements and Performance

The Trust continued its mission to ensure that students achieved their potential in public examinations; encouraged a wide range of extra-curricular activities; developed and retained suitable staff and guided students in suitable progression when they left the School. Specific achievements were as follows:

- Maintained numbers on roll, with a significant number of parents choosing Windhill21 as their first choice. There are waiting lists in nearly all year groups. With the exception of our Nursery, the School is now full in all year groups and exceeds the published admission number in some classes throughout KS2.
- Recruiting and retaining quality staff in a climate where recruitment remains extremely challenging. Despite the recruitment crisis and maternity, we have been able to maintain a good teaching profile.
- Pupil Attendance - Full year attendance figures for 2019/20 cannot be reported due to the COVID pandemic and the national lockdown when schools were closed to all excluding the children of key worker children. Subsequently, the Department for Education (DfE) do not require schools to report attendance figures. However, an indication of the School's attendance figures for the period Sept 2019 to March 2020 records the attendance of our statutory school age children (years 1- 6) as 96.4% and, including children in our reception classes who were non-statutory, the figure was 96.1%. These figures are comparable to the previous year. The Persistent Absence Rate for statutory school age children was recorded as 6.4% for the same period. The Academy's attendance data for statutory school age children continues to exceed the most recent national figures available.
- Birchwood Sports Partnership achievements 2019/20:
 - 1st place Tri Golf (County Finalists)
 - 1st place Rapid Fire Cricket (County Finalists)
 - 1st place Year 5/6 Gymnastics
- Regional Winners of the Great Big Dance Off (national finals cancelled due to COVID-19).
- Running a Virtual Sports Day (summer 2020) with 70% engagement from within the School community from Nursery to Year 6.
- The School continues to be outward focused – visiting other schools for ideas, continuing to support other schools, working with the Bishop's Stortford Educational Trust Teaching Alliance and delivering training.
- Our NQTs and SCITT trainees were supported and developed effectively;
- The school partnership called Envision established and a School Improvement Programme in association with the EDT (Educational Development Trust) has been implemented. One cycle of self-review has been completed successfully. The impact sessions had to be curtailed due to COVID.
- The curriculum has been remodelled in line with the new expectations of the new OFSTED framework.

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Whole School Results – 2019/20:

In March 2020, the Secretary of State for Education announced the cancellation of 2019/20 national curriculum assessments. The 2019/20 national curriculum assessments did not take place due to the coronavirus (COVID-19) pandemic.

As a result, the following assessments planned between April and July 2020 were cancelled:

- End of key stage 1 and key stage 2 assessments (including tests and teacher assessment);
- Phonics screening check;
- Multiplication tables check;
- Science sampling tests;
- All statutory trialling.

Key Performance Indicators

The Trustees receive regular information at each Committee meeting to enable them to monitor the performance of the School compared to Trust's aims, strategic plans and the financial budgets.

The Key Performance Indicators for 2019/20 are reflected across the following areas included in the School Improvement Plan:

- Quality of education;
- Behaviour and attitudes;
- Personal Development;
- Leadership and management;
- Early years.

The priorities have been monitored throughout the year by the Trustees in the following ways:

- Regular review of the Trustees' Monitoring Plan;
- Active questioning;
- Termly Headteacher's reports;
- Receipt of regular reports re pupil premium and pupil performance;
- Monitoring visits;
- Monitoring of progress against the School Improvement Plan; and
- Monthly financial monitoring reports.

The Trustees review the progress and impact made against the KPIs and School Improvement Plan on a termly basis.

Going Concern

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

In making this statement the Board of Trustees have taken into due consideration the effects upon the Trust of the COVID-19 pandemic, the partial closure of the School during the period and the changes in practices introduced from the 2020 Autumn term.

Further consideration on the Trust's ability to continue as a going concern as a result of the COVID-19 pandemic can be found in Note 1.3.

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Financial Review

The principal source of funding for the Trust is the GAG and other grants that it receives from the Education and Skills Funding agency (ESFA). For the year ended 31 August 2020 the Trust received £2,269,437 of GAG and other income (excluding capital). A high percentage of this income is spent on salaries and support costs to deliver the Trust's primary objective of the provision of education.

The Trust brought forward from 18/19, £Nil restricted funds (excluding pension and fixed assets) and £313,833 unrestricted funding. There is an in-year surplus of £93,288 on unrestricted funds and restricted funds remained balanced. The carry forward for 19/20 is £Nil restricted funding (excluding pension and fixed assets) and £407,121 unrestricted funding.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £992,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years.

Reserves Policy

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Business Leader. The budget plan identifies how any carry forward will be allocated in the plan for the following academic year, including the identification of any funds earmarked for a specific project or purpose.

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £407,121. This has been built up from a mixture of locally raised income and balances transferred from the predecessor school.

The Trust always plans to have a carry forward equivalent to 2% of grant income to assist the Trustees in making strategic decisions to keep in line with national funding changes and curriculum needs.

The Trust's year-end balance on restricted general funds (excluding pension reserve) plus unrestricted funds was £407,121.

The cash balance of the Trust has been healthy all year, ending the year with a balance of £511,700.

Investment Policy

An Investment Policy was last approved by the Board of Trustees in January 2020. The aim of the policy is to ensure funds that the Trust does not immediately need to cover anticipated expenditure are invested to maximise the Trust's income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Trustees do not consider the investment of surplus funds as a primary activity, rather as good stewardship and as and when circumstances allow.

Principal Risks and Uncertainties

The Trustees maintain a risk register identifying the major risks to which the Trust is exposed, and identifying actions and procedures to mitigate those risks. A formal review of the risk register process is undertaken on an annual basis and the internal control systems and the exposure to said risks are monitored on behalf of the Trustees at each Resources Committee meeting. The principal risks facing the Trust are outlined below; those facing the Trust at an operational level are addressed by its systems and by internal financial and other controls.

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The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As an Academy Trust, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- The Trustees recognise the adverse budgetary outlook across the public sector, and in particular education, and acknowledge the projected impact on School reserves. The Trustees are actively providing oversight with the School executive team in order to ensure a sustainable day-to-day structure and operation across the 3-year horizons.
- The Trust has considerable reliance on continued Government funding through the ESFA and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.
- Failures in governance and/or management. The risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.
- Reputational - the continuing success of the Trust is dependent on continuing to attract pupils in sufficient numbers by maintaining the highest educational standards. In order to mitigate this risk, Trustees ensure that pupil progress and outcomes are closely monitored and reviewed.
- Safeguarding and child protection. The Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.
- Staffing. The success of the Trust is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning.
- Fraud and mismanagement of funds. The Trustees have appointed an Internal Auditor to carry out independent and external checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area.
- Financial instruments. The Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low.
- Defined benefit pension liability. As the Government has agreed to meet the defined benefit pension liability of any school ceasing to exist, the main risk to the Trust is an annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan.
- COVID-19 pandemic. Following the national lockdown due to COVID-19 in March 2020 and the closure of schools, the Trust continued to deliver high-quality learning whether a child is at home or in School. The Trust was committed to staying in contact with parents, carers and children to support (remotely) their needs. In addition, the Academy provided a comprehensive offer for the children of key workers throughout the lockdown in School. The Trust remains aspirational, adopted a staged approach regarding the return of pupils to School from June 2020.

The Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

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Fundraising

The Trust only held small fundraising events during the year in addition to minor events to raise funds for donating to charities. The Trust does not work with professional fundraisers or companies who carry out fundraising on its behalf. During the year no complaints or issues have arisen as a result of the fundraising events. The fund-raising events of the Windhill School Association were significantly affected as a direct result of COVID-19.

Plans for Future Periods

The aims and key objectives set for 2020/21, together with details of the activities planned to achieve them are detailed in the School Improvement Plan. The key performance objectives are:

1. Quality of Education:
 - To develop writing to engage and raise standards;
 - To swiftly identify and support area to develop through a COVID catch-up programme to narrow the COVID academic gap.
2. Behaviours and Attitudes:
 - To support pupils back to school so that they positively engage with a positive mindset.
3. Leadership and Management:
 - To review the curriculum to ensure it reflects the profile of our learners and reflects and addresses current issues, whilst keeping pupils and staff safe and socially and emotionally healthy.
4. Personal Development:
 - To develop a cohesive and crafted in-house CPD programme to develop all members of staff;
5. Early Years:
 - To develop writing to engage and raise standards;
 - To provide outside provision is of the highest quality.

Funds Held as Custodian Trustee on Behalf of Others

There are no funds held on behalf of others.

Auditor

Insofar as the Trustees are aware:

- there is no relevant audit information of which the Charitable Company's Auditor is unaware, and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information.

The Auditors, Price Bailey LLP, are willing to continue in office and a resolution to reappoint them for the current financial year was proposed and agreed at the Annual Meeting held by the Members.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 1 December 2020 and signed on its behalf by:

Ms Naomi Holloway
Chair of Trustees

WINDHILL ACADEMY TRUST
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GOVERNANCE STATEMENT

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher, 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 Windhill Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 4 times during the year. The Board of Trustees has formally met four times during the year. The Board met fewer than six times during the year. The Board is satisfied that through the use of sub-committees it maintains effective oversight.

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

Trustee	Meetings attended	Out of a possible
Ms Naomi Holloway, Chair	4	4
Mrs Katherine Byrne	2	4
Mrs Philippa Moore, Headteacher	4	4
Mr Sam Mountford	3	3
Mrs Abby Westell	4	4
Mr David Harvey	1	2
Mr Nigel Fletcher	3	4
Mrs Emily Hodges	3	4
Mrs Katie Lewis	1	2
Mrs Debra Price	4	4
Mrs Karen Poole	3	4
Mrs Lesley Stevens	4	4
Mr Sotirios Adamopoulos	3	3

Review of year:

Key changes in composition of the Board of Trustees during the year include:

- Naomi Holloway remained Chair of Governors
- Three new trustees appointed mid-year:
 - Sotirios Adamopoulos
 - Sam Mountford (re-appointed)
 - Lesley Stevens
- Three trustee resigned mid-year
 - Katie Lewis
 - David Harvey
 - Emily Hodges
- Denise Cooke was appointed as Clerk mid-year following the resignation of our previous clerk.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Governance reviews:

The annual Governor Day due to be held in July 2020 had to be cancelled due to COVID. Governor Day usually focusses on school improvement, self-evaluation and effectiveness. It was replaced by a Zoom workshop which focussed specifically on the School Improvement Plan. The next governor skills audit will be carried out later in the Autumn term 2020.

The Resources Committee is a sub-committee of the main Board of Trustees and is responsible for the Trust's financial reporting, accounting systems and internal controls. Its purpose is to assist the Board of Trustees in fulfilling its duties and responsibilities in relation to the financial management of the Trust. The Committee ensures that the risks of the Trust, financial and otherwise, are effectively reviewed and managed and that the annual financial statements give a true and fair view of the activities of the Trust. Full details of the Committee's remit are included in the terms of reference.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr Sam Mountford	2	2
Mrs Phillipa Moore	4	4
Mrs Abby Westell	4	4
Mr David Harvey	1	1
Mr Nigel Fletcher	4	4
Mrs Emily Hodges	3	4
Ms Naomi Holloway	3	4

In addition, a COVID working party was formed with the purpose of supporting the School leadership team with strategic decisions regarding the COVID Action Plan and monitoring against the whole School COVID risk assessment.

Review of value for money

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

The Accounting Officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer has delivered improved value for money during the year by:

- Sharing outstanding practice and providing training opportunities through collaborative work, with the Bishop's Stortford Educational Trust Teaching Schools Alliance; Envision Partnership and local schools to ensure the quality of our teaching is at least good, if not outstanding;
- Further re-organisation of the School's staffing structure to reduce salary costs whilst maximising impact on learning for:
 - Senior leadership
 - Teachers
 - Support staff;
- Maximising income generation through consultancy work and moderation visits carried out by the Headteacher, Assistant Headteachers, Senior Teachers and School Business Leader.
- Maximising income through the offer of additional nursery sessions as part of the School's nursery provision.
- Completion of the Fire Safety Improvements project funded by Condition Improvement Funding.

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GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Windhill Academy Trust for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the Annual Report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the Annual Report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

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

The Board of Trustees has decided to employ SBM Services Ltd as Internal Auditor.

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. In particular the checks carried out in the current period included:

Governance:

- The Trust Board
- Register of Business Interests
- Business Continuity
- Risk Management
- Financial Regulations
- Financial Management Skills of the Trust

Payroll:

- Payroll Administration
- Salary Variance Monitoring
- Employment Status Validation
- Additional Payments
- Personnel Files

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GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

Fixed Assets:

- Fixed Asset Register
- Equipment Inventory

Budget:

- Approval of the Budget
- Authorisation of Budget Changes
- Budget Monitoring/Management Accounts
- Forward Financial Plan
- School Development Plan
- Trading Accounts

Other Areas Tested:

- VAT

On a bi-annual basis, the Internal Auditor reports to the Board of Trustees through the Resources Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities and annually prepares an annual summary report to the Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The Internal Auditor has delivered their schedule of work as planned and there were no material control issues arising as a result of their work.

Review of effectiveness

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

- on discharge of the Board of Trustees financial decisions to help the Committee consider actions and assess year on year progress
- the work of the Internal Auditor;
- the work of the external Auditors;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Resources Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by the Board of Trustees and signed on their behalf by:

Ms Naomi Holloway
Chair of Trustees

Mrs Philippa Moore
Accounting Officer

Date: 1 December 2020

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Windhill Academy Trust I have considered my responsibility to notify the Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook 2019.

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.

Mrs Philippa Moore
Accounting Officer

Date: 9 December 2020

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees (who are also the Directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the 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 Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

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

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

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

Approved by the Board of Trustees and signed on its behalf by:

Ms Naomi Holloway
Chair of Trustees

Date: 1 December 2020

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
WINDHILL ACADEMY TRUST**

Opinion

We have audited the financial statements of Windhill Academy trust (the 'Academy') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Academy's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
WINDHILL ACADEMY TRUST (CONTINUED)**

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Other information includes the Trustees' Report including the Strategic Report, the Governance Statement and the Accounting Officer's Statement. 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Academy 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
- we have not received all the information and explanations we require for our audit.

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
WINDHILL ACADEMY TRUST (CONTINUED)**

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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

Gary Miller (Senior Statutory Auditor)

for and on behalf of
Price Bailey LLP
Chartered Accountants
Statutory Auditors
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT

9 December 2020

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO WINDHILL ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 17 September 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Windhill Academy Trust during the year 1 September 2019 to 31 August 2020 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 Windhill Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Windhill Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Windhill Academy Trust and ESFA, for our work, for this Report, or for the conclusion we have formed.

Respective responsibilities of Windhill Academy trust's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of Windhill Academy trust's funding agreement with the Secretary of State for Education dated 1 March 2015 and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance.
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Academy, extending the procedures required for financial statements to include regularity, propriety and compliance.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant
Price Bailey LLP

Date: 9 December 2020

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	3	3,700	72,820	5,969	82,489	189,423
Charitable activities	4	54,706	2,066,769	-	2,121,475	2,074,379
Other trading activities	5	71,180	-	-	71,180	79,379
Investments	6	262	-	-	262	244
Total income		<u>129,848</u>	<u>2,139,589</u>	<u>5,969</u>	<u>2,275,406</u>	<u>2,343,425</u>
Expenditure on:						
Charitable activities	7	36,560	2,227,403	191,126	2,455,089	2,326,489
Total expenditure		<u>36,560</u>	<u>2,227,403</u>	<u>191,126</u>	<u>2,455,089</u>	<u>2,326,489</u>
Net income/ (expenditure)		<u>93,288</u>	<u>(87,814)</u>	<u>(185,157)</u>	<u>(179,683)</u>	<u>16,936</u>
Transfers between funds	16	-	(42,186)	42,186	-	-
Net movement in funds before other recognised gains/(losses)		<u>93,288</u>	<u>(130,000)</u>	<u>(142,971)</u>	<u>(179,683)</u>	<u>16,936</u>
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	23	-	281,000	-	281,000	(399,000)
Net movement in funds		<u>93,288</u>	<u>151,000</u>	<u>(142,971)</u>	<u>101,317</u>	<u>(382,064)</u>
Reconciliation of funds:						
Total funds brought forward		313,833	(1,143,000)	4,023,240	3,194,073	3,576,137
Net movement in funds		93,288	151,000	(142,971)	101,317	(382,064)
Total funds carried forward		<u>407,121</u>	<u>(992,000)</u>	<u>3,880,269</u>	<u>3,295,390</u>	<u>3,194,073</u>

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

The notes on pages 25 to 46 form part of these financial statements.

WINDHILL ACADEMY TRUST
REGISTERED NUMBER: 09433068
(A Company Limited by Guarantee)

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	12	3,870,914	3,944,530
Current assets			
Debtors	13	72,493	110,743
Cash at bank and in hand		511,700	509,185
		584,193	619,928
Creditors: amounts falling due within one year	14	(140,720)	(195,887)
Net current assets		443,473	424,041
Total assets less current liabilities		4,314,387	4,368,571
Creditors: amounts falling due after more than one year	15	(26,997)	(31,498)
Net assets excluding pension liability		4,287,390	4,337,073
Defined benefit pension scheme liability	23	(992,000)	(1,143,000)
Total net assets		3,295,390	3,194,073
Funds of the Academy			
Restricted funds:			
Fixed asset funds	16	3,880,269	4,023,240
Restricted funds excluding pension liability	16	3,880,269	4,023,240
Pension reserve	16	(992,000)	(1,143,000)
Total restricted funds	16	2,888,269	2,880,240
Unrestricted income funds	16	407,121	313,833
Total funds		3,295,390	3,194,073

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

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

The financial statements on pages 21 to 46 were approved by the Trustees, and authorised for issue on 01 December 2020 and are signed on their behalf, by:

Ms Naomi Holloway
Chair of Trustees

The notes on pages 25 to 46 form part of these financial statements.

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by operating activities	18	41,721	4,420
Cash flows from investing activities	20	(35,955)	72,522
Cash flows from financing activities	19	(3,251)	-
Change in cash and cash equivalents in the year		2,515	76,942
Cash and cash equivalents at the beginning of the year		509,185	432,243
Cash and cash equivalents at the end of the year	21, 22	<u>511,700</u>	<u>509,185</u>

The notes on pages 25 to 46 form part of these financial statements

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Company status

The Academy is a Company limited by guarantee. The Members of the Company are named on page 1. In the event of the Academy being wound up, the liability in respect of the guarantee is limited to £10 per Member.

The Academy's registered office is Windhill School, Windhill, Bishop's Stortford, Hertfordshire, CM23 2NE.

1.3 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 and have concluded that the Academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Following the year end the Academy has been affected to a limited extent by restrictions imposed by the UK Government in response to the COVID-19 pandemic.

The Academy derives the majority of its income from local and national government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Academy can continue operating for a period of at least 12 months following the date of this report. The financial statements do not contain any adjustments that would be required if the Academy were not able to continue as a going concern.

1.4 Fund accounting

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

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

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

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.5 Income

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

• **Grants**

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

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

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

• **Donations**

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

• **Other income**

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

1.6 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 resources expended are inclusive of irrecoverable VAT.

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.7 Taxation

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

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

1.8 Tangible fixed assets

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following bases:

Long term leasehold property	- 50 years straight line
Furniture and equipment	- 10 years straight line
Computer equipment	- 5 years straight line
Motor vehicles	- 5 years straight line

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

1.9 Debtors

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

1.10 Cash at bank and in hand

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

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.11 Liabilities

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

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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 notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.13 Operating leases

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

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.14 Pensions

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

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

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

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

2. Critical accounting estimates and areas of judgment

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. 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.

WINDHILL ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

3. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	3,700	72,820	-	76,520	64,935
Capital grants	-	-	5,969	5,969	124,488
Total 2020	<u>3,700</u>	<u>72,820</u>	<u>5,969</u>	<u>82,489</u>	<u>189,423</u>
Total 2019	<u>9,067</u>	<u>55,868</u>	<u>124,488</u>	<u>189,423</u>	

In 2019, income from donations was £64,935 of which £9,067 was unrestricted and £55,868 was restricted.

In 2019, capital grants of £124,488 were in relation to restricted fixed assets funds.

4. Funding for the Academy's provision of education

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	1,595,162	1,595,162	1,614,397
Other DfE / ESFA grants	-	267,006	267,006	197,090
	<u>-</u>	<u>1,862,168</u>	<u>1,862,168</u>	<u>1,811,487</u>
Other Government grants				
Local Authority grants	-	204,601	204,601	188,308
	<u>-</u>	<u>204,601</u>	<u>204,601</u>	<u>188,308</u>
Other funding				
Catering income	54,706	-	54,706	74,584
	<u>54,706</u>	<u>2,066,769</u>	<u>2,121,475</u>	<u>2,074,379</u>
Total 2019	<u>74,584</u>	<u>1,999,795</u>	<u>2,074,379</u>	

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FOR THE YEAR ENDED 31 AUGUST 2020

4. Funding for the Academy's provision of education (continued)

In 2019, income from DFE/ESFA grants was £1,811,487 of which all was restricted.

In 2019, income from other Government grants was £188,308 of which all was restricted.

In 2019, income from catering was £74,584 of which all was unrestricted.

5. Income from other trading activities

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Hire of facilities	24,587	24,587	33,395
Other income	46,593	46,593	45,984
	71,180	71,180	79,379
	79,379	79,379	
Total 2019	79,379	79,379	

In 2019, hire of facilities was £33,395 of which all was unrestricted.

In 2019, other income was £45,984 of which all was unrestricted.

6. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Bank interest	262	262	244
	244	244	
Total 2019	244	244	

In 2019, all investment income was in relation to unrestricted funds.

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7. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £	Total 2019 £
Provision of Education:					
Direct costs	1,568,115	-	143,047	1,711,162	1,661,336
Support costs	256,811	276,212	210,904	743,927	665,153
	<u>1,824,926</u>	<u>276,212</u>	<u>353,951</u>	<u>2,455,089</u>	<u>2,326,489</u>
Total 2019	<u>1,734,403</u>	<u>174,290</u>	<u>417,796</u>	<u>2,326,489</u>	

In 2020, of total expenditure £36,560 (2019: £90,026) was to unrestricted funds, £2,227,403 (2019: £2,119,222) was to restricted funds, and £191,126 (2019: £117,241) was to restricted fixed asset funds.

In 2019, direct expenditure consisted of £1,497,194 staff costs and £164,142 other costs.

In 2019, support expenditure consisted of £237,209 staff costs, £174,290 premises costs and £253,654 other costs.

	2020 £	2019 £
Direct costs	1,711,162	1,661,336
Support costs	743,927	665,153
Total	<u>2,455,089</u>	<u>2,326,489</u>

	2020 £	2019 £
Analysis of support costs		
Support staff costs	256,811	237,209
Depreciation	114,794	110,321
Technology costs	19,218	22,542
Premises costs (excluding depreciation)	161,418	63,969
Other support costs	182,118	221,607
Governance costs	9,379	9,505
Legal costs	189	-
	<u>743,927</u>	<u>665,153</u>

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8. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020 £	2019 £
Depreciation of tangible fixed assets	114,794	110,321
Fees paid to Auditors for:		
- audit	4,475	4,345
- other services	4,930	4,795
	119,129	119,961

9. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020 £	2019 £
Wages and salaries	1,313,987	1,333,654
Social security costs	102,206	109,102
Pension costs	408,733	291,647
	1,824,926	1,734,403

b. Staff numbers

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

	2020 No.	2019 No.
Teachers	30	22
Administration and support	49	48
Management	3	4
	82	74

Management includes only those senior leadership members who do not have day to day teaching duties, in line with the Academies Accounts Direction 2019-20 guidance.

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NOTES TO THE FINANCIAL STATEMENTS
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9. Staff (continued)

c. Higher paid staff

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

	2020	2019
	No.	No.
In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	1	-
	1	-

d. 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 amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £436,733 (2019 £441,338).

10. Trustees' remuneration and expenses

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

		2020	2019
		£	£
Mrs Philippa Moore, Headteacher	Remuneration	80,000 -	75,000 -
		85,000	80,000
	Pension contributions paid	15,000 -	10,000 -
		20,000	15,000
Mrs Debra Price	Remuneration	45,000 -	45,000 -
		50,000	50,000
	Pension contributions paid	10,000 -	5,000 -
		15,000	10,000

During the year ended 31 August 2020, no expenses were reimbursed (2019 - £23 to 1 trustee). Expenses reimbursed related to travel expenses in the prior year.

11. Trustees' and Officers' insurance

The Academy has opted into the Department of 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 membership.

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FOR THE YEAR ENDED 31 AUGUST 2020

12. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2019	4,104,417	193,213	97,150	10,640	4,405,420
Additions	-	-	42,186	-	42,186
Disposals	-	(641)	(1,174)	-	(1,815)
At 31 August 2020	<u>4,104,417</u>	<u>192,572</u>	<u>138,162</u>	<u>10,640</u>	<u>4,445,791</u>
Depreciation					
At 1 September 2019	328,066	67,835	55,590	9,399	460,890
Charge for the year	70,563	20,694	22,296	1,241	114,794
On disposals	-	(288)	(519)	-	(807)
At 31 August 2020	<u>398,629</u>	<u>88,241</u>	<u>77,367</u>	<u>10,640</u>	<u>574,877</u>
Net book value					
At 31 August 2020	<u><u>3,705,788</u></u>	<u><u>104,331</u></u>	<u><u>60,795</u></u>	<u><u>-</u></u>	<u><u>3,870,914</u></u>
At 31 August 2019	<u><u>3,776,351</u></u>	<u><u>125,378</u></u>	<u><u>41,560</u></u>	<u><u>1,241</u></u>	<u><u>3,944,530</u></u>

13. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	10,785	6,399
VAT recoverable	3,671	4,839
Prepayments and accrued income	58,037	99,505
	<u>72,493</u>	<u>110,743</u>

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14. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	13,802	22,121
Other taxation and social security	25,236	26,556
Other creditors	36,870	58,924
Accruals and deferred income	64,812	88,286
	140,720	195,887
	140,720	195,887
	2020 £	2019 £
Deferred income at 1 September 2019	59,057	93,041
Resources deferred during the year	45,582	59,057
Amounts released from previous periods	(59,057)	(93,041)
	45,582	59,057
	45,582	59,057

At the balance sheet date deferred income relates mainly to Universal Infant Free School meals funding and trip income paid in advance for the 2020/21 academic year.

15. Creditors: Amounts falling due after more than one year

	2020 £	2019 £
Other creditors	26,997	31,498
	26,997	31,498

The balance relates to one Salix loan repayable in 2026 and two CIF loans repayable in 2027 and 2028.

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NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
Unrestricted	313,833	129,848	(36,560)	-	-	407,121
	<u>313,833</u>	<u>129,848</u>	<u>(36,560)</u>	<u>-</u>	<u>-</u>	<u>407,121</u>
Restricted funds						
GAG	-	1,595,162	(1,552,976)	(42,186)	-	-
Pupil Premium	-	82,696	(82,696)	-	-	-
Other						
DFE/ESFA	-	184,310	(184,310)	-	-	-
Trips	-	72,820	(72,820)	-	-	-
OGG	-	204,601	(204,601)	-	-	-
Pension reserve	(1,143,000)	-	(130,000)	-	281,000	(992,000)
	<u>(1,143,000)</u>	<u>2,139,589</u>	<u>(2,227,403)</u>	<u>(42,186)</u>	<u>281,000</u>	<u>(992,000)</u>
Restricted fixed asset funds						
Fixed asset fund	3,944,530	-	(115,802)	42,186	-	3,870,914
DFC	-	9,355	-	-	-	9,355
CIF	78,710	(3,386)	(75,324)	-	-	-
	<u>4,023,240</u>	<u>5,969</u>	<u>(191,126)</u>	<u>42,186</u>	<u>-</u>	<u>3,880,269</u>
Total Restricted	<u>2,880,240</u>	<u>2,145,558</u>	<u>(2,418,529)</u>	<u>-</u>	<u>281,000</u>	<u>2,888,269</u>
Total funds	<u><u>3,194,073</u></u>	<u><u>2,275,406</u></u>	<u><u>(2,455,089)</u></u>	<u><u>-</u></u>	<u><u>281,000</u></u>	<u><u>3,295,390</u></u>

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

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

General Annual Grant (GAG)

This represents funding from the ESFA to be used for the normal running costs of the Trust, including education and support costs.

Pupil Premium

This represents funding to be used to help raise achievement and improve outcomes for pupils from low income families who are eligible for free school meals.

Other DfE/ESFA grants

This represents funding received from the ESFA/DfE which is restricted in nature.

Educational trips

This represents contributions made by parents to the running of educational visits for the pupils of the School and the associated costs of running the trips.

Other Government grants (OGG)

This represents various grants from local and national Government bodies for the provision of specific services to pupils of the School.

Pension reserve

This reserve represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS) transferred to it on conversion from a state controlled school.

Restricted fixed asset fund

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

Devolved Formula Capital (DFC)

This represents funding received from ESFA specifically for the maintenance and improvement of the Trust's buildings and facilities.

Condition Improvement Funding (CIF)

The Academy is to use this funding for the purpose of fire safety improvements.

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

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Designated						
CC	77,159	-	-	(77,159)	-	-
General						
Unrestricted	140,927	163,274	(90,026)	99,658	-	313,833
Total	218,086	163,274	(90,026)	22,499	-	313,833
Restricted						
CC	25,490	38,433	(41,424)	(22,499)	-	-
GAG	-	1,614,397	(1,607,965)	(6,432)	-	-
Pupil Premium	-	94,678	(94,678)	-	-	-
Other DFE/ESFA	-	102,412	(102,412)	-	-	-
Trips	-	55,868	(55,868)	-	-	-
OGG	-	149,875	(149,875)	-	-	-
Pension	(677,000)	-	(67,000)	-	(399,000)	(1,143,000)
	(651,510)	2,055,663	(2,119,222)	(28,931)	(399,000)	(1,143,000)
Restricted fixed asset						
Fixed asset fund	4,009,561	-	(117,241)	52,210	-	3,944,530
DFC	-	27,391	-	(27,391)	-	-
CIF	-	97,097	-	(18,387)	-	78,710
	4,009,561	124,488	(117,241)	6,432	-	4,023,240
Total Restricted	3,358,051	2,180,151	(2,236,463)	(22,499)	(399,000)	2,880,240
Total funds	3,576,137	2,343,425	(2,326,489)	-	(399,000)	3,194,073

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NOTES TO THE FINANCIAL STATEMENTS
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17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	3,870,914	3,870,914
Current assets	407,121	167,717	9,355	584,193
Creditors due within one year	-	(140,720)	-	(140,720)
Creditors due in more than one year	-	(26,997)	-	(26,997)
Provisions for liabilities and charges	-	(992,000)	-	(992,000)
Total	<u>407,121</u>	<u>(992,000)</u>	<u>3,880,269</u>	<u>3,295,390</u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	3,944,530	3,944,530
Current assets	331,582	209,636	78,710	619,928
Creditors due within one year	(2,251)	(193,636)	-	(195,887)
Creditors due in more than one year	(15,498)	(16,000)	-	(31,498)
Provisions for liabilities and charges	-	(1,143,000)	-	(1,143,000)
Total	<u>313,833</u>	<u>(1,143,000)</u>	<u>4,023,240</u>	<u>3,194,073</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

18. Reconciliation of net (expenditure)/income to net cash flow from operating activities

	2020 £	2019 £
Net (expenditure)/income for the period (as per Statement of Financial Activities)	(179,683)	16,936
Adjustments for:		
Depreciation	114,794	110,321
Capital grants from DfE and other capital income	(5,969)	(124,488)
Interest receivable	(262)	(244)
Decrease/(increase) in debtors	38,250	(12,060)
Decrease in creditors	(56,417)	(59,965)
Pension adjustment	130,000	67,000
Loss on sale of fixed assets	1,008	6,920
Net cash provided by operating activities	41,721	4,420

19. Cash flows from financing activities

	2020 £	2019 £
Repayment of Salix and CIF loans	(3,251)	-
Net cash (used in)/provided by financing activities	(3,251)	-

20. Cash flows from investing activities

	2020 £	2019 £
Interest received	262	244
Purchase of tangible fixed assets	(42,186)	(52,210)
Capital grants from DfE Group	5,969	124,488
Net cash (used in)/provided by investing activities	(35,955)	72,522

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

21. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	511,700	509,185
Total cash and cash equivalents	511,700	509,185

22. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	509,185	2,515	511,700
	509,185	2,515	511,700

23. Pension commitments

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

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

Contributions amounting to £32,118 were payable to the schemes at 31 August 2020 (2019 - £27,536) and are included within creditors.

Teachers' Pension Scheme

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

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

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23. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £201,768 (2019 - £132,548).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £120,000 (2019 - £137,000), of which employer's contributions totalled £96,000 (2019 - £111,000) and employees' contributions totalled £ 24,000 (2019 - £26,000). The agreed contribution rates for future years are 25.4 per cent for employers and 6.5 per cent for employees.

As described in note 1.14 the LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

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

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

Principal actuarial assumptions

	2020 %	2019 %
Rate of increase in salaries	2.6	2.4
Rate of increase for pensions in payment/inflation	2.2	2.3
Discount rate for scheme liabilities	1.7	1.9

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

	2020 Years	2019 Years
Retiring today		
Males	21.9	21.5
Females	24.1	23.7
Retiring in 20 years		
Males	22.8	22.3
Females	25.5	25.0

Sensitivity analysis

	2020 £000	2019 £000
Discount rate +0.1%	(49)	(79)
Discount rate -0.1%	49	79
Mortality assumption - 1 year increase	18	23
Mortality assumption - 1 year decrease	(18)	(23)
CPI rate +0.1%	40	68
CPI rate -0.1%	(40)	(68)

Share of scheme assets

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

	2020 £	2019 £
Equities	661,000	823,000
Corporate bonds	437,000	656,000
Property	112,000	134,000
Cash and other liquid assets	38,000	67,000
Total market value of assets	1,248,000	1,680,000

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23. Pension commitments (continued)

The actual return on scheme assets was £547,000 (2019 - £127,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2020 £	2019 £
Current service cost	(203,000)	(156,000)
Past service cost	-	(3,000)
Interest income	33,000	42,000
Interest cost	(56,000)	(61,000)
Total amount recognised in the Statement of Financial Activities	<u>(226,000)</u>	<u>(178,000)</u>

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

	2020 £	2019 £
At 1 September	2,823,000	2,100,000
Current service cost	203,000	156,000
Interest cost	56,000	61,000
Employee contributions	24,000	26,000
Actuarial (gains)/losses	(861,000)	484,000
Benefits paid	(5,000)	(7,000)
Past service costs	-	3,000
At 31 August	<u>2,240,000</u>	<u>2,823,000</u>

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

	2020 £	2019 £
At 1 September	1,680,000	1,423,000
Interest income	33,000	42,000
Actuarial (losses)/gains	(580,000)	85,000
Employer contributions	96,000	111,000
Employee contributions	24,000	26,000
Benefits paid	(5,000)	(7,000)
At 31 August	<u>1,248,000</u>	<u>1,680,000</u>

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NOTES TO THE FINANCIAL STATEMENTS
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24. Operating lease commitments

At 31 August 2020 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020	As restated 2019
	£	£
Amounts payable:		
Within 1 year	7,583	8,010
Between 1 and 5 years	24,662	23,572
After more than 5 years	6,894	13,469
Total	<u>39,139</u>	<u>45,051</u>

25. Members' liability

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

26. Related party transactions

Owing to the nature of the Academy 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 Trustee have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the year, other than Trustees' remuneration and expenses already disclosed in note 10 (2019: £nil).