

Company Registration Number: 07718002 (England & Wales)

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

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RICHARD CHALLONER SCHOOL
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mr Mark Draper Mgr Matthew Dickens (Vicar General) Mr Paul McCallum
Trustees	Mr Mark Draper, Chairman Mrs Patricia O' Connell, Foundation Governor Mrs Stephanie Harvey, Staff Governor Mr John Sabourin, Foundation Governor & Chair of Finance Committee Fr Kevan Hayden, Foundation Governor (resigned 18 August 2019) Mr Francis Corrigan, Foundation Governor Mr Mike Osborn, Foundation Governor (resigned 18 August 2019) Mr Brian O'Neill, Staff Governor Mrs Monica Guntrip, Foundation Governor Mr Kevin Beatty, Foundation Governor Mrs Nikki Cloudsdale, Co - Opted Governor Mr Sean Maher, Headteacher Mrs Kathryn Newnham, Parent Governor (resigned 1 March 2019) Mr Timothy Povey (appointed 5 July 2019) Cllr David Fraser, Local Governor (resigned 31 August 2019) Mr Franco D'Agostino, Foundation Governor Mr Owen Watters, Parent Governor
Company registered number	07718002
Company name	Richard Challoner School
Registered office	Manor Drive North New Malden Surrey KT3 5PE
Principal operating office	Manor Drive North New Malden Surrey KT3 5PE

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Company secretary	Mr Reg Baker
Senior management team	Mr Sean Maher, Headteacher and Accounting Officer Mr Neil Henderson, Deputy Headteacher Mr Ian O'Brien, Deputy Headteacher Mr David Steele, Assistant Headteacher Mrs Rose Costello, Associate Deputy Headteacher Mr Mark Cox, Associate Deputy Headteacher Mr Matt Webber, Associate Deputy Headteacher Mrs Catherine Verdin, Associate Deputy Headteacher
Independent auditors	Landau Baker Limited Chartered Accountants Statutory Auditors Mountcliff House 154 Brent Street London NW4 2DR
Bankers	Lloyds TSB Bank plc P O Box No 1000 BX1 1LT
Solicitors	Winckworth Sherwood Minerva House 5 Montague Close London SE1 9BB

RICHARD CHALLONER SCHOOL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

Structure, governance and management

a. Constitution

The academy is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum and articles of Association is the primary governing document of the academy.

The Trustees of Richard Challoner School are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Richard Challoner school.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

b. Members' liability

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

c. Trustees' indemnities

Subject to the provision of Companies Act, every governor or other officer of the charitable company shall be indemnified out of the assets of the charitable company against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Charitable Company.

d. Method of recruitment and appointment or election of Governors

The Governors are appointed under the terms of the Academy's articles of association:

- The Headmaster
- Foundation Governors (Appointed by the Archbishop of the R.C. Diocese of Southwark)
- Staff Governors (elected by staff employed at the school)
- A minimum of two Parent Governors (elected by Parents at the school)
- Local Representative Governor (Appointed by the Governing Body)
- Any Governors elected by the Secretary of State for Education
- Up to 3 co-opted Governors (appointed by the Governing Body)

The term of office for any Governor shall be four years. The Headmaster's term of office runs parallel with his contract of employment. Subject to remaining eligible to be a particular type of Governor any Governor may be reappointed or re-elected, up to a maximum of three terms of office.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Structure, governance and management (continued)

e. Policies adopted for the induction and training of Governors

During the period under review the governors held twice termly full governing body meetings. The training and induction provided for new governors will depend on their existing experience. Where necessary an induction will provide training on charity and educational legal and financial matters. All new governors are given a tour of the Academy and the chance to meet with staff and students. All governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees and directors of the Charitable Company.

f. Organisational structure

The Charitable Company has established a management structure to enable its efficient running. The structure consists of two levels: the Governors and the Executive who are the Senior Leadership Team.

The Governing Body has considered its role thoughtfully and decided that the role of the Governors is to approve the strategic direction and objectives of the Charitable Company and monitor its progress towards these objectives.

The Governing Body has approved a scheme of delegation which sets out a statement on the system of internal control, responsibilities, standing orders, a scheme of delegation and terms of reference.

Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring the Charitable Company by use of budgets and making major decisions about the direction of the Charitable Company, including capital expenditure and senior staff appointments.

Key Management personnel are paid in line with market standards and reviewed annually by the Pay Committee.

g. Arrangements for setting pay and remuneration of key management personnel

Key Management personnel are paid in line with market standards and reviewed annually by the Pay Committee.

h. Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	-
51%-99%	-
100%	-

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Structure, governance and management (continued)

Percentage of pay bill spent on facility time	£
Total cost of facility time	-
Total pay bill	5,975,174
Percentage of total pay bill spent on facility time	- %
 Paid trade union activities	
Time spent on paid trade union activities as a percentage of total paid facility time hours	- %

i. Related parties and other connected charities and organisations

The Academy does not have related parties or other connected charities and organisations.

j. Risk management

The governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances. The governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The academy has an effective system of internal financial controls and this is explained in more detail in the statement on internal control.

Since the Academy qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities

a. Objects and aims

The principal object and activity of the Charitable Company is the operation of Richard Challoner School to provide Catholic education in New Malden for Catholic boys living in the South West London area.

In accordance with the articles of association the Charitable Company has adopted a "Scheme of Government" approved by the Secretary of State for Education. The Scheme of Government specifies, amongst other things, the basis for admitting students to the Academy, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Objectives and activities (continued)

b. Objectives, strategies and activities

The main objectives of the Academy during the period ended 31 August 2019 are summarised below:

- to ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- to raise the standard of educational achievement of all pupils;
- to improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review
- to provide value for money for the funds expended;
- to comply with all appropriate statutory and curriculum requirements;
- to conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

The Academy's vision is to create or offer:

- a strong ethos of achievement leading to continuously improving standards;
- personal confidence;
- appropriate thinking skills, problem solving skills and leadership

This is achieved through developing:

- a sense of personal identity;
- a sense of belonging and loyalty to the school community
- an emphasis on personal and community responsibility;
- a positive learning climate in terms of the nature of courses offered and teaching styles utilised;
- positive relationships with external partners

c. Public benefit

In setting the objectives, the Governors have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

Strategic report

Achievements and performance

a. Key performance indicators

- The school achieved outstanding academic results again this year putting Challoner in the top boys' comprehensive schools in the country. All indicators at KS4 show the school is performing well above average compared to national and local averages. Key performance indicators include a Progress 8 score of +0.55 (National -0.03), Attainment 8 at 57.8 (National 46.5), Grade 5 or above in English and Maths 70.3% (National 43%), EBacc average point score 5.48 (National 4.06).
- The number of applicants to the school remains strong and we are heavily oversubscribed with over five applicants for every place available. The school has maintained a stable staff and managed to increase support for students with an EHC plan.
- The schools continued to offer a wide range of wider curriculum events including two musicals, over four drama productions, numerous music concerts and two art exhibitions in addition to the numerous House events that

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

take place during the year. On the sports field the school continues to have significant success and played over 200 competitive fixtures against other schools last year. We are still the only comprehensive school in Kingston to offer regular sport on Saturday mornings. A wide range of students participate in this fantastic wider curriculum offer.

- The school achieved the World Class Schools Quality Mark and was the first all boys school in the country to be awarded this quality mark. Results should be in the top 10% of schools nationally. The gap between PPG and non-PPG students remains much smaller than the national average.
- The school confidently met it all is key development areas last year whilst still managing to increase private revenue further. The school has embarked on an ambitious programme to increase community support for the school through the Challoner Business Network.
- The school successfully bid for two Conditional Improvement Fund projects to improve site security and build a new two classroom block to replace an older workshop.
- The school remains a beacon for Catholic and boys education.

b. Going concern

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the academy has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue 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 accounting policies.

Financial review

The Charitable Company was incorporated on 26th July 2011 and commenced operating as an academy school on 17th August 2011. No activities were carried on by the company from the date of incorporation until the 17th August 2011 when the net assets of the Richard Challoner School were transferred to the Charitable Company.

Most of the Academy's income is obtained from the Education Skills Funding Agency (E.S.F.A) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the E.S.F.A. during the period ended 31 August 2019 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also received grants for fixed assets from the E.S.F.A.. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2005), such grants 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 expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the Academy. It should be noted that this does not present the Academy with any current liquidity problem. The employer contributions have been assessed and they remain the same level as before the academy was established in order to bring a further reduction in this pension deficit in future, although this may not be achieved until stock market investment values start to recover.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

Achievements and performance (continued)

a. Reserves policy

The definition of reserves in the SORP is 'that part of a charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- o permanent endowment funds
- o expendable endowment funds
- o restricted income funds
- o any part of unrestricted funds not readily available for spending, specifically income funds which could only be realised by disposing of fixed assets held for charitable use

'Reserves' are therefore the resources the Academy has or can make available to spend for any or all of the Academy's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'reserves' are income which becomes available to the Academy and is to be spent at the trustees' discretion in furtherance of any of the Academy's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (i.e. is 'free').

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The governors will keep this level of reserves under review at each Resources Committee meeting and aim to build and maintain the reserves level by entering into cost effective agreements as noted in Objectives and Activities above, whilst in keeping with the principal object of the Academy.

Total reserves at the 31 August 2019 amounted to a deficit of £152,650 (2018: funds of £546,862). The income fund reserves at the year end amounted to £242,101 (2018: £45,735).

The amount of designations made in relation to the unrestricted reserves totals to £NIL.

Within the reserves policy users should note that, because of accounting for the Local Government Pension Scheme (LGPS), the Academy recognises a significant pension fund deficit totalling to £1,762,000 (2018: £942,000). This deficit is included within restricted funds. This does not lead to an immediate liability for this amount. Similarly, if there were a pension surplus included in the restricted fund this would not create an immediately realisable asset that can be released straight away and expended for the specific purposes of that fund.

Users should also note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Academy Trust in the form of an increase or decrease in employers' pension contributions over a period of years. The Academy Trust thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the Academy Trust's budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the Academy Trust due to the recognition of the deficit.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic report (continued)

(continued)

b. Principal risks and uncertainties

The Companies Act 2006 s417 (3b) requires disclosure of the principal risks and uncertainties facing a company.

The Academy is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the Academy's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The academy's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the Academy faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances. The governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

It should also be noted that procedures are in place to ensure compliance with health and safety of staff and pupils.

Fundraising

The academy engages in fundraising throughout the academic year, both for specific projects and to augment the annual education budget. There are a variety of fundraising events that we run during the academic year: Christmas Fair, Music Concerts, Rough Sleepers Initiative and a number MUFTI days (pupils wear own clothes). The School PTA also run a number of fundraising events during the year. The income and expenditure pertaining to these events (including the allocation of funds) is independently reviewed by the Responsible Officer, who reports the findings directly to the board of governors as part of the overall financial review.

The board of governors also directly respond to any complaints that arise pertaining to fundraising events, with the Responsible Officer acting as an independent intermediary if deemed to be necessary.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Plans for future periods

The school has six strategic priorities for the 2019/20 academic years:

1. Developing closer links and working relationships with local Catholic schools including HX, Richard Reynolds and feeder primary schools
 2. To further develop progress and tracking at KS3
 3. To ensure robust and consistent standards for behaviour management across the school following a pastoral review
 4. To further develop curriculum and assessment procedures to ensure consistency across KS4
 5. To embed new staff so that they understand the school ethos and mission
 6. Development of departmental review programme and learning communities
- The school will further increase wider curriculum opportunities by investing in a new school pavilion and a new lighting rig for the school stage.
 - Richard Challoner will seek to ensure that all current provision relating to wider curriculum opportunities, in class support, small class sizes and the broad curriculum offer will be maintained despite the real terms budget decreases.
 - The school will work with other stakeholders such as SSAT, World Class Schools, Teach SouthEast, etc.... to continue to develop their strategic vision to ensure a world class education and be a beacon for good practice nationally.
 - The Head will continue to work strategically with the Diocese and the Local Authority to help input and steer the future direction of Catholic school, Kingston schools and education for children with SEND.

Funds held as custodian trustee on behalf of others

The Academy Trust and Trustees did not act as Custodian Trustee during the current or previous period.

Auditor

Insofar as the governors are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that 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 auditors are aware of that information.

The report was approved was approved by order of the members of the Governing Body, as the company directors, on 21 November 2019 and signed on its behalf by:



Mr Mark Draper
Chair of Trustees

RICHARD CHALLONER SCHOOL
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GOVERNANCE STATEMENT

Scope of responsibility

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

The board of Trustees has delegated the day-to-day responsibility to the Headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Richard Challoner School and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 6 times during the year.

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

Trustee	Meetings attended	Out of a possible
Mr Mark Draper, Chairman	5	6
Mrs Patricia O' Connell, Foundation Governor	5	6
Mrs Stephanie Harvey, Staff Governor	5	6
Mr John Sabourin, Foundation Governor & Chair of Finance Committee	6	6
Fr Kevan Hayden, Foundation Governor	3	6
Mr Francis Corrigan, Foundation Governor	5	6
Mr Mike Osborn, Foundation Governor	0	6
Mr Brian O'Neill, Staff Governor	5	6
Mrs Monica Guntrip, Foundation Governor	5	6
Mr Kevin Beatty, Foundation Governor	5	6
Mrs Nikki Cloudsdale, Co - Opted Governor	6	6
Mr Sean Maher, Headteacher	6	6
Mrs Kathryn Newnham, Parent Governor	3	3
Mr Timothy Povey	0	0
Cllr David Fraser, Local Governor	1	6
Mr Franco D'Agostino, Foundation Governor	5	6
Mr Owen Watters, Parent Governor	4	6

The Finance Committee is a sub-committee of the main board of Trustees. Its purpose is to make sure that the academy is following ESFA's financial regulations.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr John Sabourin, Chair of Finance Committee	6	6
Mr Francis Corrigan	6	6
Mr Sean Maher	6	6
Mr Franco D'Agostino	5	6
Mr Mark Draper	6	6
Mrs Stephanie Harvey	6	6
Mr Mike Osborn	5	6

Review of value for money

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

The accounting officer considers how the academy's use of its resources has provided good value for money during each academic year, and reports to the board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the academy has delivered improved value for money during the year.

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 Richard Challoner School for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of Trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

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GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

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

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

The appointee's role includes giving advice on financial matters and performing a range of checks on the academy's financial systems. On a semi-annual basis, the appointee reports to the board of trustees on the operation of the systems of control and on the discharge of the trustees' financial responsibilities.

Review of effectiveness

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

- 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 committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of Trustees on 21 November 2019 and signed on their behalf by:



Mr Mark Draper
Chair of Trustees



Mr Sean Maher
Accounting Officer

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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Richard Challoner School I have considered my responsibility to notify the academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2018.

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.



Mr Sean Maher
Accounting Officer
Date: 21 November 2019

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STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2019

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 & 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 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of Trustees on 21 November 2019 and signed on its behalf by:



Mr M Drapel
Chair of Trustees

RICHARD CHALLONER SCHOOL
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
RICHARD CHALLONER SCHOOL**

Opinion

We have audited the financial statements of Richard Challoner School (the 'academy') for the year ended 31 August 2019 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 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & 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 2019 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 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & 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.

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
RICHARD CHALLONER SCHOOL (CONTINUED)**

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Other information includes the 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 including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
RICHARD CHALLONER SCHOOL (CONTINUED)**

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.

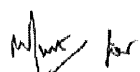
Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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

 for Landau Baker Limited

Michael Durst (Senior statutory auditor)

for and on behalf of

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR

21 November 2019

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

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

In accordance with the terms of our engagement letter dated 31 October 2011 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Richard Challoner School during the year 1 September 2018 to 31 August 2019 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 Richard Challoner School and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Richard Challoner School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Richard Challoner School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Richard Challoner School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Richard Challoner School's funding agreement with the Secretary of State for Education dated 16 August 2011 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. 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 2018 to 31 August 2019 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 2018 to 2019 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.

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

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

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 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Landau Baker Limited

Reporting Accountant

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR

Date: 21 November 2019

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Income from:						
Donations and capital grants	3	313,300	-	305,402	618,702	496,290
Charitable activities		-	6,330,631	-	6,330,631	6,188,643
Other trading activities		581,124	295,348	-	876,472	732,192
Investments	6	3,071	-	-	3,071	550
Total income		<u>897,495</u>	<u>6,625,979</u>	<u>305,402</u>	<u>7,828,876</u>	<u>7,417,675</u>
Expenditure on:						
Charitable activities	8	517,925	7,014,183	381,280	7,913,388	7,561,363
Total expenditure		<u>517,925</u>	<u>7,014,183</u>	<u>381,280</u>	<u>7,913,388</u>	<u>7,561,363</u>
Net movement in funds before other recognised gains/(losses)		<u>379,570</u>	<u>(388,204)</u>	<u>(75,878)</u>	<u>(84,512)</u>	<u>(143,688)</u>
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	25	-	(615,000)	-	(615,000)	343,000
Net movement in funds		<u>379,570</u>	<u>(1,003,204)</u>	<u>(75,878)</u>	<u>(699,512)</u>	<u>199,312</u>
Reconciliation of funds:						
Total funds brought forward		1,158,034	(2,054,299)	1,443,127	546,862	347,550
Net movement in funds		379,570	(1,003,204)	(75,878)	(699,512)	199,312
Total funds carried forward		<u>1,537,604</u>	<u>(3,057,503)</u>	<u>1,367,249</u>	<u>(152,650)</u>	<u>546,862</u>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 25 to 47 form part of these financial statements.

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

BALANCE SHEET
AS AT 31 AUGUST 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible assets	14	1,205,101	1,311,710
		<u>1,205,101</u>	<u>1,311,710</u>
Current assets			
Stocks	15	8,787	5,763
Debtors	16	340,477	191,332
Cash at bank and in hand		375,527	461,254
		<u>724,791</u>	<u>658,349</u>
Creditors: amounts falling due within one year	17	(320,542)	(481,197)
		<u>404,249</u>	<u>177,152</u>
Net current assets		<u>404,249</u>	<u>177,152</u>
Total assets less current liabilities		<u>1,609,350</u>	<u>1,488,862</u>
Net assets excluding pension liability		<u>1,609,350</u>	<u>1,488,862</u>
Defined benefit pension scheme liability	25	(1,762,000)	(942,000)
Total net assets		<u><u>(152,650)</u></u>	<u><u>546,862</u></u>
Funds of the academy			
Restricted funds:			
Fixed asset funds	19	1,367,249	1,443,127
Restricted income funds	19	(1,295,503)	(1,112,299)
		<u>71,746</u>	<u>330,828</u>
Restricted funds excluding pension asset	19	71,746	330,828
Pension reserve	19	(1,762,000)	(942,000)
		<u>(1,690,254)</u>	<u>(611,172)</u>
Total restricted funds	19	<u>(1,690,254)</u>	<u>(611,172)</u>
Unrestricted income funds	19	<u>1,537,604</u>	<u>1,158,034</u>
Total funds		<u><u>(152,650)</u></u>	<u><u>546,862</u></u>

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2019

The financial statements on pages 21 to 47 were approved by the Trustees, and authorised for issue on 21 November 2019 and are signed on their behalf, by:



Mr Mark Draper
Chair of Trustees

The notes on pages 25 to 47 form part of these financial statements.

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	21	(219,786)	262,241
Cash flows from investing activities	22	134,059	59,785
Change in cash and cash equivalents in the year		(85,727)	322,026
Cash and cash equivalents at the beginning of the year		461,254	139,228
Cash and cash equivalents at the end of the year	23	375,527	461,254

The notes on pages 25 to 47 form part of these financial statements

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Richard Challoner School meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

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.

- **Legacies**

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the academy has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the academy, can be reliably measured.

- **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.

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.4 Expenditure

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land, 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:

Improvements to property held under licence	- Expected lives of individual projects
Furniture and fixtures	- 3 - 10 years
Computer equipment	- 3 years
Motor vehicles	- 4 years

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

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.6 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.7 Debtors

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

1.8 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.

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.

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 16. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

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.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the lease term, unless another systematic basis is representative of the time pattern of the lessee's benefit from the use of the leased asset.

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

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.

1.13 Fund accounting

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

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

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

Investment income, gains and losses are allocated to the appropriate fund.

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

The 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 25, 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 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Donations	313,300	-	313,300	318,214
Capital Grants	-	305,402	305,402	178,076
	<u>313,300</u>	<u>305,402</u>	<u>618,702</u>	<u>496,290</u>
<i>Total 2018</i>	<u>314,214</u>	<u>182,076</u>	<u>496,290</u>	

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

4. Funding for the academy's educational supplies

	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
DfE/ESFA grants			
Government Annual Grant (GAG)	5,211,264	5,211,264	5,008,704
Other ESFA Grants	83,470	83,470	78,617
	<u>5,294,734</u>	<u>5,294,734</u>	<u>5,087,321</u>
Other government grants			
Local Authority Grants	894,972	894,972	1,021,536
Other Government Grants	51,527	51,527	-
	<u>946,499</u>	<u>946,499</u>	<u>1,021,536</u>
Other funding			
Other Income	89,398	89,398	79,786
	<u>6,330,631</u>	<u>6,330,631</u>	<u>6,188,643</u>

5. Income from other trading activities

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Trips	-	295,348	295,348	216,189
Other Income	21,361	-	21,361	32,352
Catering Income	325,406	-	325,406	294,515
Lettings Income	234,357	-	234,357	189,136
	<u>581,124</u>	<u>295,348</u>	<u>876,472</u>	<u>732,192</u>
<i>Total 2018</i>	<u>516,003</u>	<u>216,189</u>	<u>732,192</u>	

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

6. Investment income

	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Investment Income	3,071	3,071	550

7. Expenditure

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £	<i>Total 2018 £</i>
Educational Supplies:					
Direct costs	4,216,960	254,609	864,558	5,336,127	5,212,802
Allocated support costs	1,758,214	380,745	438,302	2,577,261	2,348,561
	5,975,174	635,354	1,302,860	7,913,388	7,561,363
<i>Total 2018</i>	<i>5,795,048</i>	<i>609,848</i>	<i>1,156,467</i>	<i>7,561,363</i>	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Educational Supplies	517,925	7,366,463	7,884,388	7,532,363
Pension cost	-	29,000	29,000	29,000
	430,559	7,130,804	7,561,363	
<i>Total 2018</i>	<i>430,559</i>	<i>7,130,804</i>	<i>7,561,363</i>	

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

9. Analysis of expenditure by activities

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £	Total funds 2018 £
Educational Supplies	5,336,127	2,577,261	7,913,388	7,561,363
<i>Total 2018</i>	<i>5,212,802</i>	<i>2,348,561</i>	<i>7,561,363</i>	

Analysis of direct costs

	Educational Supplies 2019 £	Total funds 2019 £	Total funds 2018 £
Staff costs	4,213,703	4,213,703	4,109,235
Depreciation	258,693	258,693	311,527
Examination fees	101,441	101,441	88,816
Educational supplies	124,139	124,139	124,461
Staff development	22,391	22,391	22,108
Other direct costs	487,588	487,588	398,457
Technology costs	124,915	124,915	140,340
Teaching supply costs	3,257	3,257	17,858
	5,336,127	5,336,127	5,212,802

RICHARD CHALLONER SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Supplies 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Pension finance cost	29,000	29,000	29,000
Staff costs	1,758,214	1,758,214	1,667,955
Maintenance of premises and equipment	153,824	153,824	100,684
Technology costs	6,909	6,909	6,935
Energy costs	96,120	96,120	82,008
Insurance	41,749	41,749	35,400
Rent and rates	63,697	63,697	60,899
Recruitment and support	23,115	23,115	13,492
Other staff costs	9,516	9,516	10,807
Cleaning	25,355	25,355	30,808
Catering	204,200	204,200	191,886
Other Support costs	129,671	129,671	90,889
Governance costs	35,891	35,891	27,798
	<u>2,577,261</u>	<u>2,577,261</u>	<u>2,348,561</u>

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2019 £	<i>2018 £</i>
Operating lease rentals	59,550	56,621
Depreciation of tangible fixed assets	258,693	311,527
Fees paid to auditors for:		
- audit	4,000	4,000
- other services	2,965	2,725
	<u>265,108</u>	<u>614,873</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

11. Staff costs

a. Staff costs

Staff costs during the year were as follows:

	2019 £	2018 £
Wages and salaries	4,563,638	4,420,738
Social security costs	456,233	437,666
Pension costs	952,046	918,786
	<u>5,971,917</u>	<u>5,777,190</u>
Supply teaching costs	3,257	17,858
	<u><u>5,975,174</u></u>	<u><u>5,795,048</u></u>

b. Staff numbers

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

	2019 No.	2018 No.
Management	8	9
Teachers	68	66
Support Staff	86	75
	<u>162</u>	<u>150</u>

c. Higher paid staff

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

	2019 No.	2018 No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	2	3
In the band £90,001 - £100,000	1	1
	<u><u>1</u></u>	<u><u>1</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

11. Staff costs (continued)

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) received by key management personnel for their services to the academy was £645,032 (2018: £720,654).

12. Related party transactions - Trustees' remuneration and expenses

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

		2019	2018
		£	£
Mr Sean Maher, Headteacher	Remuneration	90,000 - 95,000	90,000 - 95,000
	Pension contributions paid	15,000 - 20,000	15,000 - 20,000
Mrs Nikki Cloudsdale, Co - Opted Governor	Remuneration	55,000 - 60,000	50,000 - 55,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
Mr Sean Binns, Co - Opted Governor	Remuneration	NIL	75,000 - 80,000
	Pension contributions paid	NIL	10,000 - 15,000
Mr Neil D'Aguiar, Staff Governor	Remuneration	NIL	50,000 - 55,000
	Pension contributions paid	NIL	5,000 - 10,000
Mr Brian O'Neill, Staff Governor	Remuneration	45,000 - 50,000	45,000 - 50,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
Mrs Stephanie Harvey, Staff Governor	Remuneration	40,000 - 45,000	35,000 - 40,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000

During the year ended 31 August 2019, no Trustee expenses have been incurred (2018 - £NIL).

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

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

13. Trustees' and Officers' insurance

In accordance with normal commercial practice, the academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2019 was £272 (2018 - £403).

14. Tangible fixed assets

	Improvements to property held under licence £	Assets under construction £	Furniture and fixtures £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 September 2018	2,524,710	-	208,098	34,434	16,335	2,783,577
Additions	-	7,050	142,725	2,309	-	152,084
At 31 August 2019	<u>2,524,710</u>	<u>7,050</u>	<u>350,823</u>	<u>36,743</u>	<u>16,335</u>	<u>2,935,661</u>
Depreciation						
At 1 September 2018	1,307,673	-	129,196	31,856	3,142	1,471,867
Charge for the year	233,898	-	17,428	3,283	4,084	258,693
At 31 August 2019	<u>1,541,571</u>	<u>-</u>	<u>146,624</u>	<u>35,139</u>	<u>7,226</u>	<u>1,730,560</u>
Net book value						
At 31 August 2019	<u><u>983,139</u></u>	<u><u>7,050</u></u>	<u><u>204,199</u></u>	<u><u>1,604</u></u>	<u><u>9,109</u></u>	<u><u>1,205,101</u></u>
At 31 August 2018	<u><u>1,217,037</u></u>	<u><u>-</u></u>	<u><u>78,902</u></u>	<u><u>2,578</u></u>	<u><u>13,193</u></u>	<u><u>1,311,710</u></u>

The academy trust company occupies land (including buildings) which are owned by its Trustees who are Diocese of Southwark. The Trustees are the providers of the academy on the same basis as when the academy was a maintained school. The academy trust company occupies the land (and buildings) under a mere licence. This continuing permission of their Trustees is pursuant to, and subject to, the Trustees' charitable objects, and is part of the Catholic Church's contribution since 1847 to provide State funded education in partnership with the State. The licence delegates aspects of the management of the land (and buildings) to the academy trust company for the time being, but does not vest any rights over the land in the academy trust company. The Trustees have given an undertaking to the Secretary of State that they will not give the academy trust company less than two years notice to terminate the occupation of the land (including buildings). Having considered the factual matrix under which the academy trust company is occupying the land (and buildings) the directors have concluded that the value of the land and buildings occupied by the academy trust company will not be recognised on the balance sheet of the company.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

15. Stocks

	2019 £	2018 £
Catering stock/cleaning products	<u>8,787</u>	<u>5,763</u>

16. Debtors

	2019 £	2018 £
Due within one year		
Trade debtors	17,371	12,627
Other debtors	44,454	37,090
Prepayments and accrued income	278,652	141,615
	<u>340,477</u>	<u>191,332</u>

17. Creditors: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	94,533	87,211
Other taxation and social security	107,519	107,075
Other creditors	23,751	27,077
Accruals and deferred income	94,739	259,834
	<u>320,542</u>	<u>481,197</u>
	2019 £	2018 £
Deferred income		
Deferred income at 1 September 2018	240,942	103,363
Resources deferred during the year	55,255	240,942
Amounts released from previous periods	(240,942)	(103,363)
	<u>55,255</u>	<u>240,942</u>

At the balance sheet date the academy was holding funds received in advance for music income £4,616, catering income of £10,558, lettings income of £8,539, trip income of £16,338 and other income of £15,204.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

18. Financial instruments

	2019 £	2018 £
Financial assets		
Financial assets measured at fair value through income and expenditure	375,527	461,254
Financial assets that are debt instruments measured at amortised cost	145,634	24,167
	<u>521,161</u>	<u>485,421</u>
	2019 £	2018 £
Financial liabilities		
Financial liabilities measured at amortised cost	<u>(157,768)</u>	<u>(133,180)</u>

Financial assets measured at fair value through income and expenditure comprise bank and cash balances.

Financial assets that are debt instruments measured at amortised cost comprise trade debtors and accrued income.

Financial liabilities measured at amortised cost comprise trade creditors, accruals and other creditors.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

19. Statement of funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds					
General Funds - all funds	1,158,034	897,495	(517,925)	-	1,537,604
Restricted general funds					
GAG	(1,112,299)	5,211,264	(5,394,468)	-	(1,295,503)
Pupil premium	-	75,160	(75,160)	-	-
Other ESFA funding	-	8,310	(8,310)	-	-
SEN funding (LA)	-	540,980	(540,980)	-	-
Other grants	-	405,519	(405,519)	-	-
General funds	-	384,746	(384,746)	-	-
Pension reserve	(942,000)	-	(205,000)	(615,000)	(1,762,000)
	<u>(2,054,299)</u>	<u>6,625,979</u>	<u>(7,014,183)</u>	<u>(615,000)</u>	<u>(3,057,503)</u>
Restricted fixed asset funds					
Restricted Fixed Asset Funds - All Funds	1,443,127	-	(258,693)	-	1,184,434
Devolved Formula Capital	-	77,589	-	-	77,589
Condition Improvement Fund	-	227,813	(122,587)	-	105,226
	<u>1,443,127</u>	<u>305,402</u>	<u>(381,280)</u>	<u>-</u>	<u>1,367,249</u>
Total Restricted funds	<u>(611,172)</u>	<u>6,931,381</u>	<u>(7,395,463)</u>	<u>(615,000)</u>	<u>(1,690,254)</u>
Total funds	<u><u>546,862</u></u>	<u><u>7,828,876</u></u>	<u><u>(7,913,388)</u></u>	<u><u>(615,000)</u></u>	<u><u>(152,650)</u></u>

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

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes.

Restricted general funds are resources for educational purposes.

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 2019.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

19. Statement of funds (continued)

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

	<i>Balance at 1 September 2017 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2018 £</i>
Unrestricted funds					
General Funds - all funds	674,261	914,332	(430,559)	-	1,158,034
Restricted general funds					
GAG	(817,289)	5,008,704	(5,303,714)	-	(1,112,299)
Pupil premium	-	70,359	(70,359)	-	-
Other ESFA funding	-	8,258	(8,258)	-	-
SEN funding (LA)	-	590,516	(590,516)	-	-
Other grants	-	431,020	(431,020)	-	-
General funds	-	299,975	(299,975)	-	-
Pension reserve	(1,086,000)	-	(199,000)	343,000	(942,000)
	<u>(1,903,289)</u>	<u>6,408,832</u>	<u>(6,902,842)</u>	<u>343,000</u>	<u>(2,054,299)</u>
Restricted fixed asset funds					
Restricted Fixed Asset Funds - All Funds	1,576,578	-	(311,527)	-	1,265,051
Devolved Formula Capital	-	22,208	-	-	22,208
Condition Improvement Fund	-	143,868	-	-	143,868
Other Capital Funding	-	12,000	-	-	12,000
	<u>1,576,578</u>	<u>178,076</u>	<u>(311,527)</u>	<u>-</u>	<u>1,443,127</u>
Total Restricted funds	<u>(326,711)</u>	<u>6,586,908</u>	<u>(7,214,369)</u>	<u>343,000</u>	<u>(611,172)</u>
Total funds	<u><u>347,550</u></u>	<u><u>7,501,240</u></u>	<u><u>(7,644,928)</u></u>	<u><u>343,000</u></u>	<u><u>546,862</u></u>

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

Analysis of net assets between funds - current year

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	1,205,101	1,205,101
Current assets	1,537,604	(974,961)	162,148	724,791
Creditors due within one year	-	(320,542)	-	(320,542)
Provisions for liabilities and charges	-	(1,762,000)	-	(1,762,000)
Total	<u>1,537,604</u>	<u>(3,057,503)</u>	<u>1,367,249</u>	<u>(152,650)</u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2018 £</i>	<i>Restricted funds 2018 £</i>	<i>Restricted fixed asset funds 2018 £</i>	<i>Total funds 2018 £</i>
Tangible fixed assets	-	-	1,311,710	1,311,710
Current assets	1,158,034	(631,102)	131,417	658,349
Creditors due within one year	-	(481,197)	-	(481,197)
Provisions for liabilities and charges	-	(942,000)	-	(942,000)
Total	<u>1,158,034</u>	<u>(2,054,299)</u>	<u>1,443,127</u>	<u>546,862</u>

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21. Reconciliation of net expenditure to net cash flow from operating activities

	2019 £	2018 £
Net expenditure for the year (as per Statement of financial activities)	<u>(84,512)</u>	<u>(143,688)</u>
Adjustments for:		
Depreciation	258,693	311,527
Capital grants from DfE and other capital income	(286,143)	(178,076)
Defined benefit pension scheme cost less contributions payable	176,000	170,000
Defined benefit pension scheme finance cost	29,000	29,000
(Increase)/decrease in stocks	(3,024)	4,412
(Increase)/decrease in debtors	(149,145)	46,383
(Decrease)/increase in creditors	(160,655)	22,683
Net cash (used in)/provided by operating activities	<u><u>(219,786)</u></u>	<u><u>262,241</u></u>

22. Cash flows from investing activities

	2019 £	2018 £
Purchase of tangible fixed assets	(152,084)	(118,291)
Capital grants from DfE/ESFA	286,143	178,076
Net cash provided by investing activities	<u><u>134,059</u></u>	<u><u>59,785</u></u>

23. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash in hand	375,527	461,254
Total cash and cash equivalents	<u><u>375,527</u></u>	<u><u>461,254</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

24. Capital commitments

	2019	2018
	£	£
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	<u>162,148</u>	<u>-</u>

25. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 August 2019.

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

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers'

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

budget planning cycles. Until then, employers will pay the current rate of 16.48%.

A copy of the latest valuation report can be found by following this link to the Teachers' Pension Scheme website- <https://www.teacherspensions.co.uk/public/login.aspx>.

Scheme Changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

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 2019 was £325,000 (2018 - £305,000), of which employer's contributions totalled £260,000 (2018 - £247,000) and employees' contributions totalled £ 65,000 (2018 - £58,000). The agreed contribution rates for future years are 25.5 per cent for employers and between 5.5 and 8.5 per cent for employees.

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

Principal actuarial assumptions

	2019	2018
	%	%
Rate of increase in salaries	2.70	2.80
Rate of increase for pensions in payment/inflation	2.30	2.40
Discount rate for scheme liabilities	1.80	2.80

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

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25. Pension commitments (continued)

	2019 Years	<i>2018 Years</i>
<i>Retiring today</i>		
Males	21.6	22.5
Females	23.8	24.8
<i>Retiring in 20 years</i>		
Males	22.6	24.2
Females	25.2	26.7

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

	At 31 August 2019 £	<i>At 31 August 2018 £</i>
Equities	2,018,880	1,697,250
Property	112,160	116,250
Cash	168,240	46,500
Debt instruments	504,720	465,000
Total market value of assets	2,804,000	<i>2,325,000</i>

The actual return on scheme assets was £113,000 (2018 - £88,000).

The amounts recognised in the Statement of financial activities are as follows:

	2019 £	<i>2018 £</i>
Current service cost	(411,000)	(417,000)
Past service cost	(25,000)	-
Interest income	69,000	51,000
Interest cost	(98,000)	(80,000)
Total amount recognised in the Statement of financial activities	(465,000)	<i>(446,000)</i>

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25. Pension commitments (continued)

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

	2019 £	2018 £
At 1 September	3,267,000	2,999,000
Current service cost	411,000	417,000
Interest cost	98,000	80,000
Employee contributions	65,000	58,000
Actuarial losses/(gains)	728,000	(255,000)
Benefits paid	(28,000)	(32,000)
Past service costs	25,000	-
At 31 August	4,566,000	3,267,000

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

	2019 £	2018 £
At 1 September	2,325,000	1,913,000
Interest income	69,000	51,000
Actuarial gains	113,000	88,000
Employer contributions	260,000	247,000
Employee contributions	65,000	58,000
Benefits paid	(28,000)	(32,000)
At 31 August	2,804,000	2,325,000

26. Operating lease commitments

At 31 August 2019 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2019 £	2018 £
Within 1 year	141,696	142,582
Between 1 and 5 years	92,389	100,602
	234,085	243,184

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27. 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.

28. Related party transactions

Owing to the nature of the academy's operations 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 a trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 12.

The academy trust company occupies land (including buildings) which are owned by its Trustees who are Diocese of Southwark. The Trustees are the providers of the academy on the same basis as when the academy was a maintained school. The academy trust company occupies the land (and buildings) under a mere licence. This continuing permission of their Trustees is pursuant to, and subject to, the Trustees' charitable objects, and is part of the Catholic Church's contribution since 1847 to provide State funded education in partnership with the State. The licence delegates aspects of the management of the land (and buildings) to the academy trust company for the time being, but does not vest any rights over the land in the academy trust company. The Trustees have given an undertaking to the Secretary of State that they will not give the academy trust company less than two years notice to terminate the occupation of the land (including buildings). Having considered the factual matrix under which the academy trust company is occupying the land (and buildings) the directors have concluded that the value of the land and buildings occupied by the academy trust company will not be recognised on the balance sheet of the company.

There were no further transactions during the period between the academy and the Diocese of Southwark (2018: £NIL). There were no balances owing to/from the Diocese of Southwark at 31 August 2019 (2018: £NIL).

	2019	2018
	£	£
Mrs Catriona Maher (Teacher in the School)	27,641	25,499
- Wife of Head Teacher Mr Sean Maher		
Mr Mike Cloudsale (Support Staff in the School)	27,096	26,829
- Husband of Staff Governor Mrs Nikki Cloudsdale		
Mrs Angela Maher (6th form Cafe Manager)	10,966	10,879
- Mother of Head Teacher Mr Sean Maher		