

**PLYMPTON ACADEMY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**CONTENTS**

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	Page
<b>Reference and Administrative Details</b>	1 - 2
<b>Trustees' Report</b>	3
<b>Governance Statement</b>	13 - 17
<b>Statement on Regularity, Propriety and Compliance</b>	18
<b>Statement of Trustees' Responsibilities</b>	19
<b>Independent Auditors' Report on the Financial Statements</b>	20 - 22
<b>Independent Reporting Accountant's Report on Regularity</b>	23 - 24
<b>Statement of Financial Activities Incorporating Income and Expenditure Account</b>	25 - 26
<b>Balance Sheet</b>	27
<b>Statement of Cash Flows</b>	28
<b>Notes to the Financial Statements</b>	29 - 57

**PLYMPTON ACADEMY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	P Hutchings M Hall S Dann
<b>Trustees</b>	L Boorman, Principal <sup>1,2,3</sup> E Atter <sup>2,3</sup> T Blagdon <sup>1,2,3</sup> M Hall (resigned 11 August 2020) <sup>1</sup> K Luke M Turner <sup>1</sup> D Parker (resigned 10 October 2019) <sup>2,3</sup> S Dann, Chair <sup>1,2,3</sup> P Hutchings <sup>1,2,3</sup> S Wallers <sup>1</sup> D Arthur <sup>2,3</sup> S Fear (appointed 21 November 2019) <sup>3</sup>  <sup>1</sup> People Committee <sup>2</sup> Audit Committee <sup>3</sup> Finance Committee
<b>Company registered number</b>	07561356
<b>Company name</b>	Plympton Academy
<b>Principal and registered office</b>	Plympton Academy Moorland Road Plympton Plymouth Devon PL7 2RS
<b>Company Secretary</b>	T Lakeman
<b>Accounting Officer</b>	L Boorman
<b>Senior Management Team</b>	L Boorman, Principal S Glover, Assistant Principal T Lakeman, Business Director K Langmead, Deputy Principal I Hartley, Assistant Principal P McCormack, Assistant Principal B Turner, Assistant Principal K Kerr, Assistant Principal
<b>Independent auditors</b>	Bishop Fleming LLP Chartered Accountants Statutory Auditors Salt Quay House 4 North East Quay Sutton Harbour Plymouth PL4 0BN

**PLYMPTON ACADEMY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Bankers**

Lloyds TSB Bank plc  
1 City Road East  
Manchester  
M15 4PU

Nat West Bank plc  
14 Old Town Street  
Plymouth  
PL1 1DG

**TRUSTEES REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Trustees present their annual report together with the financial statements and Auditors' Report of the Charitable Company for the year ended 31 August 2020. The annual report serves the purpose of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates a secondary Academy for pupils aged 11 to 19 in Plymouth Devon which has a pupil capacity of 1350 and had a roll of 1007 in the school census October 2020

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of PLYMPTON ACADEMY are also the directors of the Charitable Company for the purposes of company law. The Charitable Company operates as Plympton Academy.

Details of the Trustees who served throughout the year and to the date the accounts are approved are included in the Reference and Administration Details on page 1.

**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 they cease to be a Member.

**Trustees' Indemnities**

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense through the central RPR scheme to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust.

The limit of this indemnity is £10,000,000 for any single claim, through the RPA scheme.

**Method of recruitment and appointment or election of Trustees**

On 1st April 2011 the Trustees appointed all those Trustees that served the predecessor school to be Trustees of the newly formed Academy. These Trustees were appointed for a term of office that would end when their original term at the predecessor school would have ended, thus ensuring a staggered re-election or replacement process.

The Academy Trust shall have the following Trustees as set out in its Articles of Association and funding agreement:

- up to 7 Trustees who are appointed by Members.
- up to 1 LA Trustee who is appointed by the Local Authority.
- a minimum of 2 Parent Trustees who are elected by parents of registered pupils at the Academy.
- up to 3 staff Trustees appointed by the Governing Body.
- the Principal who is treated for all purposes as being an ex officio Trustee.

Trustees are appointed for a four year period, except that this time limit does not apply to the Principal. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development.

**TRUSTEES REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Policies and Procedures adopted for the Induction and Training of Trustees**

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. New Trustees are inducted through a buddy system with this being tailored specifically to the individual. Advantage is taken of specific courses offered through our annual governance support contract and all new Trustees are expected attend the new Governor training course as a minimum.

**Organisational Structure**

The Board of Trustees normally meets six times a year. The Board establishes an overall framework for the governance of the Academy through a published annual governance plan and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its two main Committees for ratification. A third (Audit) committee meets once a year to consider the annual accounts. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

There are 3 Committees as follows;

- Finance and Premises Committee (Risk management) - this meets six times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting, receiving reports from the Business Director, Responsible Officer, internal auditor and drafting the annual budget including setting staffing levels in consultation with the People Committee. It also incorporates the role of an audit committee. The Committee also monitors the Academy Risk Register and range of risk assessments all health and safety issues and receives reports on annual planned maintenance and any capital schemes.
- People Committee - this meets four times a year to monitor, evaluate and review Academy policy, practice and performance in relation to staffing and personnel matters, including appraisal and absence management.
- Audit Committee - this has only met once through the last year to consider the presentation of the annual accounts. It is planned that this Committee's functions be absorbed into the main Finance and Premises Committee for the coming financial year as the Finance and Premises Committee meets more regularly (6 times a year).

Curriculum oversight is managed through Lead Governors and the Full Governing Body.

In addition, a Pay Review Committee sits once a year to consider pay recommendations from the Principal.

The following decisions are reserved to the Board of Trustees: to consider any proposals for changes to the status or constitution of the Academy and its committee structure, to appoint or remove the Chair and/or Vice Chair, to appoint the Principal, and to approve the Annual Development Plan and budget.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, approving the statutory accounts, monitoring the Academy by the use of budgets and other data, and making major decisions about the direction of the Academy, capital expenditure and staff appointments.

The Trustees and Board of Trustees have devolved responsibility for day to day management of the Academy to the Principal and Senior Leadership Team (SLT). The SLT comprises the Principal, Deputy Principal, Business Director and five Assistant Principals together with short term secondments to Associate Assistant Principal positions. The SLT implement the policies laid down by the Trustees and report back to them on performance. The aim of the leadership structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Principal is the Accounting Officer.

**TRUSTEES REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

The SLT controls the Academy at an executive level, implementing the policies laid down by the Trustees and reporting back to them. The Principal, Business Director and Finance and Premises Committee are responsible for the authorisation of spending within agreed budgets; a summary of this is in the Scheme of Delegation. Some spending control is devolved to Budget Holders which must be authorised in line with the Scheme of Delegation. The Principal is responsible for the appointment of staff, though appointment panels for Senior Leadership posts always include a Governor representative.

The Academy Trust comprises a single secondary school.

The Principal is the Accounting Officer for the Academy.

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

The Trustees consider the Board of Trustees and the Senior Leadership Team comprising the key management personnel of the Academy in charge of directing and controlling, running and operating the Trust on a day to day basis. All Trustees give their time freely and no Trustee received remuneration in the year with the exception of the Principal.

Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts.

The pay of key management personnel is reviewed annually in line with the performance management process, and normally increased at least every two years in accordance with the Academy pay policy. The Trustees benchmark against pay levels in other Academies of a similar size.

**Trade union facility time**

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
<b>3</b>	<b>2</b>

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	<b>0</b>
1%-50%	<b>2</b>
51%-99%	<b>0</b>
100%	<b>0</b>

Percentage of pay bill spent on facility time

Provide the total cost of facility time	<b><u>£2589</u></b>
Provide the total pay bill	<b><u>£4525782</u></b>
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100	<b><u>0.05%</u></b>

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:  (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100	100%
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**TRUSTEES REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Related Parties and other Connected Charities and Organisations**

There are no related parties which either control or significantly influence the decisions and operations of Plympton Academy. There are no sponsors. The Academy does have a formal Parent Teacher Association associated with it, but this was inactive through the majority of the year due to the impact of COVID.

The Academy also entered into an informal partnership with three other secondary schools within Plymouth during the year managed under a Memorandum of Understanding – the STEP Alliance.

**Engagement with employees (including disabled persons)**

The Trust engages with their employees through many means and methods, including:

- Consulting with employees on key matters, including engaging the relevant union officials.
- Having staff representatives on the Governing Body.
- Regular updates to all staff members, including daily and weekly briefings, CPD days which include updates to all staff, weekly middle leader meetings, and extensive use of Google drive to share relevant information newsletters, some of which include both financial and non-financial performance.
- Staff surveys and requests for feedback on specific issues.

**OBJECTIVES AND ACTIVITIES**

**Objects and Aims**

The principal object and activity of the Academy is to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school, and offering a broad curriculum offer for pupils of different abilities.

The aims of the Academy during the year ended 31 August 2020 are summarised below:

- to continue to raise the standard of educational attainment and achievement of all pupils.
- to provide a broad and balanced curriculum, including extra-curricular activities.
- to develop students as more effective learners.
- to enhance 6th form provision and outcomes at or above expectations for all students.
- to develop the Academy site so that it enables students to achieve their full potential.
- to ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care.
- to improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review.
- to ensure outstanding progress is achieved from all students, from all starting points.
- to maximise the number of students who achieve grade 4 and above GCSE grades including English and Maths.
- to provide value for money for the funds expended.
- to position the Academy to become a teaching school.
- to develop greater coherence, clarity and effectiveness in school systems.
- to comply with all appropriate statutory and curriculum requirements.
- to maintain close links with industry and commerce.
- to develop the Academy's capacity to manage change.
- to conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.
- to ensure the highest standards of school leadership and governance.

At Plympton Academy we aim to achieve the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values. Our Academy is a community in which children, staff and parents should be part of a happy and caring environment.



**TRUSTEES REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**Objectives, Strategies and Activities**

During the year, the Academy expanded and refined its three year plan as published within the Academy Improvement Plan – which is available through the Clerk to Governors.

Improvement focuses continued or newly identified for this year include:

- Completion of our PSBP2 scheme to provide a new school block to house 40% of our facilities. This facility opened for September 2020 despite the impact of the COVID pandemic.
- Improved attainment and progress across the school, reducing in school variation – especially in respect of students eligible for pupil premium.
- An increased focus on attendance to address concerns around the level of absence within the Academy.
- To continue to address the attainment gap for disadvantaged students.
- All teaching to be at either good or outstanding.
- Development of existing leadership structures following the securing of additional members of the team over the past two years, with the aim of supporting improved student outcomes.
- Developing a remote learning offer to support students during lockdown and developing this to best support student learning during any periods of self isolation and lockdown.

Key activities and targets were identified in the Academy Improvement Plan and were influenced by the significant challenges and opportunities arising from national changes in education policy and funding. Ongoing funding pressures in the year resulted in a need to continue to reduce core costs which were exacerbated by the need to meet extensive additional costs due to the impact of the COVID pandemic.

The activities included the following:

- Adjusting staffing roles further to support genuine sustainability moving forward, including the recruitment of new staff to reflect considerable increases in student numbers year on year.
- Continuing of centralised key financial and administrative procedures to support our cashflow position and continue our financial recovery.
- Further development of systems for tracking and monitoring pupil progress and attainment and a focus on detailed tracking of attendance.

**Public Benefit**

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

The Academy provides facilities (a sports hall, gym and performing arts centre) for recreational and other leisure time occupations for the community at large in the interests of social welfare and with the interest of improving the life of the said community.

**STRATEGIC REPORT**

**ACHIEVEMENTS AND PERFORMANCE**

The Academy is in its ninth year of operation and continues to work towards cementing its position as a first choice provider for 11-19 education within Plymouth. The student numbers in Year 7 are at PAN with PAN having been returned to 210.

Student numbers are for the sixth year rising steadily as the improving performance of the Academy is recognised. Numbers are expected to continue to rise over the coming three years as higher numbers reach secondary age across Plymouth. The school this year received interest from parents of students starting secondary school from 42 separate primary schools across the Plymouth area and the school is full in years 7, 8 and 9 and operating a waiting list.

**TRUSTEES REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

Student numbers currently on roll stands at 1030 (October 2020) and are anticipated to rise to 1149 in September 2021.

**Key Performance indicators**

	2017	2018	2019	2020
<b>Keystage 4</b>				
Attainment 8	46.77	43.68	40.76	48.01
Progress 8	-0.06	-0.18	-0.20	+0.32
Progress 8 - English element	-0.49	-0.43	-0.62	+0.11
Progress 8 - Maths element	-0.24	-0.52	-0.40	-0.06
% Basics (9-4 in English and Maths)	62%	54%	42%	61%
English Baccalaureate Avg Pt Score	NA	3.45	3.16	3.81
<b>Keystage 5</b>				
Academic APS per entry	26.1 (C-)	26.6 (C-)	27.4 (C-)	35.1 (B-)
Applied General APS per entry	44.8 (Dist*-)	29.7 (Merit+)	32.8 (Dist-)	34.1(Dist)

The 2020 results reflect the COVID related changes to the awarding of exams experienced during 2020.

During the year the Academy saw the completion of work on the PSBP2 funded scheme to provide a new teaching block in August 2020, despite delays due to the COVID outbreak.

At the year end, work just finished under the control of the ESFA and the new block handover took place in late August 2020 which enabled us to reopen to students in a COVID secure way.

**Key Performance Indicators**

As funding is based primarily on pupil numbers and the Academy has a rapidly rising roll, this is a key performance indicator. Pupil numbers for September 2020 were 1031, an increase of 67 over September 2019 numbers. It is anticipated that this number will continue to rise for the following three years.

Another key financial performance indicator is staffing costs as a percentage of income. For 2020 this was 79%, compared to 79% in 2019. This continues to be at the top end of national benchmarks and reflects the continued underfunding of schools in Plymouth (one of the 40 lowest funded authorities in the country) and the high staff costs at the Academy due to the high percentage of staff paid on the highest teaching pay scale – another feature of schools in this part of the country but an issue the Academy is trying to address through recruiting younger teachers wherever possible.

**Going Concern**

Following rejection of a request to move to estimates based funding in 2017-18 for 2018-19, the Academy was granted permission by the ESFA to be funded on an estimates basis – this being in recognition of the considerable projected rise in students numbers. Estimates based funding has been agreed initially for three years in total.

**TRUSTEES REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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To support this position, the ESFA provided a repayable loan facility for 2017-18 and agreed a similar arrangement for a reduced sum of support for 2018-19. Moving forward, the estimates based funding approach and repayment of the total loan facility take into account the need to repay loaned monies but also achieve financial security over the coming 5 years.

Taking into account the financial support which was provided to the Academy from the ESFA in the 2018/19 academic year, which was in the form of a repayable advance of funding, the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the Going Concern basis in preparing the financial statements. Further details regarding the adoption of the Going Concern basis can be found in the Statement of Accounting Policies.

**FINANCIAL REVIEW**

Most of the Academy's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2020 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

During the year ended 31 August 2020, the Academy received total income of £14,273,032 and incurred total expenditure of £5,718,486. The excess of income over expenditure for the year was £8,554,546.

The Academy has taken on the deficit in the Local Government Pension Scheme in respect of its non-teaching staff transferred on conversion. The deficit is incorporated within the Statement of Financial Activities with details in note 24 to the financial statements. Due to a revaluation of the scheme during 2019, this deficit has reduced from the previous level marginally.

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Governing Body, Principal, Business Director, managers, budget holders and other staff, as well as specifying a full scheme of delegation.

The land, buildings and other assets were transferred to the Academy upon conversion. Land and buildings value has been increased this year to reflect the construction of a new large teaching block – to replace sections demolished in the previous year. As the contract was managed through the PSBP2 programme, control of the contract sat with the ESFA. The new block has been included within the accounts at build cost. Other assets have been included in the financial statements at a best estimate, taking into account purchase price and remaining useful lives.

**Reserves Policy**

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review.

**TRUSTEES REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Trustees have determined that the appropriate level of free reserves should be approximately £400,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance given the general age and condition of the estate. However, given the severe financial position the current Trustees and leadership team have inherited, this level of reserves is unachievable and remains aspirational whilst a financial recovery takes place. Over the two years 2017-18 and 2018-19 the Academy borrowed funds from the ESFA which will be repaid during 2020-2023. Until this loan has been repaid the reserves held will not return to the target level. The Academy is now, however, in a position where cash reserves held exceed the value of the loaned funds due to be repaid.

During 2017-18, the Academy constructed a 3G pitch which was partly funded through the Football Foundation. A condition of the award of grant was the need to set aside a sinking fund for carpet replacement and future maintenance, and these funds are ring-fenced and separately identified within the Academy accounts with a sum of £15,000 per full year allocated to this reserve.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employer's pension contributions over a period of years. The higher employer's pension contributions will be met from the Academy Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the Academy Trust.

**Investment Policy**

Due to the nature and timing of receipt of funding, the Academy may at times hold cash balances surplus to its short-term requirements. The Trustees have authorised the opening of additional short-term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses can be placed on deposit at the most favourable rate available from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Principal and Business Director within strict guidelines approved by the Board of Trustees. During the year no short-term deposit arrangements were used.

**PRINCIPAL RISKS AND UNCERTAINTIES**

The Board of Trustees has reviewed the major risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The principal risks and uncertainties facing the Academy are as follows:

Financial - the Academy has considerable reliance on continued Government funding through the ESFA. In the last year 98% of the Academy's incoming resources were ultimately Government funded and whilst this level is expected to continue, 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 Academy'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 Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, Trustees ensure that student success and achievement are closely monitored and reviewed.

**TRUSTEES REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2020**

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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 Academy is reliant upon the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff, as well as ensuring there is clear succession planning.

Fraud and mismanagement of funds - The Academy has appointed an internal auditor to carry out checks on financial systems and records as required by the Academies Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

COVID 19 - the impact of COVID 19 has been considerable and whilst some of the cost implications for 2019-20 have been supported by additional government funding, this only applied to costs incurred before July 2020. The costs incurred to rezone and reopen the Academy fully for September 2020 have been huge and there is currently no certainty that the government will support schools with these additional one off and ongoing costs. This presents a considerable risk for the 2020-21 financial year.

The Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented a number of systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

Whilst the Academy is under-subscribed, risks to revenue funding remain a concern although numbers are rapidly increasing and this in itself creates financial pressures. However, the reduction 6th for funding levels, the historic and continuing underfunding of schools in this part of the country despite the roll out of the national funding formula, changes in funding arrangements for High Needs and increasing employment and premises costs alongside the need to repay loan funds to the ESFA mean that budgets will continue to be tight in coming years. The overall financial position of the Academy has, however, improved in the last 12 months.

The Trustees examine the financial health of the Academy regularly. They review performance against budgets and overall expenditure by means of regular update reports at all Board and Finance Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

At the year end, the Academy had no significant liabilities arising from trade creditors or debtors that would have a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in note 24 to the financial statements, represents a significant potential liability. However, as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

## **FUNDRAISING**

The Academy and its Trustees have not participated in any fundraising activities within the year, remembering that much of the year has been subject to a national lockdown in response to COVID 19.

## **PLANS FOR FUTURE PERIODS**

The Academy will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Academy will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

**TRUSTEES REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Academy is excited to have been in a position to open its new teaching block comprised of 17 classrooms, a new main hall, library and activity studio in September 2020, despite the negative procurement effect of the pandemic.

The Academy will continue to work with partner schools to improve the educational opportunities for students in the wider community. This includes working as part of the new STEP alliance across Plymouth.

The Academy has actively pursuing a desire to join a Multi Academy Trust to secure longer term financial stability.

The Academy has also decided to review its onsite alternative provision.

Full details of our plans for the future are given in our Academy Development Plan, which is available from the Clerk to the Trustees.

**FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS**

The Academy and its Trustees do not act as the Custodian Trustees of any other Charity.

**AUDITOR**

In so far as the Trustees are aware:

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

The auditors, Bishop Fleming LLP, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Approved by order of the members of the Board of Trustees on *16/12/2020* and signed on their behalf, by:



**Sue Dann**  
Chair of Trustees

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## **GOVERNANCE STATEMENT**

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### **SCOPE OF RESPONSIBILITY**

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

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

The Board of Board of Trustees has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Plympton Academy and the Secretary of State for Education. They are also responsible for reporting to the Board of 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 Board of Trustees has formally met 5 times during the year.

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

Trustee	Meetings attended	Out of a possible
L Boorman, Principal	5	5
E Atter	2	5
T Blagdon	3	5
M Hall	1	3
K Luke	5	5
M Turner	4	5
D Parker	0	1
S Dann, Chair	5	5
P Hutchings	5	5
S Wallers	1	5
D Arthur	3	5
S Fear	3	3

During the year two Trustees left the Governing Body and three new Trustees joined, each of whom brought additional skills to support the ongoing development of the Governing Body.

The Trustees operated three specific Sub Committees throughout the year with all substantial matters being discussed through the Full Trustee Body which met 5 times (one meeting having been cancelled at the start of lockdown). A scheme of delegation is in place to enable decision making through the Sub Committee structure.

The Academy has retained training and support services for Trustees for the year and all Trustees have undergone training through the year (including all new governors).

Trustees make regular visits into school and continue to be linked to specific areas of the Academy's functions.

The Finance Committee is a sub-committee of the main Board of Board of Trustees. Its purpose is to maintain an oversight of Plympton Academy's financial operation (including obtaining value for money), its governance, risk management, internal control and external audit findings.

The Finance Committee will report outcomes to the Governing Body including but not limited to external audit outcomes (annual year end audit, interim audit outcomes).

**GOVERNANCE STATEMENT (CONTINUED)**

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**GOVERNANCE (CONTINUED)**

The Committee also oversees all property related and health and safety issues and the development and delivery of capital schemes.

During the year the make up of the Committee changed in line with a review by Trustees of the Sub Committees.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
L Boorman	3	6
P Hutchings	4	6
S Dann	5	6
D Parker	0	2
T Blagdon	6	6
E Atter	5	6
S Fear	2	4
D Arthur	4	6

The Audit Committee is also a sub-committee of the main Board of Board of Trustees. Its purpose is to consider the annual accounts presentation and meets once a year.

Attendance at the single meeting during the year was as follows:

Trustee	Meetings attended	Out of a possible
L Boorman (in attendance)	1	1
P Hutchings	1	1
T Blagdon	1	1
S Dann	0	1
D Parker	0	1
D Arthur	0	1
E Atter	1	1

The People Committee is also a sub-committee of the main Board of Trustees. Its purpose is to review and to provide support, challenge and guidance to the Principal on all matters relating to staffing and professional development of staff within the Academy.

During the year the make up of the Committee changed in line with a review by Trustees of the various Sub Committees.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
L Boorman	1	4
P Hutchings	4	4
M Turner	3	4
S Wallers	2	4
M Edmunds	1	3
M Hall	1	1
T Blagdon	1	1
S Dann	3	4



## **GOVERNANCE STATEMENT (CONTINUED)**

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### **REVIEW OF VALUE FOR MONEY**

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

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

- Robust financial governance and budget management.
- Value for money purchasing.
- Regular reviews by governors of reports which indicate financial performance against forecast and of major purchase plans, capital works and expenditure programmes.
- Reviewing controls and actively managing risk – especially around procurement and the resulting cashflow pressures.
- Delegation of authority and segregation of duties.
- Not allocating time/resources to areas where few improvements can be achieved.
- Making comparisons with similar Academies using data provided by the ESFA and the Government.
- Challenging proposals and examining their effectiveness and efficiency.
- Deploying staff effectively.
- Reviewing the quality of curriculum provision and the quality of teaching.
- Reviewing the quality of student's learning to seek to enable students to achieve at least nationally expected progress.
- Outlining procedures for accepting best value quotes, noting that this is not necessarily the cheapest quote in every individual case.

COVID 19 has however provided considerable challenges financially and this will impact considerably more in 2020-21 where considerable additional expenditure is already impacting together with losses anticipated on catering provision and operation of the Academy Sports Centre.

### **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 Plympton Academy 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 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 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 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:

**GOVERNANCE STATEMENT (CONTINUED)**

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**THE RISK AND CONTROL FRAMEWORK (CONTINUED)**

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

The Board of Board of Trustees has considered the need for a specific internal audit function and has decided to appoint St Key Accountancy 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:

- testing of payroll systems
- testing of purchase systems
- testing of control account/bank account reconciliations
- testing of compliance with the Academies Financial Handbook

On a quarterly basis, the internal auditor reports to the Board of Board of Trustees through the Finance and Audit Committees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. A copy of each report is provided to all Trustees.

The schedule of work was completed as planned during 2019/20, despite the restrictions dictated by the COVID pandemic, and there were no significant issues requiring attention.

**GOVERNANCE STATEMENT (CONTINUED)**

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**REVIEW OF EFFECTIVENESS**

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

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place, although no significant weaknesses have been identified.

Approved by order of the members of the Board of Trustees on 16 December 2020 and signed on their behalf by:



**S Dann**  
Chair of Trustees



**L Boorman**  
Accounting Officer

**PLYMPTON ACADEMY  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, 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.



**L. Boorman**  
Accounting Officer

Date: 16/12/2020

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

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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 2019 to 2020;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The 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 order of the members of the Board of Trustees and signed on its behalf by:



**S Dann**  
(Chair of Trustees)  
Date: 16 December 2020

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

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**OPINION**

We have audited the financial statements of Plympton Academy (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.

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

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**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 Reference and Administrative Details, the Trustees' Report including the Strategic Report, and the Governance 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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of our knowledge and understanding of the Academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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.

**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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.

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

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**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](http://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.



**Pamela Tuckett FCA DChA (Senior Statutory Auditor)**

for and on behalf of

**Bishop Fleming LLP**

Chartered Accountants

Statutory Auditors

Salt Quay House

4 North East Quay

Sutton Harbour

Plymouth

PL4 0BN

17 December 2020



**PLYMPTON ACADEMY  
(A COMPANY LIMITED BY GUARANTEE)**

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

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In accordance with the terms of our engagement letter dated 2 October 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 Plympton Academy 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 Plympton Academy and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Plympton Academy 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 Plympton Academy and ESFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF PLYMPTON ACADEMY'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Plympton Academy's funding agreement with the Secretary of State for Education dated 1 April 2011 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.

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the Academy complied with the framework of authorities. We also reviewed the reports commissioned by the Trustees to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

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

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**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.



Pamela Tuckett FCA DChA (Reporting accountant)

**Bishop Fleming LLP**

Chartered Accountants

Statutory Auditors

Salt Quay House

4 North East Quay

Sutton Harbour

Plymouth

PL4 0BN

Date: 17/12/2020

**PLYMPTON ACADEMY**  
**(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 £
<b>INCOME FROM:</b>						
Donations and capital grants	3	-	105,738	8,722,090	8,827,828	132,780
Charitable activities		117,230	5,262,916	-	5,380,146	4,747,323
Other trading activities		64,679	-	-	64,679	63,444
Investments	6	379	-	-	379	240
<b>TOTAL INCOME</b>		<b>182,288</b>	<b>5,368,654</b>	<b>8,722,090</b>	<b>14,273,032</b>	<b>4,943,787</b>
<b>EXPENDITURE ON:</b>						
Raising funds		5,463	-	-	5,463	7,385
Charitable activities		148,501	5,494,311	376,211	6,019,023	12,142,544
<b>TOTAL EXPENDITURE</b>		<b>153,964</b>	<b>5,494,311</b>	<b>376,211</b>	<b>6,024,486</b>	<b>12,149,929</b>
<b>NET INCOME/ (EXPENDITURE)</b>		<b>28,324</b>	<b>(125,657)</b>	<b>8,345,879</b>	<b>8,248,546</b>	<b>(7,206,142)</b>
Transfers between funds	17	(13,324)	9,543	3,781	-	-
<b>NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)</b>		<b>15,000</b>	<b>(116,114)</b>	<b>8,349,660</b>	<b>8,248,546</b>	<b>(7,206,142)</b>
<b>OTHER RECOGNISED GAINS/(LOSSES):</b>						
Actuarial losses on defined benefit pension schemes	24	-	(398,000)	-	(398,000)	(592,000)
<b>NET MOVEMENT IN FUNDS</b>		<b>15,000</b>	<b>(514,114)</b>	<b>8,349,660</b>	<b>7,850,546</b>	<b>(7,798,142)</b>

**PLYMPTON ACADEMY**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>RECONCILIATION OF FUNDS:</b>					
Total funds brought forward	21,500	(3,724,070)	8,080,242	4,377,672	12,175,814
Net movement in funds	15,000	(514,114)	8,349,660	7,850,546	(7,798,142)
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>36,500</b>	<b>(4,238,184)</b>	<b>16,429,902</b>	<b>12,228,218</b>	<b>4,377,672</b>

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

The notes on pages 29 to 57 form part of these financial statements.

**PLYMPTON ACADEMY**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER:07561356**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>FIXED ASSETS</b>			
Tangible assets	13	<b>16,484,632</b>	8,066,916
<b>CURRENT ASSETS</b>			
Debtors	14	<b>151,501</b>	165,394
Cash at bank and in hand		<b>701,151</b>	394,445
		<b>852,652</b>	559,839
Creditors: amounts falling due within one year	15	<b>(630,555)</b>	(327,365)
<b>NET CURRENT ASSETS</b>		<b>222,097</b>	232,474
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>16,706,729</b>	8,299,390
Creditors: amounts falling due after more than one year	16	<b>(371,511)</b>	(518,718)
<b>NET ASSETS EXCLUDING PENSION LIABILITY</b>		<b>16,335,218</b>	7,780,672
Defined benefit pension scheme liability	24	<b>(4,107,000)</b>	(3,403,000)
<b>TOTAL NET ASSETS</b>		<b>12,228,218</b>	4,377,672
<b>FUNDS OF THE ACADEMY</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	<b>16,429,902</b>	8,080,242
Restricted income funds	17	<b>(131,184)</b>	(321,070)
Restricted funds excluding pension liability	17	<b>16,298,718</b>	7,759,172
Pension reserve	17	<b>(4,107,000)</b>	(3,403,000)
<b>Total restricted funds</b>	17	<b>12,191,718</b>	4,356,172
<b>Unrestricted income funds</b>	17	<b>36,500</b>	21,500
<b>TOTAL FUNDS</b>		<b>12,228,218</b>	4,377,672

The financial statements on pages 25 to 57 were approved by the Trustees, and authorised for issue on 16 December 2020 and are signed on their behalf, by:



**S Dann**  
(Chair of Trustees)

The notes on pages 29 to 57 form part of these financial statements.

**PLYMPTON ACADEMY**  
**(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

	<b>Note</b>	<b>2020 £</b>	<b>2019 £</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net cash provided by operating activities	19	<b>523,933</b>	108,879
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	21	<b>(70,020)</b>	(33,271)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>	20	<b>(147,207)</b>	166,000
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>		<b>306,706</b>	241,608
Cash and cash equivalents at the beginning of the year		<b>394,445</b>	152,837
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	22, 23	<b>701,151</b>	394,445

The notes on pages 29 to 57 form part of these financial statements

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

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**1. ACCOUNTING POLICIES**

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

**1.1 BASIS OF PREPARATION 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.

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

**1.2 GOING CONCERN**

In 2018-19 the Academy was been granted permission by the ESFA to be funded on an estimates basis – this being in recognition of the considerable projected rise in students numbers.

To support this position the ESFA provided a further repayable loan facility for 2018-19. Moving forward the estimates based funding approach and repayment of the total loan facility take into account the need to repay loaned monies but also achieve financial security over the coming 5 years.

Taking into account the support being provided to the Academy from the ESFA from the 2019/20 academic year, which includes regular and ongoing dialogue with the regional office and the submission and consideration of monthly monitoring information the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements.

The academy has made significant progress in the year, and free reserves (GAG and unrestricted funds) have improved from a deficit of £342,603 to a deficit of £94,684, a positive increase of £247,919.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.3 INCOME**

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

- **Grants**

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

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

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

The Academy is benefiting from the ESFA's Priority Schools Building Programme. The funding for the programme is not recognised as a capital grant until there is unconditional entitlement to the asset. At this point the income and fixed asset will be recognised.

- **Sponsorship income**

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of Financial Activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

- **Donations**

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

- **Other income**

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

**1.4 EXPENDITURE**

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

- **Expenditure on raising funds**

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



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

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**1. ACCOUNTING POLICIES (continued)**

**1.4 EXPENDITURE (CONTINUED)**

- **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.

**1.5 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.

**1.6 TANGIBLE FIXED ASSETS**

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

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

On conversion the Academy was granted a 125 year lease from the Local Authority for the land and buildings previously occupied by the local authority school. On conversion the long term leasehold property was recognised as a donation from the Local Authority and was valued using the depreciated replacement cost method.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.6 TANGIBLE FIXED ASSETS (CONTINUED)**

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 these assets, less their estimated residual value, over their expected useful lives on the following bases:

Long term leasehold property	- 2% straight line for buildings and 125 years for land
Motor vehicles	- 25% reducing balance
Computer equipment	- 33.3% straight line
Plant and equipment	- 20% straight line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

During the year the Trust was provided new school buildings under the Priority Schools Building Programme. The cost of the assets to the ESFA has been recognised when title and use of the assets transferred to the Trust.

**1.7 DEBTORS**

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

**1.8 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 and cash on deposit that has a notice period of less than 30 days.

**1.9 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.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.10 FINANCIAL INSTRUMENTS**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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 15 and 16. 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.

**1.11 OPERATING LEASES**

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

**1.12 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.

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

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**1. ACCOUNTING POLICIES (continued)**

**1.13 AGENCY ARRANGEMENTS**

The Academy acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy does not have control over the charitable application of the funds. The Academy can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at period end are disclosed in Note 29.

**1.14 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.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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.

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

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

**2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT**

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

Critical accounting estimates and assumptions:

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

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 24, 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.

Critical areas of judgement:

The Academy obtains use of fixed assets as a lessee. The classification of such leases as operation or finance lease requires the Academy to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

**3. INCOME FROM DONATIONS AND CAPITAL GRANTS**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	-	105,738	8,704,672	<b>8,810,410</b>
Capital Grants	-	-	17,418	<b>17,418</b>
<b>TOTAL 2020</b>	<b>-</b>	<b>105,738</b>	<b>8,722,090</b>	<b>8,827,828</b>

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

**3. INCOME FROM DONATIONS AND CAPITAL GRANTS (CONTINUED)**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations	1,000	66,981	6,600	74,581
Capital Grants	-	-	58,199	58,199
<b>TOTAL 2019</b>	<b>1,000</b>	<b>66,981</b>	<b>64,799</b>	<b>132,780</b>

**4. FUNDING FOR THE ACADEMY'S EDUCATION**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
<b>DfE/ESFA grants</b>			
General Annual Grant	-	4,517,726	<b>4,517,726</b>
Other DfE Group grants	-	299,551	<b>299,551</b>
	-	4,817,277	<b>4,817,277</b>
<b>Other Government grants</b>			
High Needs	-	171,471	<b>171,471</b>
Other government grants non capital	-	246,240	<b>246,240</b>
	-	417,711	<b>417,711</b>
<b>Other funding</b>			
Internal catering income	96,382	-	<b>96,382</b>
Income for hosting trainee teachers	6,430	-	<b>6,430</b>
Sales to students	14,418	-	<b>14,418</b>
	117,230	-	<b>117,230</b>
<b>Exceptional Government funding</b>			
COVID grants	-	27,928	<b>27,928</b>
<b>TOTAL 2020</b>	<b>117,230</b>	<b>5,262,916</b>	<b>5,380,146</b>

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

**4. FUNDING FOR THE ACADEMY'S EDUCATION (CONTINUED)**

The Academy Trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "Exceptional Government funding".

- The funding received for coronavirus exceptional support covers £21,720 of premises, FSM and cleaning costs. These costs are included in notes 7 and 9 below as appropriate.

- The Academy furloughed some of its Sports Centre staff under the government's CJRS. The funding received of £6,208 relates to staff costs in respect of 3 members of staff which are included within note 10 below as appropriate.

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
<b>DfE/ESFA grants</b>			
General Annual Grant	-	3,977,535	3,977,535
Other Dfe Group grants	-	321,704	321,704
	-	4,299,239	4,299,239
<b>Other Government grants</b>			
High Needs	-	191,047	191,047
Other government grants non capital	-	40,615	40,615
	-	231,662	231,662
<b>Other funding</b>			
Internal catering income	147,420	-	147,420
Income for hosting trainee teachers	12,406	-	12,406
Sales to students	54,911	-	54,911
Other	1,685	-	1,685
<b>TOTAL 2019</b>	<b>216,422</b>	<b>4,530,901</b>	<b>4,747,323</b>

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

**5. INCOME FROM OTHER TRADING ACTIVITIES**

	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Lettings	42,850	<b>42,850</b>	54,708
Copy Shop	1,239	<b>1,239</b>	-
Trip income	568	<b>568</b>	1,179
Gym income	20,022	<b>20,022</b>	7,557
<b>TOTAL 2020</b>	<b>64,679</b>	<b>64,679</b>	63,444

All 2019 amounts relate to unrestricted funds.

**6. INVESTMENT INCOME**

	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Bank interest	379	<b>379</b>	240

All 2019 amounts relate to unrestricted funds.

**7. EXPENDITURE**

	<b>Staff Costs 2020 £</b>	<b>Premises 2020 £</b>	<b>Other 2020 £</b>	<b>Total 2020 £</b>
Expenditure on fundraising trading activities:				
Direct costs	-	-	5,463	<b>5,463</b>
Education:				
Direct costs	3,595,448	296,017	446,059	<b>4,337,524</b>
Support costs	1,111,159	262,341	307,999	<b>1,681,499</b>
<b>TOTAL 2020</b>	<b>4,706,607</b>	<b>558,358</b>	<b>759,521</b>	<b>6,024,486</b>



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

**7. EXPENDITURE (CONTINUED)**

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £
Expenditure on fundraising trading activities:				
Direct costs	-	-	7,385	7,385
Education:				
Direct costs	3,024,411	280,823	7,223,412	10,528,646
Allocated support costs	1,006,663	372,471	234,764	1,613,898
<b>TOTAL 2019</b>	<b>4,031,074</b>	<b>653,294</b>	<b>7,465,561</b>	<b>12,149,929</b>

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Education	4,337,524	1,681,499	<b>6,019,023</b>

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Education	10,528,646	1,613,898	12,142,544

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

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**Analysis of support costs**

	<b>Education 2020 £</b>	<b>Total funds 2020 £</b>	<b>Total funds 2019 £</b>
Pension income	42,000	<b>42,000</b>	43,000
Staff costs	1,111,159	<b>1,111,159</b>	1,006,663
Depreciation	80,194	<b>80,194</b>	81,747
Other costs	150	<b>150</b>	910
Recruitment and support	18,411	<b>18,411</b>	20,300
Maintenance of premises and equipment	81,744	<b>81,744</b>	103,742
Cleaning	13,384	<b>13,384</b>	16,066
Rent and rates	16,394	<b>16,394</b>	32,214
Energy costs	77,415	<b>77,415</b>	98,594
Insurance	57,037	<b>57,037</b>	62,231
Security and transport	48,237	<b>48,237</b>	25,108
Technology costs	52,993	<b>52,993</b>	38,115
Office overheads	37,364	<b>37,364</b>	39,907
Legal and professional - other	21,963	<b>21,963</b>	24,445
Bank interest and charges	286	<b>286</b>	239
Governance costs	22,768	<b>22,768</b>	20,617
<b>TOTAL 2020</b>	<b>1,681,499</b>	<b>1,681,499</b>	<b>1,613,898</b>

**9. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) for the year includes:

	<b>2020 £</b>	<b>2019 £</b>
Operating lease rentals	<b>30,962</b>	23,779
Depreciation of tangible fixed assets	<b>376,211</b>	360,585
Fees paid to auditors for:		
- audit	<b>10,450</b>	9,700
- other services	<b>2,983</b>	2,684

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

**10. STAFF**

**a. STAFF COSTS**

Staff costs during the year were as follows:

	<b>2020</b>	2019
	<b>£</b>	£
Wages and salaries	<b>3,399,638</b>	3,026,965
Social security costs	<b>331,411</b>	295,704
Operating costs of defined benefit pension schemes	<b>952,391</b>	703,466
	<b>4,683,440</b>	4,026,135
Agency staff costs	<b>23,167</b>	847
Staff restructuring costs	-	4,939
	<b>4,706,607</b>	4,031,921

Staff restructuring costs comprise:

	<b>2020</b>	2019
	<b>£</b>	£
Other restructuring costs	-	4,939
	-	4,939

**b. STAFF NUMBERS**

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

	<b>2020</b>	2019
	<b>No.</b>	No.
Teachers	<b>69</b>	77
Administration and support	<b>59</b>	48
Management	<b>8</b>	8
	<b>136</b>	133

**c. HIGHER PAID STAFF**

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

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

**10. STAFF (CONTINUED)**

**c. HIGHER PAID STAFF (CONTINUED)**

	<b>2020</b>	2019
	<b>No.</b>	No.
In the band £60,001 - £70,000	<b>2</b>	1
In the band £70,001 - £80,000	<b>1</b>	1
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	<b>1</b>	-
	<b>=====</b>	<b>=====</b>

**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 £583,329 (2019: £596,944).

**11. TRUSTEES' REMUNERATION AND EXPENSES**

The Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff under their contracts of employment, and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the Academy in respect of their role as Trustees. The value of Trustees' remuneration and other benefits received whilst a Trustee was as follows: L Boorman: Remuneration £100,000 - £105,000 (2019: £95,000 - £100,000), Employer's pension contributions £20,000 - £25,000 (2019: £15,000 - £20,000). K Luke £50,000 - £55,000 (2019: £5,000 - £10,000), Employer's pension contributions £10,000 - £15,000 (2019: £0 - £5,000).

Other related party transactions involving the Trustees are set out in note 28.

During the year ended 31 August 2020, expenses totalling £227 were reimbursed or paid directly to 1 Trustee (2019 - £88 to 1 Trustee).

**12. TRUSTEES' AND OFFICERS' INSURANCE**

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

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

**13. TANGIBLE FIXED ASSETS**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>COST OR VALUATION</b>					
At 1 September 2019	9,261,289	372,308	222,669	8,700	9,864,966
Additions	8,704,672	57,954	31,301	-	8,793,927
At 31 August 2020	17,965,961	430,262	253,970	8,700	18,658,893
<b>DEPRECIATION</b>					
At 1 September 2019	1,296,697	275,662	218,710	6,981	1,798,050
Charge for the year	316,688	45,574	13,519	430	376,211
At 31 August 2020	1,613,385	321,236	232,229	7,411	2,174,261
<b>NET BOOK VALUE</b>					
At 31 August 2020	16,352,576	109,026	21,741	1,289	16,484,632
At 31 August 2019	7,964,592	96,646	3,959	1,719	8,066,916

The land and buildings additions in the year relate to a new building transferred from the DfE on 18 August 2020.

**14. DEBTORS**

	2020 £	2019 £
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	15,344	28,154
Other debtors	147	-
Prepayments and accrued income	114,726	98,577
Tax recoverable	21,284	38,663
	151,501	165,394

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

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2020</b>	2019
	£	£
Trade creditors	<b>77,748</b>	86,865
Other taxation and social security	<b>82,237</b>	78,454
Other creditors	<b>450,902</b>	121,119
Accruals and deferred income	<b>19,668</b>	40,927
	<b>630,555</b>	327,365

**Deferred Income**

	<b>2020</b>	2019
	£	£
Deferred income at 1 September 2019	<b>24,021</b>	-
Resources deferred during the year	<b>8,376</b>	24,021
Amounts released from previous periods	<b>(24,021)</b>	-
	<b>8,376</b>	24,021

Deferred income relates to income received in advance for lunches, self generated income and minibus hire.

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

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16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2020 £	2019 £
Other loans	<b>371,511</b>	518,718

Other loans represent an advance of funding by the ESFA of £328,500, repayable from future GAG funding between September 2020 and August 2022. Additionally other loans represent a Salix loan of £43,011 repayable from future GAG funding between March 2020 and September 2024.

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

17. STATEMENT OF FUNDS

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>UNRESTRICTED FUNDS</b>						
<b>DESIGNATED FUNDS</b>						
3G Sinking Fund	21,500	-	-	15,000	-	36,500
<b>GENERAL FUNDS</b>						
General funds	-	182,288	(153,964)	(28,324)	-	-
<b>TOTAL UNRESTRICTED FUNDS</b>	21,500	182,288	(153,964)	(13,324)	-	36,500
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant (GAG)	(321,103)	4,517,726	(4,335,808)	8,001	-	(131,184)
High Needs	-	171,471	(171,471)	-	-	-
Pupil Premium	33	280,709	(280,742)	-	-	-
Other restricted funds	-	246,240	(246,240)	-	-	-
School trips income	-	79,314	(80,856)	1,542	-	-
Rates	-	18,842	(18,842)	-	-	-
Donations	-	26,424	(26,424)	-	-	-
COVID grants	-	27,928	(27,928)	-	-	-
Pension reserve	(3,403,000)	-	(306,000)	-	(398,000)	(4,107,000)
	(3,724,070)	5,368,654	(5,494,311)	9,543	(398,000)	(4,238,184)



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

**17. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed assets transferred	4,419,964	8,704,672	(239,942)	-	-	12,884,694
Fixed assets purchased from GAG and other restricted funds	217,888	-	(40,730)	30,793	-	207,951
DfE/ESFA Capital grants	2,774,132	17,418	(88,103)	-	-	2,703,447
Sport England/ ESFA - Community Sports Centre	695,976	-	(7,436)	-	-	688,540
Salix loan	(27,718)	-	-	(27,012)	-	(54,730)
	<u>8,080,242</u>	<u>8,722,090</u>	<u>(376,211)</u>	<u>3,781</u>	<u>-</u>	<u>16,429,902</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>4,356,172</u>	<u>14,090,744</u>	<u>(5,870,522)</u>	<u>13,324</u>	<u>(398,000)</u>	<u>12,191,718</u>
<b>TOTAL FUNDS</b>	<u>4,377,672</u>	<u>14,273,032</u>	<u>(6,024,486)</u>	<u>-</u>	<u>(398,000)</u>	<u>12,228,218</u>

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

**Designated funds**

3G Sinking Fund - This represents funds designated for future repairs and maintenance of the new 3G pitch.

**Restricted Funds**

General Annual Grant - Income from the ESFA which is to be used for the normal running costs of the Academy, including education and support costs.

High Needs - Funding received by the Local Authority to fund further support for students with additional needs.

Pupil Premium - Pupil premium represents funding received from the ESFA for children that qualify for free school meals to enable the Academy to address the current underlying inequalities between those children and their wealthier peers.

Other restricted funds - This represents all other funding from restricted sources.

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

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**17. STATEMENT OF FUNDS (CONTINUED)**

School trips income - This represents all income received for trips.

COVID grants - The Academy Trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak, receiving exceptional support funding to cover additional premises, FSM and cleaning costs. The Academy Trust also received funding in relation to the government's CJRS as some staff were furloughed during the year.

Pension Reserve – This represents the Academy's share of the assets and liabilities in the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an Academy. The Academy is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

**Fixed Asset Funds**

Fixed Assets Transferred on Conversion – This represents the buildings and equipment donated to the School from the Local Authority on conversion to an Academy.

Fixed Assets Purchased from GAG and Unrestricted funds - This represents funds transferred from the restricted GAG fund to purchase fixed assets.

DfE/ESFA Capital Grants – These funds were received for direct expenditure on fixed asset projects. The balance at the year end represents the NBV of assets and any unspent grant amounts.

Sport England / ESFA - Community Sports Centre - this represents funds received for a new 3G facility constructed at the Academy.

Salix loan - This represents funds from the government in the form of a salix loan to be repaid over the next 5 years.

**Other information**

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

The Academy is carrying a net deficit of £131,184 on restricted general funds (excluding pension reserve) plus unrestricted funds for the following reason:

The Academy had a deficit brought forward due to a decrease in pupil numbers over a number of years. In 2019 changed to estimated pupil numbers funding and has seen an increase in pupil numbers, which has resulted in an increase in funding and a revenue surplus for the year.

The Academy is taking the following action to return these funds to surplus:

For further details see the going concern accounting policy.

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

**17. 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 £
<b>UNRESTRICTED FUNDS</b>						
<b>DESIGNATED FUNDS</b>						
3G Sinking Fund	6,500	-	-	15,000	-	21,500
<b>GENERAL FUNDS</b>						
General funds	-	281,106	(178,530)	(102,576)	-	-
<b>TOTAL UNRESTRICTED FUNDS</b>	6,500	281,106	(178,530)	(87,576)	-	21,500
<b>RESTRICTED FUNDS</b>						
General Annual Grant (GAG)	(334,109)	3,977,274	(4,011,443)	47,175	-	(321,103)
High Needs	-	191,047	(191,047)	-	-	-
Pupil Premium	4,066	296,806	(300,839)	-	-	33
Other restricted funds	-	79,869	(79,869)	-	-	-
School trips income	-	52,886	(53,050)	164	-	-
Pension reserve	(2,532,000)	-	(279,000)	-	(592,000)	(3,403,000)
	(2,862,043)	4,597,882	(4,915,248)	47,339	(592,000)	(3,724,070)

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

**17. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Fixed assets transferred on conversion	11,353,488	-	(6,933,524)	-	-	4,419,964
Fixed assets purchased from GAG and other restricted funds	210,314	-	(32,663)	40,237	-	217,888
DfE/ESFA Capital grants	2,764,143	92,517	(82,528)	-	-	2,774,132
Sport England/ ESFA - Community Sports Centre	703,412	-	(7,436)	-	-	695,976
Salix loan	-	(27,718)	-	-	-	(27,718)
	<u>15,031,357</u>	<u>64,799</u>	<u>(7,056,151)</u>	<u>40,237</u>	<u>-</u>	<u>8,080,242</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>12,169,314</u>	<u>4,662,681</u>	<u>(11,971,399)</u>	<u>87,576</u>	<u>(592,000)</u>	<u>4,356,172</u>
<b>TOTAL FUNDS</b>	<u>12,175,814</u>	<u>4,943,787</u>	<u>(12,149,929)</u>	<u>-</u>	<u>(592,000)</u>	<u>4,377,672</u>

**18. 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	-	-	16,484,632	<b>16,484,632</b>
Current assets	36,500	870,882	(54,730)	<b>852,652</b>
Creditors due within one year	-	(630,555)	-	<b>(630,555)</b>
Creditors due in more than one year	-	(371,511)	-	<b>(371,511)</b>
Provisions for liabilities and charges	-	(4,107,000)	-	<b>(4,107,000)</b>
<b>TOTAL</b>	<u>36,500</u>	<u>(4,238,184)</u>	<u>16,429,902</u>	<u><b>12,228,218</b></u>

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

**18. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	8,066,916	8,066,916
Current assets	21,500	497,295	41,044	559,839
Creditors due within one year	-	(299,647)	(27,718)	(327,365)
Creditors due in more than one year	-	(518,718)	-	(518,718)
Provisions for liabilities and charges	-	(3,403,000)	-	(3,403,000)
<b>TOTAL</b>	<b>21,500</b>	<b>(3,724,070)</b>	<b>8,080,242</b>	<b>4,377,672</b>

**19. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	<b>2020</b> £	2019 £
Net income/(expenditure) for the period (as per Statement of Financial Activities)	<b>8,248,546</b>	(7,206,142)
<b>ADJUSTMENTS FOR:</b>		
Depreciation	<b>376,211</b>	362,570
Capital grants from DfE and other capital income	<b>(8,723,528)</b>	(58,199)
Interest receivable	<b>(379)</b>	(240)
Defined benefit pension scheme cost less contributions payable	<b>243,000</b>	212,000
Defined benefit pension scheme finance cost	<b>63,000</b>	67,000
Decrease/(increase) in debtors	<b>13,893</b>	(65,425)
Increase in creditors	<b>303,190</b>	103,734
Loss on disposal	-	6,693,581
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>523,933</b>	108,879

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

**20. CASH FLOWS FROM FINANCING ACTIVITIES**

	2020 £	2019 £
Cash inflows from new borrowing	-	166,000
Repayments of borrowing	<b>(147,207)</b>	-
<b>NET CASH (USED IN)/PROVIDED BY FINANCING ACTIVITIES</b>	<b>(147,207)</b>	166,000

**21. CASH FLOWS FROM INVESTING ACTIVITIES**

	2020 £	2019 £
Dividends, interest and rents from investments	<b>379</b>	240
Purchase of tangible fixed assets	<b>(89,255)</b>	(91,710)
Capital grants from DfE Group	<b>18,856</b>	58,199
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(70,020)</b>	(33,271)

**22. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2020 £	2019 £
Cash at bank and in hand	<b>701,151</b>	394,445
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>701,151</b>	394,445

**23. ANALYSIS OF CHANGES IN NET DEBT**

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	<b>394,445</b>	<b>306,706</b>	<b>701,151</b>
Debt due after 1 year	<b>(518,718)</b>	<b>147,207</b>	<b>(371,511)</b>
	<b>(124,273)</b>	<b>453,913</b>	<b>329,640</b>

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

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**24. 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 Devon County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £83,181 were payable to the schemes at 31 August 2020 (2019 - £62,199) 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.

**VALUATION OF THE TEACHERS' PENSION SCHEME**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £524,056 (2019 - £324,157).

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.

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

**24. PENSION COMMITMENTS (CONTINUED)**

**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 £250,000 (2019 - £220,000), of which employer's contributions totalled £190,000 (2019 - £168,000) and employees' contributions totalled £ 60,000 (2019 - £52,000). The agreed contribution rates for future years are 15.3 per cent for employers and 5.5-12.5 per cent for employees.

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

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

**Principal actuarial assumptions**

	<b>2020</b>	2019
	<b>%</b>	%
Rate of increase in salaries	<b>3.25</b>	3.70
Rate of increase for pensions in payment/inflation	<b>2.25</b>	2.20
Discount rate for scheme liabilities	<b>1.60</b>	1.85

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

	<b>2020</b>	2019
	<b>Years</b>	Years
<i>RETIRING TODAY</i>		
Males	<b>22.9</b>	22.5
Females	<b>24.1</b>	24.4
<i>RETIRING IN 20 YEARS</i>		
Males	<b>24.3</b>	24.2
Females	<b>25.5</b>	26.2



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

**24. PENSION COMMITMENTS (CONTINUED)**

**Sensitivity analysis**

	<b>2020</b>	2019
	<b>£000</b>	£000
Discount Rate +0.1%	<b>6,882</b>	6,037
Discount Rate -0.1%	<b>7,237</b>	6,341
Mortality Assumption - 1 year increase	<b>7,311</b>	6,424
Mortality Assumption - 1 year decrease	<b>6,812</b>	5,959
CPI Rate +0.1%	<b>7,222</b>	6,324
CPI Rate -0.1%	<b>6,896</b>	6,053

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

	<b>2020</b>	2019
	<b>£</b>	£
Equities	<b>1,761,000</b>	1,713,000
Gilts	<b>243,000</b>	151,000
Property	<b>234,000</b>	243,000
Cash and other liquid assets	<b>34,000</b>	37,000
Other	<b>678,000</b>	640,000
<b>Total market value of assets</b>	<b>2,950,000</b>	2,784,000

The actual return on scheme assets was £12,000 (2019 - £116,000).

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

	<b>2020</b>	2019
	<b>£</b>	£
Current service cost	<b>(433,000)</b>	(323,000)
Past service cost	-	(57,000)
Interest income	<b>51,000</b>	67,000
Interest cost	<b>(114,000)</b>	(134,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(496,000)</b>	(447,000)

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

**24. PENSION COMMITMENTS (CONTINUED)**

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

	2020 £	2019 £
<b>At 1 September</b>	<b>6,187,000</b>	5,084,000
Current service cost	<b>433,000</b>	323,000
Interest cost	<b>114,000</b>	134,000
Employee contributions	<b>60,000</b>	52,000
Actuarial losses/(gains)	<b>334,000</b>	639,000
Benefits paid	<b>(71,000)</b>	(102,000)
Past service cost	-	57,000
<b>At 31 August</b>	<b>7,057,000</b>	6,187,000

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

	2020 £	2019 £
<b>At 1 September</b>	<b>2,784,000</b>	2,552,000
Interest income	<b>53,000</b>	69,000
Actuarial gains	<b>(64,000)</b>	47,000
Employer contributions	<b>190,000</b>	168,000
Employee contributions	<b>60,000</b>	52,000
Actuarial gains	<b>(71,000)</b>	(102,000)
Administration expense	<b>(2,000)</b>	(2,000)
<b>At 31 August</b>	<b>2,950,000</b>	2,784,000

**25. 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 £	2019 £
<b>Amounts payable:</b>		
Not later than 1 year	<b>19,590</b>	30,499
Later than 1 year and not later than 5 years	<b>50,153</b>	63,608
	<b>69,743</b>	94,107

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

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**26. 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.

**27. GENERAL INFORMATION**

Plympton Academy is a company limited by guarantee, incorporated in England and Wales. The registered office is Moorland Road, Plympton, Plymouth, Devon, PL7 2RS.

**28. 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 trustees 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 period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

**29. AGENCY ARRANGEMENTS**

The Academy distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2020 the Academy received £11,459 and disbursed £10,975 from the fund (retaining 5% for administration costs). An amount of £Nil is included in other creditors relating to undistributed funds that is repayable to ESFA.