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**PARMITER'S SCHOOL**  
(A company limited by guarantee)

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**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Mrs J Glossop
	Mr M F H Hammond
	Mrs M Kingston
	Mr A Mehmet
	Mr C Partridge, Chairman of the Academy Trust
	Mr K Robertson
<b>Governors</b>	Mr M Weisman
	Dr R Booth
	Mr S Clark (appointed 21 February 2021)
	Mrs C Farrelly
	Ms A Heathcote <sup>1</sup>
	Mr J F Hubbard <sup>2</sup>
	Mr M W H Jones, Headmaster and Principal Accounting Officer
	Mr A Mehmet, Chairman of Trustees <sup>1</sup>
	Mr S Namdarkhan (resigned 30 September 2021)
	Mr A D O'Brien <sup>1,2</sup>
	Mrs J Occleshaw
	Mr C Partridge <sup>1,2</sup>
	Mr J Partridge (appointed 21 February 2021)
	Dr B Pilgrim (appointed 21 February 2021)
	Mr L J Pilgrim
	Mr K Robertson <sup>1,2</sup>
Mrs F Swallow (appointed 21 February 2021)	
Mr G Wilson	

<sup>1</sup> Finance & Resources Committee

<sup>2</sup> Audit Committee

<b>Company registered number</b>	07662765
<b>Company name</b>	Parmiter's School
<b>Principal and registered office</b>	High Elms Lane Garston Watford WD25 OUU
<b>Senior leadership team</b>	Mrs E Berks Mrs H Clark Mr A Baker Mr A Redmond Mrs J Stevens Mr T Henson Mr M W H Jones Mr B Hughes Mrs G Absalom Mr J Whitehouse

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Independent auditor**      Hillier Hopkins LLP  
Chartered Accountants  
Statutory Auditor  
Radius House  
51 Clarendon Road  
Watford  
Hertfordshire  
WD17 1HP

**Bankers**                      Barclays  
62/64 High Street  
Watford  
Herts  
WD17 2BT

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**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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The Governors of Parmiter's School Academy Trust (the "Academy Trust") present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Governors' report and a directors' report under company law.

The Academy Trust operates an academy for pupils aged 11 to 19 in Garston near Watford. It has a pupil capacity of 1,479 and had a roll of 1,427 in the school census for Autumn 2020.

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

#### **a. Constitution**

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

The Charitable Company's Memorandum and Articles of Association the primary governing document of the Academy Trust.

The Governors of Parmiter's School are Directors of the Charitable Company for the purposes of company law.

The charitable company is known as Parmiter's School.

Details of the Governors 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**

Since the incorporation of the Charitable Company on 8 June 2011, the Members and Governors have been indemnified in respect of their legal liability for financial loss arising as a result of negligent act, accidental error or omission in the course of their official duties. As explained in Note 11 to the Financial Statements the limit of this indemnity is £5,000,000.

#### **d. Method of recruitment and appointment or election of Governors**

The Members of the Academy Trust shall comprise:

- a. The signatories to the Memorandum, one of whom is the Chairman of the Governors of the Academy Trust and two others.
- b. Up to 10 persons who may be appointed by the Members;
- c. 1 person appointed by the Secretary of State, in the event that the Secretary of State appoints a person for this purpose;
- d. Any person appointed under Article 16 (of the Memorandum and Articles) which reads: "The Members may agree unanimously in writing to appoint such additional Members as they think fit and may unanimously (save that the agreement of the Member(s) to be removed shall not be required) in writing agree to remove any such additional Members."

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**GOVERNORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

**e. Policies adopted for the induction and training of Governors**

The training and induction provided for new Members or Governors/Directors will depend on their existing experience. Where necessary, induction will provide training in charity and educational legal and financial matters. All Members and Governors/Directors are provided with the information needed (including policies, minutes, budgets etc.) to undertake their role and are made aware of external training opportunities by the Link Governor (Training). The Academy Trust also buys into the Governor Training Scheme run by the Local Authority and tailored training packages from CSTUK (Confederation of Schools Trust UK).

**f. Organisational structure**

Academy Trust Members have overall responsibility for the Board of Governors/Directors and its committees. The Board of Governors/Directors comprises those persons appointed under the Articles of Association. The Board meets at least four times a year and has several committees, including a Finance & Resources Committee, an Audit & Risk Committee, a Standards & Curriculum Committee, a Community Committee and an Admissions Committee. All of these Committees are formally constituted with terms of reference and comprise appropriately qualified and experienced members. The Board of Governors/Directors delegates specific responsibilities to its Committees, the activities of which are reported to and discussed at full Board Meetings. Day to day management of the Academy is undertaken by the Headmaster, supported by the Senior Leadership Team.

**g. Risk management**

The Governors/Directors have assessed the major risks to which the Academy is exposed, in particular those relating to academic performance, financial sustainability and performance, health and safety, student and staff welfare, admissions, recruitment, school trips and events, and community access. They have Implemented a number of systems to assess risks that the Academy faces, and have developed policies and procedures to mitigate those risks. Where significant financial risk still remains they have ensured they have adequate insurance cover.

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

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**GOVERNORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

**h. Trade union facility time**

**Relevant union officials**

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

**Percentage of time spent on facility time**

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

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

Total cost of facility time	-
Total pay bill	<b>7,839,225</b>
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	<b>100</b> %
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**Objectives and activities**

**a. Objects and aims**

The ethos of Parmiter's School is epitomised by the school motto - "Nemo sibi nascitur" (No one is born unto himself alone). As members of the Parmiter's family we are committed to serving each other and our wider community in the way Thomas Parmiter, our founder, intended.

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**GOVERNORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Objectives and activities (continued)**

**b. Objectives, strategies and activities**

Parmiter's School is committed to:

- the pursuit of excellence in all that we do;
- providing a broad education designed to enable every young person to achieve their full potential and make the most of their talents;
- creating a healthy, happy, disciplined and supportive environment which promotes an independent work ethic and a love of learning;
- engendering respect for individuality and difference so that all will feel secure and equally valued;
- nurturing a sense of social responsibility and spiritual and personal development;
- fostering integrity, confidence, resilience, creativity, good manners and sensitivity to the needs of others.

Our primary aim is for each Parmiterian to be self-assured and caring, an active and well-rounded citizen with integrity, who respects others and contributes to society. Our detailed objectives and activities are outlined in our three-year strategic improvement plan.

**c. Public benefit**

In setting objectives and planning for activities, the Governors have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Parmiter's School Academy Trust is a charitable trust which seeks to benefit the public through the pursuit of its stated aims and objectives (see above). The Members and Governors/Directors have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.



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**GOVERNORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Objectives and activities (continued)**

**d. Achievements and performance**

Due to the pandemic, schools were once more asked to submit teacher-assessed grades for GCSE and A Level in 20/21. We are rightfully proud of our academic results which reflect the hard work put in by our Year 11 and Year 13 students during another turbulent year:

At GCSE, 93% of Year 11 achieved passes at 4+, including Maths and English. This compares very favourably with the national data (estimated at 71%). At A level, students achieved an average points score per subject entry of 47 (converted to new tariff, equivalent to A-) with 85% of all entries at A\*-B.

Other key achievements for the academic year included:

- Management of the global pandemic in school including
  - o dealing with an enforced school closure during lockdown
  - o providing remote education for all students
  - o providing education in school for children of key workers and vulnerable families
  - o completion of grading process for all students who would have undergone public examinations
  - o preparing and implementing on-site lateral flow testing for students
  - o replacing in-house events such as Parents' Evenings, Open Days and Speech Night with online communication
- Submission of an application for the Artsmark award.
- Safe completion of Duke of Edinburgh awards schemes despite lockdown and school closure.
- Management of students on site when space was limited due to building projects.

**Covid-19**

Our GCSE and A-Level results have not seen any adverse impact due to the national lockdown. We have implemented 1:1 device scheme for Key Stages 3 and so are now able to successfully deliver lessons electronically. There is no data yet that shows how lockdown has affected student engagement or any emotional impact but we will be investigating this throughout the coming year.

Financially we have struggled with lost income from lettings and our in-house catering service, but this was mitigated somewhat with support from the furlough scheme and we finished the year within existing budgets.

**Strategic report**

**a. Key performance indicators**

No key financial performance indicators have been set by the Board of Governors/Directors, beyond the requirement that the financial position should remain sufficient to fund future needs. The principal performance measures are non-financial; they are largely educational and pastoral.

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**GOVERNORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report (continued)**

**(continued)**

**b. Going concern**

The Board of Governors/Directors has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the immediate future following a recovery plan that was approved and actioned in 2018/19. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

The Governors have a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the immediate future now the recovery plan is in place. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Parmiter's has strived to make efficiencies year on year for the last five years, it is now facing a deficit position and will struggle to set a balanced budget in the coming years. A detailed recovery plan has been approved and implemented which is causing some cuts across the school, unless government settlements improve.

The school has set a surplus budget in 2021/22 and is on course to reduce the overall deficit within 3 years.

**Financial review**

**a. Reserves policy**

Under its Funding Agreement with the Secretary of State for Education, Parmiter's School is no longer subject to a restriction regarding the amount of General Annual Grant (GAG) that can be carried forward.

The reserves policy divides reserves into restricted and unrestricted reserves. Restricted reserves are held for specific purposes, and unrestricted reserves are held to deal with unexpected events and emergencies. The approximate value of the unrestricted reserves should be sufficient to cover one month's running costs of the Academy Trust, but due to diminishing sixth form funding and rising salary costs this is no longer possible.

Due to tighter income and expenditure restraints the reserves are now depleted. Parmiter's School has put into place extra controls to ensure that the school does not slip into a declining deficit, however, with aging buildings and tighter cash flow, this is continuing to be difficult.

In common with other Academies and Local Authorities our share of the LGPS fund is in deficit. This amounted to £3,964,000 at 31 August 2021. This is a significant increase from last year's £2,678,000.

**b. Investment policy**

There are no investments held beyond cash and fixed term deposits retained with the major UK clearing banks. Speculative investments are not permitted.

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**GOVERNORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**c. Principal risks and uncertainties**

Most of the Academy's income is obtained from the DfE (via the Education and Skills Funding Agency) in the form of its General Annual Grant (GAG), the use of which is restricted to particular purposes. The General Annual Grant received from the DfE during the period ended 31 August 2021 and the associated expenditure are shown as restricted funds in the statement of financial activities.

At 31 August 2021 the net book value of fixed assets was £6,363,218 and details are shown in note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The Academy held fund balances at 31 August 2021 of £2,705,200 comprising £6,825,340 of fixed asset fund and (£3,964,000) pension deficit. This element of funds is not therefore available for future spending. Restricted funds are in deficit of £156,140. In common with other Academies and Local Authorities our share of the LGPS fund is in deficit. This amounted to £2,678,000 at 31 August 2020 so has increased by £1,286,000 in one year.

**d. Financial risk management objectives and policies**

The Academy Trust keeps spendable reserves under constant review to ensure that it has sufficient income to run the Academy on an efficient basis without affecting the quality of teaching and learning.

There are a number of risks and uncertainties that can impact the performance of the Academy, many of which are beyond the control of the Academy Trust. These trends and risks are a focus of the annual Governance planning meeting and Senior Leadership Team meetings throughout the year. Currently the principal risks and uncertainties are considered to be as follows:

Financial:

It was necessary to produce a financial recovery plan in 2018/19 in order to address short falls in funding and make cuts across the expenditure budget. This recovery plan was approved by the ESFA and implementation began in school by September 2019. Although some of the goals were delayed due to Covid restrictions and lockdown, the school has managed to set a surplus budget for 2021/22. The school is on course to reverse the current balance sheet deficit within three years.

There is some uncertainty around future levels of funding despite Government pledges to increase funding for all schools. As well as a promise to increase per-pupil funding, we are expecting significant rises in teacher salaries in the coming 3 years.

Reputational:

The continuing success of the Academy depends on maintaining the Academy's distinctive ethos and maintaining the highest educational standards. To mitigate this risk, the Members, keep the ethos and aims of the Academy under constant review to ensure that student achievement is closely monitored and reviewed.

Staff retention and recruitment:

Possibly the single biggest risk to the school would be the failure to retain key staff or recruit high quality staff when vacancies occur, particularly in leadership posts and increasingly in most subject areas since supply is not keeping pace with demand. Academic success (see above) depends on the input of high quality staff. Our commitment to continuing professional development and initial teacher training, now bolstered by our involvement as a strategic partner in the Watford Partnership for Teacher Training, helps the Academy to mitigate this risk.

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**GOVERNORS' REPORT (CONTINUED)**  
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Safeguarding and child protection:

The Governors/Directors continue to ensure that the highest standards are maintained in the areas of selection, monitoring and training of staff, the operation of child protection policies and procedures, health and safety, and discipline.

Failures in governance and/or management:

The risk in this area arises from the potential failure to manage effectively the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns etc. The Governors/Directors continue to review their own effectiveness across all their areas of responsibility and ensure that, through training and monitoring using internal and external agents, these risks are mitigated.

Accommodation:

As mentioned in previous years many of our original buildings have now outlived their intended lifespan and are becoming very costly to maintain. Without significant capital investment, the risk of having to shut down buildings where heating systems have failed and roofs are leaking etc. is rising all the time. In the last few years the Governors/Directors have managed to secure funding for the replacement of the Science Block, heating systems in three buildings across the school, drainage works and roof replacements. The Governors/Directors will continue to apply for capital funding to address the building envelope of the main block in the next round of Condition Improvement Fund (CIF).

Covid-19

The long-term effects on Covid-19 on Education settings are yet to be seen but we have already seen a shift in how lessons are delivered, exams are taken and how the school day is run. These all have operational and financial implications. Whilst we have taken steps to manage these issues, we will need further strategic change in how we work and planning for these issues will be vital.

**e. Pay policy for key management personnel**

Key Management personnel are subject to professional development appraisals annually; if they are successful they will be awarded one point on their scale per year. Each Key Management Personnel has 5-7 points in their pay range, once they reach the top of their pay range they will only be subject to the percentage cost of living increase.

**Fundraising**

A number of sixth form students run a Young Enterprise scheme to raise funds for designated charities every year. Parmiter's School does not engage in professional or commercial fundraisers. Parmiter's School was not subject to any undertaking or voluntary standard in respect of fundraising activities. Parmiter's School monitored the fund raising by means of receiving the income into the finance office and making payments to certified charities as designated by the student body. No complaints were received regarding fundraising activities. Students of Parmiter's School are supervised when raising funds for charitable purposes.

**Plans for future periods**

The principal task facing the school is to maintain the excellent educational standards achieved by the school. The vision is to create classrooms, staff and student spaces (including break and lunch times) to be safe and inspirational places to learn, teach and play. More specifically, over the coming years, the school plans to continue with a rolling programme of building and site maintenance by making targeted funding bids to the ESFA. We also plan to make the school more energy efficient, upgrade the toilets, make general refurbishments and redecorate. Much of this development is to be funded via grants that the school is eligible to apply for.

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**GOVERNORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Funds held as custodian on behalf of others**

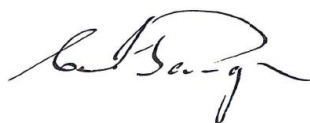
During the year to 31 August 2021 Parmiter's School did not hold any funds as a Custodian Trustee on behalf of any other charitable organisation.

**Disclosure of information to auditor**

Insofar as the Governors are aware:

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

The Governors' report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on 8th Dec 2021 and signed on its behalf by:



**Mr C Partridge**  
Chairman of Academy Trust

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**PARMITER'S SCHOOL**  
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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

As Governors, we acknowledge we have overall responsibility for ensuring that Parmiter's 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.

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

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

**Governance**

The information on governance included here supplements that described in the Governors' report and in the statement of governors' responsibilities. The board of Governors has formally met 4 times during the year.

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

Governor	Meetings attended	Out of a possible
Dr R Booth	2	4
Mr S Clark	2	2
Mrs C Farrelly	4	4
Ms A Heathcote	4	4
Mr J F Hubbard	4	4
Mr M W H Jones, Headmaster and Principal	4	4
Accounting Officer		
Mr A Mehmet, Chairman of Trustees	4	4
Mr S Namdarkhan	1	4
Mr A D O'Brien	4	4
Mrs J Occleshaw	4	4
Mr C Partridge	4	4
Mr J Partridge	2	2
Dr B Pilgrim	2	2
Mr L J Pilgrim	4	4
Mr K Robertson	4	4
Mrs F Swallow	2	2
Mr G Wilson	3	4

During the academic year, the Governors held 'virtual' meetings in place of face to face meetings which were prohibited during the Covid19 pandemic.

The Governors are aware that the Covid19 pandemic and the enforced school closure will have had a significant effect on the finances of the school during the academic year 2020/21 and this is likely to continue to impact into the following year. The significance of the loss of income from lettings and catering added to the additional expenditure necessary to deal with the pandemic in school cannot be ignored.

During the course of the year, the Governors were actively engaged in recruiting four Associate Governors with a view to succession planning and developing the skills for the current academy requirements.

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

Members and Governors have previously undertaken training on Effective Governance. All Governors attend various training courses and attend an annual training day. The Trustees are planning to hold a day long training session in 2021 which will include an audit of skills. An annual meeting of the Chairmen from each sub-committee, the Chairman of Governors and the Chairman of the Trust is held to consider the skill set represented on each sub-committee and adjust the membership accordingly. The Chairman of Governors and the Chairman of the Trust are part of a collaboration of Chairs of local, similar schools to discuss and enhance best practice.

Parmiter's Academy Trustees hold fewer than six full board meetings a year, as there are three committees holding at least four meetings each as well as the Audit and Risk committee that meets at least four times a year. Information at these meetings is comprehensive and presented thoroughly. If any situations arise between meetings, extra extraordinary meetings are scheduled.

The Finance & Resources Committee is a sub-committee of the main Board. Its purpose is to assist and support the Board, ensuring sound oversight is exercised over the management of the Academy's finances and resources.

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr C Partridge, Chairman of the Finance & Resources Committee	6	6
Mr K Robertson	5	6
Mr A Mehmet	6	6
Mrs A Heathcote	3	6

The Audit & Risk Committee is also a sub-committee of the main board of Committee.

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr K Robertson, Chairman of The Audit Committee	6	6
Mr C Partridge	6	6
Mr J F Hubbard	6	6
Mr P Windmill (Non-Governor, advisor to Governors)	5	6

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of value for money**

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

The Principal 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 where value for money can be improved, including the use of benchmarking data where appropriate. The Principal Accounting Officer for the Academy has delivered improved value for money during the year by:

Parmiter's School Academy Trust is committed to achieving Best Value in all decisions made. We strive to ensure that the school is using its resources effectively to meet the needs of students. We use the principles of Best Value as they apply to securing continuous improvement in this school and:

- Regularly review the functions for the school, challenging how and why services are provided and setting targets and performance indicators for improvement;
- Monitor outcomes and compare performance with similar schools and within the school;
- Consult appropriate stakeholders before major decisions are made; and
- Promote fair competition through quotations and tenders to ensure that goods and services are secured in the most economic, efficient and effective way.

We are committed to:

1. Raising student attainment

This is demonstrated by the results for 2020/21 academic year which remained high despite huge disruption to students during periods of national lockdown. Full details are available on the website: [www.parmiters.herts.sch.uk](http://www.parmiters.herts.sch.uk).

The Academy Trust has fully embedded tracking systems for individual students and provides a range of targeted interventions that support progress from key Stage 2 through to the end of Key Stage 5.

2. Robust governance and oversight of Academy Trust finances

The Academy Trust has appointed an Audit & Risk Committee which reviews key financial policies, systems and procedures, including the use of tenders and presents reports on compliance to the Finance & Resources Committee.

The Academy Trust receives support throughout the year from its External Auditors on compliance and accounting practices.

The Finance & Resources committee receives quarterly budget monitoring reports. The Members approve the budget each year and are mindful of the need to balance expenditure against income to ensure the Academy Trust remains a 'going concern'. The Trust also receives and approves the External Auditors' Annual Report and Financial Statements.

3. Ensuring the operation of the Trust demonstrates good value for money and efficient and effective use of resources

The Academy benchmarks financial performance against other academy trusts to demonstrate that the Trust provides good value for money.

Tender exercises are regularly undertaken to ensure that high value contracts are assessed against the



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**GOVERNANCE STATEMENT (CONTINUED)**

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

marketplace on a regular basis to ensure that long term contracts (3 to 5 years) remain competitive.

For purchases above £1,500 and £10,000 two quotations are required. For purchases above £10,000 but below the tender limit, three quotations are required.

4. Maximising income generation

The Academy explores every opportunity to generate income through catering arrangements, hire of Academy facilities and support to other school.

5. Reviewing controls and managing risks

The Headteacher and Business Director review budget monitoring reports and address any significant variances against budget. The Finance & Resources Committee review expenditure within each budget heading annually and make adjustments based on the effectiveness of strategies introduced in previous years, curriculum offer and any new strategies identified in the School Development Plan.

The Academy Trust works with other schools collaboratively to ensure that procurement costs are kept to a minimum.

The Academy maximises its resources by its environmental policies. These include close monitoring of energy consumption, recycling and reducing waste and procurement.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of 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 Parmiter's School Academy Trust for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The Board 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 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 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board.

**The risk and control framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Committee;
- regular reviews by the Finance & Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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

- clearly defined purchasing (asset purchase or capital investment) guidelines; delegation of authority and segregation of duties;
- identification and management of risks;
- appointment of independent internal auditors checks which are done three times per year.

The Board of Governors has decided to buy-in an internal audit service from SIAS: Shared Internal Audit Service, Hertfordshire in Partnership

The Audit & Risk Committee's role includes evaluation of the school's risk register, giving advice on financial matters and performing a range of checks on the Academy's financial systems. The Board of Governors/ Directors is satisfied that the Audit & Risk Committee function has been fully delivered in line with the ESFA's requirements. No material control issues have been notified to the Board as a result of the Audit & Risk Committee's work.

On a quarterly basis, the reviewer reports to the board of Committee through the audit and risk committee on the operation of the systems of control and on the discharge of the Committee's financial responsibilities.


**Review of effectiveness**

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

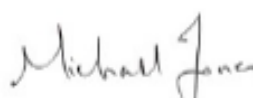
- the work of the reviewer;
- the work of the external auditor;
- on discharge of the Board of Governors financial decisions to help the committee consider actions and assess year on year progress
- the work of the executive managers within the Academy Trust who have responsibility for the development 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 audit and risk 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 Governors and signed on their behalf by:



**Mr C Partridge**  
Chairman of Academy Trust  
Date: 9th Dec 2021



**Mr M W H Jones**  
Principal Accounting Officer

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Parmiter's School I have considered my responsibility to notify the Academy Trust board of Governors 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 Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the Academy Trust board of Governors are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academies Financial Handbook 2020.

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 Governors and ESFA.



**Mr M W H Jones**  
Principal Accounting Officer

Date: 9th Dec 2021

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**STATEMENT OF GOVERNORS' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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

Company law requires the Governors to prepare financial statements for each financial year. Under company law, the Governors 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 Governors are required to:

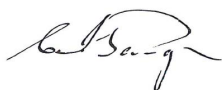
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting 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 Governors 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 Governors 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 Governors 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 Governors and signed on its behalf by:



**Mr C Partridge**  
Chairman of Academy Trust

Date: 8th Dec 2021

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF  
PARMITER'S SCHOOL**

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**Opinion**

We have audited the financial statements of Parmiter's School (the 'academy trust') for the year ended 31 August 2021 which comprise the Statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the 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.

**Material uncertainty related to going concern**

We draw attention to note 1.2 in the financial statements, which details the concern around the academy's ability to continue as a going concern. The academy made a net surplus on restricted and unrestricted funds before actuarial losses on defined benefit pension schemes of £49,576 during the year ended 31 August 2021, at that date the academy's aggregate restricted and unrestricted reserves excluding fixed assets and pension liabilities were in deficit by £156,140. As stated in note 1.2, these events or conditions, along with the other matters as set forth in note 1.2, indicate that a material uncertainty exists that may cast significant doubt on the Academy Trust's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF  
PARMITER'S SCHOOL (CONTINUED)**

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**Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Governors are responsible for the other information contained within the annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**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 Governors' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' 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 Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF  
PARMITER'S SCHOOL (CONTINUED)**

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**Responsibilities of trustees**

As explained more fully in the governors' responsibilities statement, the Governors (who are also the directors of the Academy Trust 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 Governors 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 Governors are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the Academy Trust or to cease operations, or have no realistic alternative but to do so.

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

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

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

- the control environment and performance of the academy, including the remuneration incentives and pressures of key management;
- the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management. We consider the results about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the academy's documentation of their policies and procedures relating to:
  - o identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - o detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
  - o the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed among the audit engagement team, regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

We also obtained an understanding of the legal and regulatory frameworks that the academy operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, the

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE TRUSTEES OF  
PARMITER'S SCHOOL (CONTINUED)**

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Charities SORP 2019, the Academies Accounts Direction 2020 to 2021 and relevant tax legislation.

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

**Use of our report**

This report is made solely to the Academy Trust'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 Trust's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy Trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Alexander Bottom ACA (senior statutory auditor)**

for and on behalf of

**Hillier Hopkins LLP**

Chartered Accountants

Statutory Auditor

Radius House

51 Clarendon Road

Watford

Hertfordshire

WD17 1HP

Date: *13<sup>th</sup> June 2021*



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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO PARMITER'S SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 1 May 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Parmiter's School during the year 1 September 2020 to 31 August 2021 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 Parmiter's School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Parmiter's 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 Parmiter's School and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Parmiter's School's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Parmiter's School's funding agreement with the Secretary of State for Education dated 8 June 2011 and the Academies Financial Handbook, extant from 1 September 2020, 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 2020 to 2021. 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 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

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

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

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

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

The work undertaken to draw our conclusion includes:

- An assessment of the risk of material misstatement and irregularity across the Academy Trust's activities.
- Testing and review of areas identified through risk assessment including enquiry, observation, inspection and review of supporting evidence.
- Review of system controls, policies and procedures in place to ensure compliance with the regularity regime.
- Consideration of evidence obtained through the work performed as part of our financial statements audit in order to support the regularity conclusion.

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**PARMITER'S SCHOOL**  
(A company limited by guarantee)

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

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**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Hillier Hopkins LLP*

**Hillier Hopkins LLP**  
Chartered Accountants  
Statutory Auditor

Radius House  
51 Clarendon Road  
Watford  
Hertfordshire  
WD17 1HP

Date: *13<sup>th</sup> December 2021*

**PARMITER'S SCHOOL**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>						
Donations and capital grants	2	-	110,426	702,071	812,497	169,203
Charitable activities		815,011	8,161,291	-	8,976,302	8,914,009
Other trading activities		232,806	-	-	232,806	211,817
<b>Total income</b>		<b>1,047,817</b>	<b>8,271,717</b>	<b>702,071</b>	<b>10,021,605</b>	<b>9,295,029</b>
<b>Expenditure on:</b>						
Raising funds		11,483	-	-	11,483	11,604
Charitable activities	6	877,119	8,822,814	260,613	9,960,546	9,620,737
<b>Total expenditure</b>		<b>888,602</b>	<b>8,822,814</b>	<b>260,613</b>	<b>9,972,029</b>	<b>9,632,341</b>
<b>Net income/(expenditure)</b>		<b>159,215</b>	<b>(551,097)</b>	<b>441,458</b>	<b>49,576</b>	<b>(337,312)</b>
Transfers between funds	15	(159,215)	287,470	(128,255)	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>-</b>	<b>(263,627)</b>	<b>313,203</b>	<b>49,576</b>	<b>(337,312)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	22	-	(919,000)	-	(919,000)	(180,000)
<b>Net movement in funds</b>		<b>-</b>	<b>(1,182,627)</b>	<b>313,203</b>	<b>(869,424)</b>	<b>(517,312)</b>

**PARMITER'S SCHOOL**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
<b>Reconciliation of funds:</b>					
Total funds brought forward	-	(2,937,513)	6,512,137	3,574,624	4,091,936
Net movement in funds	-	(1,182,627)	313,203	(869,424)	(517,312)
<b>Total funds carried forward</b>	<b>-</b>	<b>(4,120,140)</b>	<b>6,825,340</b>	<b>2,705,200</b>	<b>3,574,624</b>

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

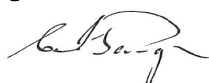
The notes on pages 29 to 57 form part of these financial statements.

**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07662765**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	12	6,363,218	2,939,006
<b>Current assets</b>			
Debtors	13	1,124,649	2,810,307
Cash at bank and in hand		723,399	1,287,642
		<u>1,848,048</u>	<u>4,097,949</u>
Creditors: falling due within one year	14	(1,542,066)	(784,331)
<b>Net current assets</b>		<b>305,982</b>	<b>3,313,618</b>
<b>Total assets less current liabilities</b>		<b>6,669,200</b>	<b>6,252,624</b>
<b>Net assets excluding pension liability</b>		<b>6,669,200</b>	<b>6,252,624</b>
Defined benefit pension scheme liability	22	(3,964,000)	(2,678,000)
<b>Total net assets</b>		<b>2,705,200</b>	<b>3,574,624</b>
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	15	6,825,340	6,512,137
Restricted income funds	15	(156,140)	(259,513)
		<u>6,669,200</u>	<u>6,252,624</u>
Restricted funds excluding pension asset	15	6,669,200	6,252,624
Pension reserve	15	(3,964,000)	(2,678,000)
<b>Total restricted funds</b>	15	<b>2,705,200</b>	<b>3,574,624</b>
<b>Unrestricted income funds</b>	15	-	-
<b>Total funds</b>		<b>2,705,200</b>	<b>3,574,624</b>

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



**Mr C Partridge**  
Chairman of Academy Trust  
Date: 8th Dec 2021

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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	<b>Note</b>	<b>2021</b> <b>£</b>	<b>2020</b> <b>£</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	17	<b>2,418,511</b>	1,880,085
<b>Cash flows from investing activities</b>	18	<b>(2,982,754)</b>	(702,129)
<b>Change in cash and cash equivalents in the year</b>		<b>(564,243)</b>	1,177,956
Cash and cash equivalents at the beginning of the year		<b>1,287,642</b>	109,686
<b>Cash and cash equivalents at the end of the year</b>	19, 20	<b>723,399</b>	1,287,642

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

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**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 Trust, 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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 Going concern**

The Governors 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 Trust to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The Governors have a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the immediate future now the recovery plan is in place. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Parmiter's has strived to make efficiencies year on year for the last five years, it is now facing a deficit position and will struggle to set a balanced budget in the coming years. A detailed recovery plan has been approved and implemented which is causing some cuts across the school, unless government settlements improve.

The school has managed its online provision of lessons well and students are adapting quickly to remote learning. Covid-19 has meant that the financial recovery plan has been delayed slightly but the long term strategy for cost reduction is still in place and we will see the benefits of this in the coming years. Some staff have also been furloughed during lockdown to mitigate the impact on budgets but we have also lost a significant amount of hiring income. Future budgets will be built with a prudent view of income generation given the risk of further lockdowns.

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**PARMITER'S SCHOOL**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.3 Income**

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

• **Grants**

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

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

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

• **Donations**

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

• **Other income**

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

**1.4 Expenditure**

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

• **Expenditure on raising funds**

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

• **Charitable activities**

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



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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

All resources expended are inclusive of irrecoverable VAT.

**1.5 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the statement of financial activities as the related expenditure is incurred.

**1.6 Tangible fixed assets**

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following basis:

Property improvements	-	2% straight line
Furniture and fixtures	-	10% straight line
Computer equipment	-	20% straight line
Motor vehicles	-	20% straight line

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

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

**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.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

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

**1.10 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Amounts due to the Academy Trust'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.

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 14. 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 Trust'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.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.12 Pensions**

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

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 Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary 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 Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to 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 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. None of the allocation has been used towards the trust's own administration costs. The funds received and paid and any balances held are disclosed in note 26.

The academy trust also acts as an agent in distributing the Schools Direct training and salary grants to cover training costs for salaried trainees to achieve qualified teacher status. Grant monies received and the subsequent disbursements to lead schools are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The element of grant monies received in relation to staff based at the academy trust has been recognised in the statement of financial activities.



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**3. Funding for the Academy Trust's educational activities**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	7,303,531	<b>7,303,531</b>
Other DfE/ESFA grants			
Pupil premium	-	91,518	<b>91,518</b>
Rates relief	-	36,352	<b>36,352</b>
Other DfE grants	-	3,789	<b>3,789</b>
Teachers' pay grant	-	102,195	<b>102,195</b>
Teachers' pension grant	-	288,783	<b>288,783</b>
	-	-	<b>7,826,168</b>
<b>Other Government grants</b>			
SEN funding	-	146,788	<b>146,788</b>
Other government grants	-	24,967	<b>24,967</b>
	-	171,755	<b>171,755</b>
<b>Other income from the Academy Trust's educational activities</b>	<b>815,011</b>	<b>44,130</b>	<b>859,141</b>
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up Premium	-	20,830	<b>20,830</b>
Mass testing	-	36,770	<b>36,770</b>
	-	57,600	<b>57,600</b>
<b>COVID-19 additional funding (non-DfE/ESFA)</b>			
Coronavirus Job Retention Scheme grant	-	61,638	<b>61,638</b>
	-	61,638	<b>61,638</b>
	<b>815,011</b>	<b>8,161,291</b>	<b>8,976,302</b>

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**3. Funding for the Academy Trust's educational activities (continued)**

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	6,948,461	6,948,461
Other DfE/ESFA grants			
Pupil premium	-	85,370	85,370
Rates relief	-	50,931	50,931
Other DfE grants	-	(1,887)	(1,887)
Teachers' pay grant	-	103,968	103,968
Teachers' pension grant	-	292,484	292,484
	-	-	7,479,327
<b>Other Government grants</b>			
SEN funding	-	82,270	82,270
Other government grants	-	128,401	128,401
	-	210,671	210,671
<b>Other income from the Academy Trust's educational activities</b>	<b>1,099,003</b>	<b>125,008</b>	<b>1,224,011</b>
	<b>1,099,003</b>	<b>7,815,006</b>	<b>8,914,009</b>

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the academy trust's funding for Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

The academy received £20,830 of funding for catch-up premium and costs incurred in respect of this funding totalled £20,830, with the remaining £nil to be spent in 2021/22. The academy also received £36,770 of funding for mass testing and costs incurred in respect of this funding totalled £36,770, with the remaining £nil to be spent in 2021/22.

The academy furloughed some of its catering and sports centre staff under the government's CJRS. The funding received of £61,638 relates to staff costs in respect of 22 staff which are included within note 10 as appropriate.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**4. Income from other trading activities**

	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Lettings income	187,592	<b>187,592</b>
Lottery income	5,553	<b>5,553</b>
Sale of goods and services	39,661	<b>39,661</b>
	<u>232,806</u>	<u><b>232,806</b></u>

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Lettings income	174,271	174,271
Lottery income	8,049	8,049
Sale of goods and services	29,497	29,497
	<u>211,817</u>	<u>211,817</u>

**5. Expenditure**

	<b>Staff Costs 2021 £</b>	<b>Premises 2021 £</b>	<b>Other 2021 £</b>	<b>Total 2021 £</b>
Expenditure on raising voluntary income:				
Direct costs	-	-	11,483	<b>11,483</b>
Educational activities:				
Direct costs	5,863,542	-	464,036	<b>6,327,578</b>
Allocated support costs	1,975,683	515,170	1,142,115	<b>3,632,968</b>
	<u>7,839,225</u>	<u>515,170</u>	<u>1,617,634</u>	<u><b>9,972,029</b></u>

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**5. Expenditure (continued)**

	<i>Staff Costs</i> 2020 £	<i>Premises</i> 2020 £	<i>Other</i> 2020 £	<i>Total</i> 2020 £
Expenditure on raising voluntary income:				
Direct costs	-	-	11,604	11,604
Educational activities:				
Direct costs	5,431,423	-	747,214	6,178,637
Allocated support costs	1,964,037	436,562	1,041,501	3,442,100
	<u>7,395,460</u>	<u>436,562</u>	<u>1,800,319</u>	<u>9,632,341</u>

**6. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted funds 2021 £</b>	<b>Restricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Educational activities	<u>877,119</u>	<u>9,083,427</u>	<u>9,960,546</u>
	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Educational activities	<u>1,185,963</u>	<u>8,434,774</u>	<u>9,620,737</u>



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**7. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2021 £</b>	<b>Support costs 2021 £</b>	<b>Total funds 2021 £</b>
Educational activities	6,327,578	3,632,968	<b>9,960,546</b>

	<i>Activities undertaken directly 2020 £</i>	<i>Support costs 2020 £</i>	<i>Total funds 2020 £</i>
Educational activities	6,178,637	3,442,100	9,620,737

**Analysis of direct costs**

	<b>Educational activities 2021 £</b>	<b>Total funds 2021 £</b>
Staff costs	5,904,542	<b>5,904,542</b>
Teaching and educational supplies	136,987	<b>136,987</b>
Examination fees	110,551	<b>110,551</b>
Staff development	23,747	<b>23,747</b>
Trip expenditure	61,092	<b>61,092</b>
Other direct costs	5,041	<b>5,041</b>
Technology costs	85,618	<b>85,618</b>
	<b>6,327,578</b>	<b>6,327,578</b>

**PARMITER'S SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**7. Analysis of expenditure by activities (continued)**

**Analysis of direct costs (continued)**

	<i>Educational activities 2020 £</i>	<i>Total funds 2020 £</i>
Staff costs	5,431,423	5,431,423
Teaching and educational supplies	166,540	166,540
Examination fees	139,578	139,578
Staff development	21,877	21,877
Educational consultancy	4,304	4,304
Trip expenditure	383,146	383,146
Other direct costs	2,350	2,350
Technology costs	29,419	29,419
	<u>6,178,637</u>	<u>6,178,637</u>

**Analysis of support costs**

	<b>Educational activities 2021 £</b>	<b>Total funds 2021 £</b>
Pension finance costs	49,000	<b>49,000</b>
Staff costs	1,934,683	<b>1,934,683</b>
Depreciation	260,613	<b>260,613</b>
Premises costs	515,170	<b>515,170</b>
Technology costs	41,077	<b>41,077</b>
Other support costs	817,630	<b>817,630</b>
Governance costs	14,795	<b>14,795</b>
	<u>3,632,968</u>	<u><b>3,632,968</b></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**7. Analysis of expenditure by activities (continued)**

**Analysis of support costs (continued)**

	<i>Educational activities 2020 £</i>	<i>Total funds 2020 £</i>
Pension finance costs	41,000	41,000
Staff costs	1,964,037	1,964,037
Depreciation	180,318	180,318
Premises costs	436,562	436,562
Technology costs	52,851	52,851
Other support costs	754,407	754,407
Governance costs	12,925	12,925
	<u>3,442,100</u>	<u>3,442,100</u>

**8. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2021 £</b>	<b>2020 £</b>
Depreciation of tangible fixed assets	<b>257,021</b>	180,318
Fees paid to auditor for:		
- audit	<b>8,850</b>	8,395
- other services	<b>4,125</b>	4,100
	<u><b>8,975</b></u>	<u>12,600</u>

**PARMITER'S SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**9. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	5,637,289	5,357,127
Social security costs	548,918	505,865
Pension costs	1,580,740	1,519,562
	<u>7,766,947</u>	<u>7,382,554</u>
Agency staff costs	48,799	12,906
Staff restructuring costs	23,479	-
	<u>7,839,225</u>	<u>7,395,460</u>
	2021 £	2020 £
Redundancy payments	23,479	-
	<u>23,479</u>	<u>-</u>

**b. Non-statutory/non-contractual staff severance payments**

During the year severance payments of £Nil (2020: £Nil) were paid.

**c. Staff numbers**

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

	2021 No.	2020 No.
Teachers	98	94
Administration and support	125	95
Management	10	7
	<u>233</u>	<u>196</u>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**9. Staff (continued)**

**d. Higher paid staff**

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

	<b>2021</b>	<i>2020</i>
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>3</b>	<i>1</i>
In the band £70,001 - £80,000	-	<i>1</i>
In the band £100,001 - £110,000	-	<i>1</i>
In the band £110,001 - £120,000	<b>1</b>	-

**e. Key management personnel**

The key management personnel of the Academy Trust comprise the Governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £858,420 (2020: £723,255).

**10. Governors' remuneration and expenses**

One or more Governors has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other staff Governors 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 Governors' remuneration and other benefits was as follows:

		<b>2021</b>	<i>2020</i>
		<b>£</b>	<i>£</i>
Mr M Jones	Remuneration	<b>115,000 -</b>	<i>105,000 -</i>
		<b>120,000</b>	<i>110,000</i>
	Pension contributions paid	<b>25,000 -</b>	<i>15,000 -</i>
		<b>30,000</b>	<i>20,000</i>
Mrs C Farrelly	Remuneration	<b>5,000 -</b>	<i>5,000 -</i>
		<b>10,000</b>	<i>10,000</i>
	Pension contributions paid	<b>0 - 5,000</b>	<i>0 - 5,000</i>

During the year, retirement benefits were accruing to 1 Governors (2020 - 1) in respect of defined benefit pension schemes.

During the year ended 31 August 2021, no Governor expenses have been incurred (2020 - £NIL).

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**11. Governors' and Officers' insurance**

The Academy Trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where the UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £5,000,000. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

**12. Tangible fixed assets**

	Property improv'ts £	Assets under construction £	Furniture and fixtures £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>						
At 1 September 2020	2,338,452	380,830	504,057	382,097	54,702	3,660,138
Additions	3,361,116	181,013	60,446	82,250	-	3,684,825
Transfers between classes	380,830	(380,830)	-	-	-	-
At 31 August 2021	<u>6,080,398</u>	<u>181,013</u>	<u>564,503</u>	<u>464,347</u>	<u>54,702</u>	<u>7,344,963</u>
<b>Depreciation</b>						
At 1 September 2020	311,589	-	108,503	259,137	41,903	721,132
Charge for the year	122,983	-	57,773	74,358	5,499	260,613
At 31 August 2021	<u>434,572</u>	<u>-</u>	<u>166,276</u>	<u>333,495</u>	<u>47,402</u>	<u>981,745</u>
<b>Net book value</b>						
At 31 August 2021	<u><u>5,645,826</u></u>	<u><u>181,013</u></u>	<u><u>398,227</u></u>	<u><u>130,852</u></u>	<u><u>7,300</u></u>	<u><u>6,363,218</u></u>
At 31 August 2020	<u><u>2,026,863</u></u>	<u><u>380,830</u></u>	<u><u>395,554</u></u>	<u><u>122,960</u></u>	<u><u>12,799</u></u>	<u><u>2,939,006</u></u>

The Academy Trust's transactions relating to land and buildings included:  
- the building of a new block funded by a CIF grant.

The land and buildings used by Parmiter's School is owned by the Parmiter's Foundation with no lease agreement and therefore the value of these buildings are not included within the school accounts.

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**13. Debtors**

	2021 £	2020 £
<b>Due within one year</b>		
Trade debtors	15,232	4,211
Other debtors	130,363	122,516
Prepayments and accrued income	979,054	2,683,580
	<b>1,124,649</b>	<b>2,810,307</b>
	<b>1,124,649</b>	<b>2,810,307</b>

**14. Creditors: Amounts falling due within one year**

	2021 £	2020 £
Trade creditors	516,376	211,173
Other taxation and social security	136,590	117,670
Other creditors	154,621	173,730
Accruals and deferred income	734,479	281,758
	<b>1,542,066</b>	<b>784,331</b>
	<b>1,542,066</b>	<b>784,331</b>

	2021 £	2020 £
Deferred income at 1 September 2020	200,623	157,965
Resources deferred during the year	345,060	200,623
Amounts released from previous periods	(200,623)	(157,965)
	<b>345,060</b>	<b>200,623</b>
	<b>345,060</b>	<b>200,623</b>

At the balance sheet date the academy trust was holding funds received in advance for trips, bus and catering relating to the 2021/22 academic year.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**15. Statement of funds**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>Unrestricted funds</b>						
General Funds	-	1,047,817	(888,602)	(159,215)	-	-
<b>Restricted general funds</b>						
General Annual Grant (GAG)	(259,513)	7,303,531	(7,487,628)	287,470	-	(156,140)
Rates Relief	-	36,352	(36,352)	-	-	-
Pupil Premium	-	91,518	(91,518)	-	-	-
SEN Funding	-	146,788	(146,788)	-	-	-
Other DFE grants	-	394,767	(394,767)	-	-	-
Other government grants	-	24,967	(24,967)	-	-	-
Other restricted funds	-	44,130	(44,130)	-	-	-
Donations	-	110,426	(110,426)	-	-	-
Catch up premium	-	20,830	(20,830)	-	-	-
Mass testing	-	36,770	(36,770)	-	-	-
CJRS	-	61,638	(61,638)	-	-	-
Pension reserve	(2,678,000)	-	(367,000)	-	(919,000)	(3,964,000)
	<b>(2,937,513)</b>	<b>8,271,717</b>	<b>(8,822,814)</b>	<b>287,470</b>	<b>(919,000)</b>	<b>(4,120,140)</b>
<b>Restricted fixed asset funds</b>						
Restricted fixed asset funds	2,939,006	-	(260,613)	3,684,825	-	6,363,218
ESFA DFC grant	-	30,446	-	(30,446)	-	-
ESFA CIF income - Drainage	-	99,816	-	(99,816)	-	-
ESFA CIF income - Science Block	3,573,131	-	-	(3,223,931)	-	349,200



**PARMITER'S SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
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**15. Statement of funds (continued)**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
ESFA CIF						
income - Roofing	-	293,935	-	(181,013)	-	112,922
Donations	-	277,874	-	(277,874)	-	-
	<u>6,512,137</u>	<u>702,071</u>	<u>(260,613)</u>	<u>(128,255)</u>	<u>-</u>	<u>6,825,340</u>
<b>Total Restricted funds</b>	<u>3,574,624</u>	<u>8,973,788</u>	<u>(9,083,427)</u>	<u>159,215</u>	<u>(919,000)</u>	<u>2,705,200</u>
<b>Total funds</b>	<u><u>3,574,624</u></u>	<u><u>10,021,605</u></u>	<u><u>(9,972,029)</u></u>	<u><u>-</u></u>	<u><u>(919,000)</u></u>	<u><u>2,705,200</u></u>

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

The General Annual Grant (GAG) represents the core funding for the educational activities of the academy has been provided via the Education and skills Funding Agency (ESFA) by the Department for Education. The GAG fund must be used for the normal running costs of the academy.

The transfer from unrestricted to GAG is due to the expenditure being greater than income so the excess is funded through the unrestricted funds.

Pupil Premium is a grant allocated to academies with pupils that are known to be eligible for free school meals. The purpose is to raise attainment for pupils from low income families.

The pension reserve represents the net deficit on the LGPS defined benefit pension scheme. The deficit arose because of the pension scheme deficit inherited upon conversion. Future GAG funding agreed by the ESFA is expected to be sufficient to take the fund back into surplus.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

The Academy Trust is carrying a net deficit of £156,140 on restricted general funds (excluding pension reserve) plus unrestricted funds for the following reasons:

Since 2014/15 and through to 2016/17 increases in employers Teachers' Pension and National Insurance contributions along with standstill budgets and decreased Sixth Form budgets has impacted the budget and any reserves. A material decrease in income would adversely affect provision. This was mitigated by raising the published admissions number (PAN) from 186 to 206 and again to 208 in 2015/16 and improving recruitment to the Sixth Form. Parmiter's School remains one of the most oversubscribed schools in Hertfordshire in spite of recent changes to the admissions process and is unlikely to be affected by falling rolls since Watford and district is an area of demographic growth. However, with further increases in employers Teachers' Pension contributions in September 2019, future budget planning is becoming increasingly more difficult.

With finances growing ever tighter the finance policy for the school has been reviewed to include a more

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

up to date and comprehensive purchasing procedure for all departments to adhere to.

In 2016/17 the employer's contributions for support and teaching staff pensions increased further which has put further strain on the school's finances.

In 2017/18 the school was showing a cash deficit position due to the ever increasing pressures on spend and funding increases not matching the expenditure.

In 2018/19 the GAG income was actually less than in 2017/18 although the student numbers had increased. This had further impact the cash position becoming increasingly more difficult to balance.

In 2019/20 the Employer's contributions for Teachers' Pensions increased by a further 7.12%.

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

It was necessary to produce a financial recovery plan in 2019/20 in order to address the short falls in funding and make cuts across the expenditure budget. This recovery plan was approved by the ESFA and will be fully implemented in school by September 2019.

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

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

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
<b>Unrestricted funds</b>						
General Funds	-	1,310,820	(986,309)	(324,511)	-	-
<b>Restricted general funds</b>						
General Annual Grant (GAG)	(246,478)	7,344,913	(7,567,359)	209,411	-	(259,513)
Rates Relief	-	50,931	(50,931)	-	-	-
Pupil Premium	-	85,370	(85,370)	-	-	-
SEN Funding	-	82,270	(82,270)	-	-	-
Other DFE grants	-	106,477	(106,477)	-	-	-
Other government grants	-	8,250	(8,250)	-	-	-
Exam income	-	13,901	(13,901)	-	-	-
Other restricted funds	-	129,712	(129,712)	-	-	-
Donations	-	64,262	(64,262)	-	-	-
Pension reserve	(2,134,000)	-	(364,000)	-	(180,000)	(2,678,000)
	<u>(2,380,478)</u>	<u>7,886,086</u>	<u>(8,472,532)</u>	<u>209,411</u>	<u>(180,000)</u>	<u>(2,937,513)</u>
<b>Restricted fixed asset funds</b>						
Restricted fixed asset funds	2,336,303	-	(180,318)	783,021	-	2,939,006
ESFA DFC grant	-	30,814	-	(30,814)	-	-
ESFA CIF income - Drainage	272,169	-	-	(272,169)	-	-
ESFA CIF income - Science Block	3,863,942	-	-	(290,811)	-	3,573,131

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

	<i>Balance at 1 September 2019</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance at 31 August 2020</i>
	£	£	£	£	£	£
ESFA CIF income - Roofing	-	8,949	-	(8,949)	-	-
Other capital income	-	65,178	-	(65,178)	-	-
	<u>6,472,414</u>	<u>104,941</u>	<u>(180,318)</u>	<u>115,100</u>	<u>-</u>	<u>6,512,137</u>
<b>Total Restricted funds</b>	<u>4,091,936</u>	<u>7,991,027</u>	<u>(8,652,850)</u>	<u>324,511</u>	<u>(180,000)</u>	<u>3,574,624</u>
<b>Total funds</b>	<u><u>4,091,936</u></u>	<u><u>9,301,847</u></u>	<u><u>(9,639,159)</u></u>	<u><u>-</u></u>	<u><u>(180,000)</u></u>	<u><u>3,574,624</u></u>

**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2021</b>	<b>Restricted funds 2021</b>	<b>Restricted fixed asset funds 2021</b>	<b>Total funds 2021</b>
	£	£	£	£
Tangible fixed assets	-	-	6,363,218	<b>6,363,218</b>
Current assets	345,060	1,040,866	462,122	<b>1,848,048</b>
Creditors due within one year	(345,060)	(1,197,006)	-	<b>(1,542,066)</b>
Provisions for liabilities and charges	-	(3,964,000)	-	<b>(3,964,000)</b>
<b>Total</b>	<u><u>-</u></u>	<u><u>(4,120,140)</u></u>	<u><u>6,825,340</u></u>	<u><u><b>2,705,200</b></u></u>

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**16. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	-	-	2,939,006	2,939,006
Current assets	155,369	369,449	3,573,131	4,097,949
Creditors due within one year	(155,369)	(628,962)	-	(784,331)
Provisions for liabilities and charges	-	(2,678,000)	-	(2,678,000)
<b>Total</b>	<u>-</u>	<u>(2,937,513)</u>	<u>6,512,137</u>	<u>3,574,624</u>

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

	<b>2021 £</b>	<b>2020 £</b>
Net income/(expenditure) for the year (as per statement of financial activities)	<b>49,576</b>	(337,312)
<b>Adjustments for:</b>		
Depreciation	<b>260,613</b>	180,318
Capital grants from DfE and other capital income	<b>(702,071)</b>	(80,892)
Defined benefit pension scheme cost less contributions payable	<b>326,000</b>	323,000
Defined benefit pension scheme finance cost	<b>41,000</b>	41,000
Decrease in debtors	<b>1,685,658</b>	1,527,403
Increase in creditors	<b>757,735</b>	226,568
<b>Net cash provided by operating activities</b>	<b><u>2,418,511</u></b>	<b><u>1,880,085</u></b>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**18. Cash flows from investing activities**

	2021 £	2020 £
Purchase of tangible fixed assets	(3,684,825)	(783,021)
Capital grants from DfE Group	424,197	70,443
Capital funding received from sponsors and others	277,874	10,449
<b>Net cash used in investing activities</b>	<b>(2,982,754)</b>	<b>(702,129)</b>

**19. Analysis of cash and cash equivalents**

	2021 £	2020 £
Cash in hand and at bank	723,399	1,287,642
<b>Total cash and cash equivalents</b>	<b>723,399</b>	<b>1,287,642</b>

**20. Analysis of changes in net debt**

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	1,287,642	(564,243)	723,399
	<b>1,287,642</b>	<b>(564,243)</b>	<b>723,399</b>

**21. Capital commitments**

	2021 £	2020 £
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	701,649	3,579,858
	<b>701,649</b>	<b>3,579,858</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**22. Pension commitments**

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

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

Contributions amounting to £146,828 were payable to the schemes at 31 August 2021 (2020 - £137,616) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**Valuation of the Teachers' Pension Scheme**

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

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

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

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**22. Pension commitments (continued)**

The employer's pension costs paid to TPS in the year amounted to £929,787 (2020 - £852,822).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £413,000 (2020 - £423,000), of which employer's contributions totalled £326,000 (2020 - £337,000) and employees' contributions totalled £ 87,000 (2020 - £86,000). The agreed contribution rates for future years are 25.3 per cent for employers and 5.5-12.5 per cent for employees.

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

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

**Principal actuarial assumptions**

	<b>2021</b>	<i>2020</i>
	%	%
Rate of increase in salaries	<b>3.3</b>	2.6
Rate of increase for pensions in payment/inflation	<b>2.9</b>	2.2
Discount rate for scheme liabilities	<b>1.65</b>	1.7

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

	<b>2021</b>	<i>2020</i>
	Years	Years
<i>Retiring today</i>		
Males	<b>22.1</b>	21.9
Females	<b>24.5</b>	24.1
<i>Retiring in 20 years</i>		
Males	<b>23.2</b>	22.8
Females	<b>26.2</b>	25.5



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**22. Pension commitments (continued)**

**Sensitivity analysis**

	<b>2021</b>	<i>2020</i>
	<b>£000</b>	<i>£000</i>
Discount rate -0.1%	<b>222</b>	<i>176</i>
CPI rate +0.1%	<b>207</b>	<i>163</i>
Salary increase rate +0.1%	<b>12</b>	<i>11</i>
	<b>=====</b>	<i>=====</i>

**Share of scheme assets**

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

	<b>2021</b>	<i>2020</i>
	<b>£</b>	<i>£</i>
Equities	<b>3,138,130</b>	<i>2,605,480</i>
Corporate bonds	<b>1,717,090</b>	<i>1,720,600</i>
Property	<b>651,310</b>	<i>442,440</i>
Cash and other liquid assets	<b>414,470</b>	<i>147,480</i>
<b>Total market value of assets</b>	<b>5,921,000</b>	<i>4,916,000</i>
	<b>=====</b>	<i>=====</i>

The actual return on scheme assets was £668,000 (*2020 - £524,000*).

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

	<b>2021</b>	<i>2020</i>
	<b>£</b>	<i>£</i>
Current service cost	<b>(644,000)</b>	<i>(660,000)</i>
Interest income	<b>86,000</b>	<i>76,000</i>
Interest cost	<b>(135,000)</b>	<i>(117,000)</i>
<b>Total amount recognised in the Statement of financial activities</b>	<b>(693,000)</b>	<i>(701,000)</i>
	<b>=====</b>	<i>=====</i>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. Pension commitments (continued)**

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

	2021 £	2020 £
<b>At 1 September</b>	<b>7,594,000</b>	6,166,000
Current service cost	644,000	660,000
Interest cost	135,000	117,000
Employee contributions	87,000	86,000
Actuarial losses	1,501,000	628,000
Benefits paid	(76,000)	(63,000)
<b>At 31 August</b>	<b>9,885,000</b>	7,594,000

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

	2021 £	2020 £
<b>At 1 September</b>	<b>4,916,000</b>	4,032,000
Interest income	86,000	76,000
Actuarial gains	582,000	448,000
Employer contributions	326,000	337,000
Employee contributions	87,000	86,000
Benefits paid	(76,000)	(63,000)
<b>At 31 August</b>	<b>5,921,000</b>	4,916,000

**23. Operating lease commitments**

At 31 August 2021 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	9,438	10,846
Later than 1 year and not later than 5 years	11,797	7,791
	<b>21,235</b>	18,637

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**24. Members' liability**

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

**25. Related party transactions**

Owing to the nature of the Academy Trust and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the governors have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The Parmiter's School Foundation is a related party through common trustees. The total donations received during the year were £269,000 (2020: £64,000). At the year end the academy was owed £Nil (2020: £Nil). The Parmiter's School Foundation is a registered charity set up in 1913 to promote education and provide financial support to Parmiter's School and its pupils. The accounts are publicly available from the Charity commission.

The Parmiter's School Parents Association is a related party through common Governors. The total donations received during the year were £Nil (2020: £nil). At the year end the academy was owed £Nil (2020: £Nil).

During the year purchases were made from Metro Printing Limited of £6,321 (2020: £1,894), a company where Andrew O'Brien, a governor, is also a director. At the end of the year the academy owed £nil (2020: £924).

During the year purchases were made from Hilton Flooring of £5,702 (2020: £5,454), a company where Cynthia Farrelly, a governor, has close family. At the end of the year the academy owed £Nil (2020: £Nil).

**26. Agency arrangements**

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2021 the trust received £15,310 (2020: £17,213) and disbursed £17,112 (2020: £17,213) from the fund. An amount of £nil (2020: £1,802) is included in other creditors relating to undistributed funds.

The Academy Trust is a member of the Schools Direct scheme where they receive funds from ESFA for distribution to staff working at schools in the local area. In the accounting period ending 31 August 2021 the trust received £190,287 (2020: £183,333) and disbursed £188,050 (2020: £183,333) from the fund. An amount of £2,237 (2020: £nil) is included in other creditors relating to distributed funds due from to the academy trust.

