

Company Registration No. 07331954 (England and Wales)

SIR THOMAS RICH'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2022

SIR THOMAS RICH'S SCHOOL

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SIR THOMAS RICH'S SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Members

R A Ogle
A K Bishop
A S Pilbeam
J J Wilton
M Fenton

Trustees

R A Ogle
T H Wilton
T R Grogan (Chair)
J May (Parent trustee)
J Carrington (Parent trustee)
T Connole
B Pandore (Resigned 31 July 2022)
S Rodway
S L Tufnell

Senior management team

- Headmaster M S R Morgan
- Deputy Headmaster C Carter (Resigned 16 December 2021)
- Deputy Headteacher D Brake (Resigned 16 December 2021)
- Deputy Headteacher M Lynch
- Assistant Headteacher P M Daniell
- Assistant Headteacher D Dempsey
- Assistant Headteacher R Davies (Resigned 31 August 2022)
- Assistant Headteacher C Pearson (Appointed 01 January 2022)
- Assistant Headteacher A Williams

Company secretary

Mrs N Binning

Company registration number

07331954 (England and Wales)

Principal and registered office

Oakleaze
Longlevens
Gloucester
GL2 0LF
United Kingdom

Independent auditor

Azets Audit Services
Epsilon House
The Square
Gloucester Business Park
Gloucester
GL3 4AD
United Kingdom

Bankers

Lloyds Bank Plc
19 Eastgate Street
Gloucester
Gloucestershire
GL1 1NU
United Kingdom

SIR THOMAS RICH'S SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors

Harrison Clark Rickerbys LLP
c/o Harrison Clark Rickerbys Limited
Ellenborough House
Wellington Street
Cheltenham
Gloucestershire
GL50 1YD
United Kingdom

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

The principal activity of Sir Thomas Rich's School is to provide education to pupils in the years 11-18 with a broad balanced and rich curriculum.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The charitable company operates as Sir Thomas Rich's School.

The Trustees of Sir Thomas Rich's School are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

Governance restructure

In January 2021, Sir Thomas Rich's School restructured its board of governors, following recommendations from ESFA. Previously, all Trustees had been members of the academy trust and the restructure created a two tier system separating members and Trustees with revised articles of association. This has proved beneficial to the overall Governance of the School throughout 2021/22.

Members' liability

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

Trustees' indemnities

There are no qualifying third party indemnity provisions in place.

Method of recruitment and appointment or election of Trustees

The members may appoint up to nine Trustees with no fewer than three, with the term of office being four years. Employees of the Academy Trust, including the Headmaster, can no longer be Trustees.

Parent Trustees are elected by parents of registered pupils at the academy and should be a parent of a pupil at the academy when elected. If this is not reasonably practical to do so, then they should be a person who is the parent of a child of compulsory school age. The Trustees may appoint up to three co-opted Trustees.

Regard is given to the skills mix of the Trustees to ensure that the Board of Trustees has all the necessary skills required to contribute fully to the academy's development.

The Trustees that served during this year are detailed within the reference and administration details of the academy.

No Trustee received any remuneration in respect of their duties as Trustee from the academy during the year.

Policies and procedures adopted for the induction and training of Trustees

Training opportunities are available on an on-going basis and in addition, training and induction is provided for new Trustees depending upon their existing experience.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Organisational structure

The Trustees are responsible for setting general policy, adopting an annual school improvement plan and budget, monitoring the academy and making senior staff appointments. The Members also monitor the performance of the senior management team.

The Board of Trustees normally meets twice each term to receive reports from its committees and manage its strategic objectives. Despite the COVID-19 restrictions the board of Trustees continued to meet, usually via video link.

During the Academic Year 2021-22, The board had four main committees:

- The Finance, Audit, Risk Management and Health and Safety Committee, which met four times to consider the annual budget and the management accounts;
- The Curriculum and Evaluation Committee, which met twice to consider curricular issues, to review policies and to monitor and evaluate Leadership, Learning and Teaching and Governance;
- The Personnel Committee, which met twice to review senior management targets and pay issues. The Personnel Committee also acts as the Pay Review Committee to determine staff salaries, including performance related pay;
- The Commercial Operations and Premises Committee, which met once to review the commercial operations of the Academy and consider issues associated with the site and buildings of the school.

The Board had a further committee - The Admissions Committee, that met on an ad-hoc basis which was concerned with all aspects of pupil admissions.

The day-to-day management of the academy is delegated to the Headmaster and senior management team.

During the academic year 2021-22 the senior management team consisted of the Headmaster, Deputy Headmaster, (left December 2021), Deputy Headteacher, five Assistant Headteachers and the Finance Director. The Headmaster is also the Accounting Officer.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Arrangements for setting pay and remuneration of key management personnel

Determination of starting salaries

The board of Trustees will use the three stage process when setting pay, in line with the STPCD and the DfE Departmental Advice:

Stage One is defining the role and determining the headteacher group,

Stage Two is setting the indicative pay range, and

Stage Three is deciding the starting salary and individual pay range.

In exceptional cases, the board of Trustees may decide that the maximum of the pay range may be above the maximum of the headteacher group, up to an additional 25%. If the pay committee decides that the pay range would need to be more than the additional 25%, then it will need to make a business case and seek external independent advice to ascertain whether it is justifiable to exceed the limit in a particular case. The maximum of the Deputy Headmaster, Deputy Headteacher and Assistant Headteachers' pay range must not exceed the maximum of the headteacher group for the school and should only overlap it in exceptional circumstances.

Performance criteria

At the commencement of each school year, the Trustees' personnel committee will agree performance criteria for the Headmaster, Deputy Headmaster, Deputy Headteacher and Assistant Headteachers for the ensuing year. This will involve ratifying the objectives and targets set by the Headmaster for the Deputy Headmaster, Deputy Headteacher and Assistant Headteachers and setting objectives and targets for the Headmaster against which performance will be measured.

Annual review

The annual review of the salaries of the Headmaster, Deputy Headmaster, Deputy Headteacher and Assistant Headteachers will take place during the autumn term and be effective from the previous 1 September. The review will have regard in particular (but not exclusively) to the criteria set out in the School Teachers' Pay and Conditions document. The Trustees' decisions and the reasons for the decisions will be notified individually to the Headmaster, the Deputy Headmaster, Deputy Headteacher and Assistant Headteachers.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	2
Full-time equivalent employee number	2.00

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	-
Percentage of the 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	-
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SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Related parties and other connected charities and organisations

During the academic year 2021-22, Sir Thomas Rich's maintained its Teaching School Alliance working with Barnwood Park, Cleeve School and Tewkesbury School, albeit somewhat reduced due to the COVID-19 restrictions and the eventual withdrawal of the status and its' funding. The Initial Teacher Training (ITT) programme continued, leading professional development and School to School Support as its key foci. Through active participation, the school aims to provide a high quality education for our pupils and to remain at the forefront of educational research both addressing regional and national agendas. In order to deliver the Initial Teacher Training, Sir Thomas Rich's works in partnership with the Gloucestershire Initial Teacher Education Partnership - GITEP and the Gloucestershire Association of Secondary Headteachers - GASH and also supports Adfecto - the professional development arm of GASH Ltd to run various professional development opportunities for teachers in schools in Gloucestershire and beyond. The Alliance also works with other teaching school alliances. The academy has continued to support local primary schools in the teaching of science and continued a close link with Milestone (Special) School.

Objectives and activities

Objects and aims

Sir Thomas Rich's aims to develop students with self-discipline and resilience, a love of learning, enquiring and creative minds and an appreciation of our heritage. The school aims to realise this through:

- Expecting high standards

The curriculum is designed to be academically challenging and stimulating for our able cohorts of pupils. We encourage and expect pupils to work to the best of their abilities and to achieve the highest possible results.

- Promoting respect

Students at Sir Thomas Rich's are held to the highest standards of behaviour; emotional intelligence, kindness and consideration are intrinsic to being a true Richian. We aim for every pupil to be proud to wear the School Crest and to be part of a vibrant and diverse school community.

- Encouraging participation in activities

We exhort all pupils to fully engage in School life and make the most of the extracurricular opportunities available to them. Students take part in team and individual sports, the expressive arts, The Duke of Edinburgh's Award and a wide range of clubs and societies, all of which contribute to physical and mental well-being.

- Offering support

Our effective pastoral system is firmly embedded in the School's culture and is designed to help each and every pupil feel known and cared for. Form Tutors, Heads of Year and senior pastoral staff work together to provide bespoke, consistent support and guidance throughout each student's time at Sir Thomas Rich's.

These overarching objectives therefore require the academy:

- to maintain effectiveness by keeping the curriculum and organisational structure under continual review;
- to provide value for money for the funds expended;
- to comply with all appropriate statutory and curriculum requirements; and
- to conduct our business in accordance with the highest standards of integrity, probity and openness.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Objectives, strategies and activities

The academy has clear targets and strategies, which are included in the Annual School Improvement Plan. The plan outlines how we intend to achieve the objectives over the coming year:

Learning and Teaching - we shall:

- Further develop the curriculum
- Improve the quality of marking and feedback provided to all pupils
- Improve the presentation of pupils' work
- Improve the monitoring of the quality of marking and the monitoring of the quality of work
- Improve the quality of work through ensuring teachers are always communicating the high expectations clearly and explicitly
- Facilitate greater independent learning in the Sixth Form

Student Support, Personal Development, Behaviour and Progress:

- Further improve the support to students with mental health fragility
- Further improve monitoring of school processes and practices through the enhanced use of software

Inspiring and Enriching - we will endeavour to:

- Continue to widen access to Sir Thomas Rich's
- Roll out 'The Tommy's Award' scheme

Resourcing - we will:

- Devise a 10 year development and fundraising strategy
- Develop a robust plan to secure the financial future of the School.

To quantify that element which is measurable, our aims for examination success in summer 2023 are:

GCSE

- 100% of students to gain 5 or more GCSEs at grade 4 or above, including English and Maths
- 75% of examination results to be graded 7, 8 and 9
- No grades below a 4

A-Level

- 55% of grades to be A and A*
- 80% of grades to be B or above

Equal opportunities

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

Public benefit

The Trustees confirm that they have complied with their duty in Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England & Wales. The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the trust's objectives and aims and in planning future activities for the year. The academy continues to be at the heart of its community, promoting community cohesion and sharing facilities with other schools and the wider community.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Strategic report

Achievements and performance

Key performance indicators

The School produces various financial KPIs and compares its data with similar schools. The School makes every effort to keep within the parameters set out by the ESFA and the data is submitted to the ESFA via the School Resource Management self- assessment tool. In particular, Trustees monitor the following KPIs closely and the results of 2021-22 were as follows:

Total staff costs to ESFA Revenue Income – 82%

Total staff costs to total income – 75%

Pupil Teacher ratio as per lagged pupil numbers – 18

2022 Results

In 2022 results were based on public examinations for the first time since 2019 following two years in which Centre/ Teacher Assessed Grades we used. There were still adjustments made to the examination process for this year which aimed to compensate for the disadvantages that pupils experienced due to remote learning and lockdowns. In summary the principal adjustments were:

- Alteration to the amount of content examined in some subjects
- Advance information of the focus of GCSE questions
- Grade boundaries set to provide grades between the levels of 2019 and 2021

Notwithstanding these adjustments, results at both A Level and GCSE were very strong and comparison with schools, both locally and nationally, show that these strong results were well above the trends elsewhere.

At GCSE 66% of grades awarded were at grade 8 or 9 – this is the highest ever percentage for this metric (even including results in 2020 and 2021). 84% of grades were at grades 7-9 – the highest percentage achieved from public examination results. Early information suggests that this latter statistic is the second highest for Gloucestershire schools and in the top ten of the highly selective BASS group. 100% of pupils gained 5 or more passes, 118 of them gaining five or more passes at grades 9-7 and 67 of them gaining ten or more passes at these highest grades. Early Progress 8 estimates (from SMID) suggest a figure of +0.87.

At A Level, 24% of grades were at A*; 60% at A* or A and 85% at A*-B These are both easily the highest percentages for these from public examinations and early analysis suggests that these are the second best A level results in the county. Early value-added estimates (from SMID) suggest a value-added of +0.17.

Covid 19

The School year 2021-22 started with many of the restrictions of the previous year having been removed. These included the one-way system and classes taught in separate areas of the school forming “year group bubbles”. The return to more extensive use of specialist classrooms that this facilitated was to be welcomed.

The year started, however, with another round of mass-testing and some measures such as spot-cleaning, ventilation and restrictions on large gatherings remained in place.

During the Autumn term, there were significant spikes in Covid cases amongst both pupils and staff. Absences due to Covid reached nearly 200 at one point but staff responded with use of remote learning, and they also quickly adapted to delivering “hybrid lessons” with some pupils in class and others, who were isolating but well enough to learn, joining via Teams video link from home.

Later in the academic year, the point was reached where a large proportion of the pupils had received a vaccination, some taking the opportunity to receive these in school. While this did not eliminate outbreaks completely, it saw an end to the large spikes seen previously. This trend allowed a return to almost complete normality by the Summer Term, with a return of Whole School Assemblies and other events such as Sports Evening.

Some elements of the changes that Covid brought about have been retained. These include changes to the school day and continued use of virtual parents’ evening (following a parental survey).

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Going concern

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

Financial review

The overall revenue deficit for the year was £48,210 after funding capital expenditure of £264,280 resulting in the academy maintaining a good level of funds with unrestricted reserves at £1,247,224 and restricted reserves of £812,476 before a pension deficit of £522,000. At the end of this accounting period the academy carried forward funds of £2,059,700 (2021: £2,107,910), excluding the restricted fixed asset funds and pension reserve.

Income

Most of the academy's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted for specific purposes. The grants received from the ESFA during the period ended 31 August 2022 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The academy also receives grants for fixed assets from the ESFA. These are also shown as restricted income in the fixed asset fund. The academy received a total of £99,876 from the ESFA for capital projects during the prior period, of which £75,772 was part of a successful SSEF grant awarded in 2019 to build a new classroom block and the remaining £24,104 was Devolved Formula Capital.

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

In addition, the academy generates income through the hire of facilities and services, which is included within unrestricted funds. This income stream increased this financial year but remained considerably lower than it was in 2019 to due the continuation of the closure of our letting facilities as a direct result of COVID-19.

Expenditure

The running costs of the academy have been as expected for the age of the buildings.

Recent capital work has included various small projects around the school with general maintenance of the building and its facilities. Works include refurbishment of the music suite and art department as well as improved lighting and sound in the main Hall.

The academy's support staff are entitled to membership of the Local Government Pension Scheme. The academy's share of the deficit has been assessed at £522,000.

Future funding is likely to be affected by increased cost pressures associated with human resource and rising energy costs, but we strive to maintain a balanced budget.

The financial impact of COVID-19 has been significant and we are still encountering the effects of this. We encountered a substantial loss of income from having to close our sports facilities but the community is beginning to return to use our facilities. We are hopeful the coming year will see a profit from our commercial lets once more. We are also seeing a downward trend in our regular donations as the effects of the 2020 pandemic affects our sponsors and donors and the current cost of living crisis may well exacerbate this.

The academy will continue to monitor and update its three year financial plan accordingly.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Reserves policy

The academy aims to use its grant funding (restricted funds) along with its various fundraising and business generated income (unrestricted funds) to the full benefit of its students. The Trustees consider it prudent to maintain an appropriate level of financial reserves, essential in protecting the academy from financial risk, particularly with future unfunded increases in salaries and pensions.

The academy's 'free' reserves are the funds remaining excluding any specific restricted funds. Reserves are therefore the resources the academy has or can make available to spend for the academy's purposes once it has met its commitments and covered other planned expenditure. The academy's policy states that the appropriate level of free reserves should be equivalent to 2 months expenditure, currently estimated to be between £1,000,000 - £1,200,000.

The current level of free reserves of £1,247,224 exceeds this figure, however is considered by the Trustees to be prudent to ensure stability of the academy's operations. This enables the academy to adjust to the turbulence of funding arrangements and ever increasing spending needs to ensure high quality education provision. The unrestricted reserves are higher than was anticipated due to an unexpected generous donation received in 2020 of £142,000. Plans are currently being considered by the Trustees for both short and long term development plans and potential capital projects which will enhance our curriculum provision.

Financial position

At 31 August 2022 the restricted fixed asset fund was £19,982,842 (2021: £20,419,422) and this can only be realised by disposal of tangible fixed assets.

Total revenue funds carried forward at 31 August 2022 were £2,059,700 (2021: £2,107,910), including restricted funds of £681,000 (2021: £625,150) which are unavailable for general purposes of the academy trust.

Investment policy

Any surplus income is held within the School's designated bank accounts with Lloyds Bank plc and accrues interest at the designated rate. The School does not invest funds elsewhere or enter into any schemes such as equity bonds. It does not have sufficient reserves to enter into any long term secured investments.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the academy is exposed and these are detailed in the Risk Register. They have implemented systems in order to minimise operational and financial risk. Where significant risks remain, they have ensured they have adequate insurance cover.

The academy is aware of current budgetary issues and continually reviews its costs to ensure a balanced budget.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Fundraising

The academy endeavours to raise money from all available sources in order to augment its funding from central government. This fundraising is both for capital projects and for revenue commitments. The academy is committed to act with fairness, integrity, and in accordance with all applicable laws, adhere to the provisions of applicable professional codes of ethics, standards of practice, etc. cease solicitation of a prospective donor who identifies solicitation as harassment or undue pressure; disclose immediately to the Trustees any actual or apparent conflict of interest; and not accept donations for purposes that are inconsistent with the academy's objectives. At all times the academy will endeavour to protect the public, vulnerable people and those with protected characteristics from intrusive approaches. The approach to prospective donors is not unreasonably persistent, and donors and prospective donors are entitled to receive the most recent financial statements and confirmation of the charitable status of the academy.

The academy will endeavour to fundraise from the existing parental body via talks and through occasional email updates, from trust funds and charities with respect to specific projects, from alumni and friends of the school and through limited commercial sponsorship opportunities.

The academy will not disclose (except as may be required by statute or law) or make use of information given or obtained in confidence from the donating public or any other source without express prior consent.

The requirements and expectations of donors are respected, especially those relating to any expressed wish to remain anonymous. Money donated for a specific purpose must be used for that purpose. If this is not possible it must be returned within a reasonable timescale unless agreement can be reached on a change of use.

The Finance, Audit, Risk Management and Health & Safety Committee has responsibility for monitoring the fundraising of the academy and receives regular reports from the headmaster and finance director.

Complaints regarding fundraising would be considered in line with the academy's complaints policy. There have been no complaints regarding fundraising during the academic year 2021 - 2022.

Plans for future periods

We aim to:

- Embed the importance of coaching in the school so that a growth mindset is a pervasive attitude that empowers pupils to achieve;
- Continue to enhance our provision for pupils with specific mental health concerns;
- Refine the procedures, rewards and sanctions which we use with pupils and embed intervention strategies to support under-attaining pupils;
- Further relationships with our alumni and other stakeholders encouraging them to maintain their interest in the school and to participate in activities and events;
- Maintain and enhance our reputation for excellence in Sports;
- Increase opportunities in Expressive Arts;
- Widen our reach through greater liaison with communities at home and abroad;
- Further promote the 'Development Fund' and 'regular giving';
- Apply for funding from trusts and charitable grants;
- Work intensively on the medium and long term financial plan to ensure that the school operates as efficiently as possible;
- Maintain a broad and balanced curriculum.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Auditor

In so far as the Trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 14 December 2022 and signed on its behalf by:



T R Grogan
Chair

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2022

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Sir Thomas Rich'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 Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The board of Trustees has delegated the day-to-day responsibility to the headmaster, 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 Sir Thomas Rich's School and the Secretary of State for Education. The headmaster is also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met five times during the year, supplemented by sub-committee meetings as well as link Trustee sessions with various SLT and Departments Heads.

Section 2.3 of the Academy Trust Handbook 2022 sets out that the board and its committees must meet regularly enough to discharge their responsibilities and ensure robust governance and effective management arrangements. Although it states that board meetings must take place no less than six times a year, the Board are confident that five intensive meetings a year are sufficient to deliver effective Governance.

The full Board meetings throughout the year have:

- Monitored effective and compliant financial arrangements;
- Ensuring accounting procedures have a sound system of internal controls ;
- Monitored the development of short and long term financial planning, ensuring the school remains solvent at all times, by overseeing the financial strategy;
- Engaged in regular link visits, supporting departments and SLT;
- Received regular detailed data updates in order to effectively monitor progress, crucial for overall Governance;
- Regularly reviewed and monitored the School Improvement Plan;
- Regularly reviewed and assessed Governance performance within the Board. Although the Board is relatively small, Trustees individual skillsets are varied and their experience and expertise are used effectively and are highly valued;
- Supported the School, pupils and staff with extra-curricular activities throughout the year.

Trustees	Meetings attended	Out of possible
R A Ogle	5	5
T H Wilton	5	5
T R Grogan (Chair)	5	5
J May (Parent trustee)	4	5
J Carrington (Parent trustee)	5	5
T Connole	4	5
B Pandore (Resigned 31 July 2022)	0	5
S Rodway	5	5
S L Tufnell	2	5

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Governance reviews

The School enacts a continuous programme of governance review and improvement through the work of the Evaluation Committee, focusing on the following aspects:

- Effective induction of new Trustees through a mentored induction programme, a Trustees' Induction Pack and an Introduction to Governance document, with the objective of promoting awareness of trustees' duties and statutory responsibilities;
- Active promotion of a programme of trustee training and development, with a focus on ensuring that Trustees acquire and maintain the necessary skill sets to monitor school performance and hold School management to account;
- Regular reviews of the skills balance of the trustee body and the terms of reference of its committees;
- Monitoring implementation and achievement of the School Improvement Plan;
- Regularly reviewing the performance of the trustee body against the Governance Improvement Plan.

Finance, audit, risk management and health & safety committee

The finance, audit, risk management and health & safety committee is a sub-committee of the main board of Trustees. Its purpose is to:

- monitor that the school's finances are being run in accordance with the agreed Finance Policy statement;
- prepare and review Financial Policy statements;
- prepare and recommend an annual budget statement for approval by the board of Trustees;
- monitor expenditure and income against the budget;
- receive and consider the audit of the school public and non-public funds.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
R A Ogle	2	3
T H Wilton	1	1
T R Grogan (Chair)	2	3
J Carrington (Parent trustee)	3	3
S L Tufnell	1	2

Review of value for money

As accounting officer, the headmaster 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.

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

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

Targeted Improvement: Continuing to restructure staffing by removing several posts either after consultation or after resignation and devolving responsibilities to other post holders ensured improved value for money. The staffing structure is deployed to drive school improvement. For example, the academy trust now has only one Deputy Headmaster and one Deputy Headteacher, whereas four years ago, we had three.

Focus on Individual Pupils: Lunchtime and after school revision sessions targeted at students who need most support. Targeted use of non-contact time to ensure students with SEND and others requiring additional support make sustained progress. Pupil premium funding is spent mostly on one-to-one tuition in line with national research as being the most effective way to 'close the gap'.

Collaboration: The Trust has continued its partnership with the six other grammar schools in Gloucestershire to make the best use of expertise across the group. Furthermore, further collaboration with other secondary schools through GASH (Gloucestershire Association of Secondary Headteachers) and G15 has established economies of scale in the ordering of resources and commissioning of some services.

New Initiatives: Continued increased use of Lettings. The school has worked hard to develop long term letting arrangements with music groups, new community and faith groups and improve its income generation through letting of the swimming pool, sports hall, gymnasium and classrooms at weekends and evenings. This has been somewhat restricted during the pandemic, as we adhere to Government guidelines, but our groups have gradually rejoined us and are using our facilities once more.

Quantifying Improvements: The standard of students' results at GCSE and A Level continues to improve and rank as outstanding. Attendance is exemplary and above national averages. Pupils' behaviour is often commented upon by others as being outstanding in lessons, during school events and on trips and visits.

Financial Governance and Oversight: The Trust performance continues on a very secure footing since converting to an academy. The emphasis has been on utilising funds to improve the School's buildings and resources, whilst staying within budget and maintaining high educational standards. Extra income has been generated through successful bids to trust funds (such as Gloucester United Charities) and CIF grants. The Full Governing Body (FGB) approves the budget each year and is mindful of the need to balance expenditure against income to ensure the academy is a "going concern".

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The FGB receives and approves the Statutory Accounts and External Auditor's Management Report. Additionally, the Finance, Audit, Risk Management and Health & Safety Committee meet at least termly to ensure probity and regularity as well as value for money. The Finance Manager, the Headmaster and the Chair of the Trustees' Finance, Audit, Risk Management and Health & Safety Committee monitor budget reports on a very regular basis. Remedial action is undertaken to address significant variances that may have an impact on budget outturn. The Finance, Audit, Risk Management and Health & Safety Committee approves variances. The Senior Management Team reviews expenditure within each budget heading 6 times a year and makes adjustments based on an evaluation of the effectiveness of strategies implemented with reference to pupil outcomes, the School Improvement plan and School Development Plan.

The school strives to achieve value for money in all areas of procurement despite ever increasing costs. Services and contracts are regularly reviewed for fitness for purpose. A new copier contract this year gave us much improved cost effective devices, together with a new cleaning contract which has enhanced the cleaning provision in school.

Increasing costs have proved challenging in all areas, but energy supplies are proving to be exceptionally problematic. However, the school persists in finding the best deals and is pursuing energy saving strategies such as installing LED lighting and where possible, aims to reduce energy usage.

The school continues to be a member of BASS and GSHA - this enables us to undertake more rigorous benchmarking against similar organisations in order to ensure we utilise our resources efficiently and provide value for money for the tax-payer.

The academy is completely committed to raising student attainment in every respect. Results continue to improve. Further details can be found on the academy's website: www.strschool.co.uk.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust 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 Sir Thomas Rich's School for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The Trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of Trustees.

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 Trustees;
- regular reviews by the finance, audit, risk management and health & safety committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- identification and management of risks.

The board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Mrs J Carrington, a trustee, to carry out a programme of internal checks.

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

The reviewer's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular, the checks carried out in the current period included reviews of:

- risk management procedures
- corporate governance
- systems and procedures in place over procurement
- payroll procedures
- high value contracts

On a regular basis, the reviewer reports to the board of Trustees through the finance, audit, risk management and health & safety committee on the operation of the systems of control and on the discharge of the financial responsibilities of the board of Trustees, and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The Board of Trustees consider the internal reviewer function to have been delivered in line with the schedule of works planned. There have been no material control issues arising from the internal reviewer reports thus far.

Conflicts of Interest

In accordance with statutory requirements as set out in the Academy Trust Handbook and the Charity Commission law, The Trustees and the Clerk regularly reviews any potential conflicts of interest. This ensures that any personal or business interests, either direct or indirect, does not influence any decisions made within the Trust. The Clerk requests personal and business disclosures regularly from all Board members and reports back to the Board as necessary.

Review of effectiveness

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

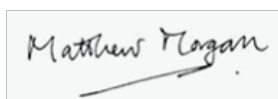
- the work of the internal reviewer;
- the work of the external auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development 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 finance, audit, risk management and health & safety committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of Trustees on 14 December 2022 and signed on its behalf by:



T R Grogan
Chair



M S R Morgan
Headmaster and Accounting Officer

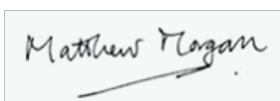
SIR THOMAS RICH'S SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2022

As accounting officer of Sir Thomas Rich's School, I have considered my responsibility to notify the academy trust board of trustees and the Education and 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 Academy Trust Handbook 2021.

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of 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 Academy Trust Handbook 2021.

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



M S R Morgan
Accounting Officer

14 December 2022

SIR THOMAS RICH'S SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees (who are also the directors of Sir Thomas Rich's School for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2021 to 2022 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare accounts for each financial year. Under company law, the Trustees must not approve the accounts 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 accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the board of trustees on 14 December 2022 and signed on its behalf by:



T R Grogan
Chair

SIR THOMAS RICH'S SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SIR THOMAS RICH'S SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2022

Opinion

We have audited the accounts of Sir Thomas Rich's School for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the academy trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The Trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

SIR THOMAS RICH'S SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SIR THOMAS RICH'S SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated 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 accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the Trustees 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 Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

SIR THOMAS RICH'S SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SIR THOMAS RICH'S SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

SIR THOMAS RICH'S SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SIR THOMAS RICH'S SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Use of our report

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

Azets Audit Services

**Katherine Parkin (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

20 December 2022
.....

**Chartered Accountants
Statutory Auditor**

Epsilon House
The Square
Gloucester Business Park
Gloucester
United Kingdom
GL3 4AD

SIR THOMAS RICH'S SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SIR THOMAS RICH'S SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2022

In accordance with the terms of our engagement letter dated 13 September 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Sir Thomas Rich's School during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Sir Thomas Rich's School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Sir Thomas Rich'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 Sir Thomas Rich's School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Sir Thomas Rich's School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Sir Thomas Rich's School's funding agreement with the Secretary of State for Education dated 1 October 2010 and the Academy Trust Handbook 2021, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

SIR THOMAS RICH'S SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SIR THOMAS RICH'S SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Azets Audit Services

Reporting Accountant

Azets Audit Services

Dated: 20 December 2022

SIR THOMAS RICH'S SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £ £		Total 2022 £	Total 2021 £
Income and endowments from:						
Donations and capital grants	3	82,195	18,902	49,692	150,789	415,006
Charitable activities:						
- Funding for educational operations	4	6,860	6,476,502	-	6,483,362	5,775,384
- Funding for teaching schools		-	-	-	-	40,000
Other trading activities	5	84,730	-	-	84,730	18,768
Investments	6	125	-	-	125	128
Total		173,910	6,495,404	49,692	6,719,006	6,249,286
Expenditure on:						
Raising funds	7	85,979	-	-	85,979	10,451
Charitable activities:						
- Educational operations	8	-	6,644,486	750,552	7,395,038	6,537,952
- Teaching Schools		-	21,779	-	21,779	40,717
Total	7	85,979	6,666,265	750,552	7,502,796	6,589,120
Net income/(expenditure)		87,931	(170,861)	(700,860)	(783,790)	(339,834)
Transfers between funds	17	-	(264,280)	264,280	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension schemes	25	-	2,240,000	-	2,240,000	(446,000)
Net movement in funds		87,931	1,804,859	(436,580)	1,456,210	(785,834)
Reconciliation of funds						
Total funds brought forward		1,159,293	(1,514,383)	20,419,422	20,064,332	20,850,166
Total funds carried forward		1,247,224	290,476	19,982,842	21,520,542	20,064,332

SIR THOMAS RICH'S SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Comparative year information Year ended 31 August 2021	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2021
		£	£	£	£
Income and endowments from:					
Donations and capital grants	3	263,105	22,024	129,877	415,006
Charitable activities:					
- Funding for educational operations	4	10,719	5,764,665	-	5,775,384
- Funding for teaching schools		-	40,000	-	40,000
Other trading activities	5	18,768	-	-	18,768
Investments	6	128	-	-	128
Total		292,720	5,826,689	129,877	6,249,286
Expenditure on:					
Raising funds	7	10,451	-	-	10,451
Charitable activities:					
- Educational operations	8	10,719	5,807,807	719,426	6,537,952
- Teaching Schools		-	40,717	-	40,717
Total	7	21,170	5,848,524	719,426	6,589,120
Net income/(expenditure)		271,550	(21,835)	(589,549)	(339,834)
Transfers between funds	17	-	(137,320)	137,320	-
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	25	-	(446,000)	-	(446,000)
Net movement in funds		271,550	(605,155)	(452,229)	(785,834)
Reconciliation of funds					
Total funds brought forward		887,743	(909,228)	20,871,651	20,850,166
Total funds carried forward		1,159,293	(1,514,383)	20,419,422	20,064,332

SIR THOMAS RICH'S SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2022

		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	12		20,089,737		20,541,170
Current assets					
Debtors	13	187,701		324,451	
Cash at bank and in hand		2,062,829		1,926,469	
		<u>2,250,530</u>		<u>2,250,920</u>	
Current liabilities					
Creditors: amounts falling due within one year	14	(218,618)		(153,139)	
Net current assets			<u>2,031,912</u>		<u>2,097,781</u>
Total assets less current liabilities			<u>22,121,649</u>		<u>22,638,951</u>
Creditors: amounts falling due after more than one year	16		(79,107)		(111,619)
Net assets before defined benefit pension scheme liability			<u>22,042,542</u>		<u>22,527,332</u>
Defined benefit pension scheme liability	25		(522,000)		(2,463,000)
Total net assets			<u>21,520,542</u>		<u>20,064,332</u>
Funds of the academy trust:					
Restricted funds	17				
- Fixed asset funds			19,982,842		20,419,422
- Restricted income funds			812,476		948,617
- Pension reserve			(522,000)		(2,463,000)
Total restricted funds			<u>20,273,318</u>		<u>18,905,039</u>
Unrestricted income funds	17		<u>1,247,224</u>		<u>1,159,293</u>
Total funds			<u>21,520,542</u>		<u>20,064,332</u>

The accounts on pages 26 to 51 were approved by the Trustees and authorised for issue on 14 December 2022 and are signed on their behalf by:



T R Grogan
Chair

Company Number 07331954

SIR THOMAS RICH'S SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Net cash provided by operating activities	21		399,948		217,078
Cash flows from investing activities					
Dividends, interest and rents from investments		125		128	
Capital grants from DfE Group		24,692		99,876	
Capital funding received from sponsors and others		45,000		75,045	
Purchase of tangible fixed assets		(299,119)		(169,500)	
Net cash (used in)/provided by investing activities			(229,302)		5,549
Cash flows from financing activities					
Repayment of long term bank loan		(31,977)		(9,041)	
Finance costs		(2,309)		(4,146)	
Net cash used in financing activities			(34,286)		(13,187)
Net increase in cash and cash equivalents in the reporting period			136,360		209,440
Cash and cash equivalents at beginning of the year			1,926,469		1,717,029
Cash and cash equivalents at end of the year			2,062,829		1,926,469

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

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

1.1 Basis of preparation

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

1.2 Going concern

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

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 period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised 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.

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

Donations

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

Other income

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

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.

1.5 Tangible fixed assets and depreciation

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require 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.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

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

Leasehold land and buildings	2%
Leasehold improvements	5-15%
Computer equipment	33%
Fixtures & fittings	15-20%
Motor vehicles	25%

On conversion the trustees agreed to base their valuation of land and buildings on insurance valuation. This was chosen in favour of having a formal valuation done as the cost of a formal valuation was considered to be onerous compared with the additional benefit derived by the users of the accounts.

Due to the academy buildings being deemed specialist in nature and therefore not traded in an open market, insurance valuation was deemed to be a reasonable estimate of depreciated replacement cost of recognition purposes.

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.

1.6 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.

1.7 Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.8 Leased assets

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

1.9 Financial instruments

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 Taxation

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

1.11 Pensions benefits

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 and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated 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 based on quadrennial valuations using a prospective unit credit method. The 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 are 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 net income or expenditure 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.

1.12 Fund accounting

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

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency, Department for Education, private sponsors and school fund account.

1.13 Long leasehold buildings

The academy has a 125 year lease for the property it operates from. The terms and conditions attached to the lease have been considered by the Trustees and they have concluded that the risk and rewards of ownership have substantially transferred to the Academy and therefore a long leasehold buildings asset has been recognised within fixed assets and depreciated in line with the accounting policy.

1.14 Agency arrangements

The academy trust acts as an agent in distributing certain monies to students, for example 16-19 Bursary funding from ESFA in so far as these are not discretionary in nature.

1.15 Employee benefits

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Capital grants	-	24,692	24,692	99,876
Other donations	82,195	43,902	126,097	315,130
	<u>82,195</u>	<u>68,594</u>	<u>150,789</u>	<u>415,006</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
DfE/ESFA grants				
General annual grant (GAG)	-	5,697,576	5,697,576	5,256,930
Other DfE/ESFA grants:				
Pupil premium	-	50,519	50,519	37,486
Supplementary Grant	-	54,223	54,223	-
Teachers pension grants	-	77,234	77,234	210,674
Teachers pay grants	-	27,332	27,332	74,555
Teachng schools grants	-	-	-	40,000
Others	-	52,108	52,108	158,785
	-	5,958,992	5,958,992	5,778,430
Other government grants				
Local authority grants	-	27,188	27,188	6,877
COVID-19 additional funding				
DfE/ESFA				
Catch-up premium	-	6,000	6,000	-
Other funding				
School fund	-	475,016	475,016	-
Other incoming resources	6,860	9,306	16,166	30,077
	6,860	484,322	491,182	30,077
Total funding	6,860	6,476,502	6,483,362	5,815,384

The academy received £6,000 of funding for catch-up premium and costs incurred in respect of this funding totalled £11,998.

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Hire of facilities and services	84,730	-	84,730	18,768

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Short term deposits	125	-	125	128

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2022 £	Total 2021 £
Expenditure on raising funds					
- Direct costs	53,789	-	-	53,789	6,352
- Allocated support costs	-	29,171	3,019	32,190	4,099
Academy's educational operations					
- Direct costs	4,143,118	-	864,529	5,007,647	4,436,416
- Allocated support costs	978,874	1,139,515	269,002	2,387,391	2,101,536
Teaching Schools					
- Direct costs	14,152	-	-	14,152	30,815
- Allocated support costs	7,627	-	-	7,627	9,902
	<u>5,197,560</u>	<u>1,168,686</u>	<u>1,136,550</u>	<u>7,502,796</u>	<u>6,589,120</u>

Net income/(expenditure) for the year includes:

	2022 £	2021 £
Fees payable to auditor for:		
- Audit	13,250	11,005
- Other services	3,450	3,355
- Assurance services other than audit	3,395	3,055
Operating lease rentals	10,968	7,362
Depreciation of tangible fixed assets	750,552	719,426
Bank and loan interest	2,309	4,146
Net interest on defined benefit pension liability	42,000	33,000
	<u>799,319</u>	<u>798,350</u>

8 Charitable activities

	2022 £	2021 £
All from restricted funds:		
Direct costs		
Educational operations	5,007,647	4,436,416
Teaching Schools	14,152	30,815
Support costs		
Educational operations	2,387,391	2,101,536
Teaching Schools	7,627	9,902
	<u>7,416,817</u>	<u>6,578,669</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

8 Charitable activities (Continued)

	Teaching Schools £	Educational operations £	Total 2022 £	Total 2021 £
Analysis of support costs				
Support staff costs	7,627	952,778	960,405	773,502
Depreciation	-	750,552	750,552	719,426
Technology costs	-	13,627	13,627	12,288
Premises costs	-	388,963	388,963	373,736
Legal costs	-	7,092	7,092	9,299
Other support costs	-	228,188	228,188	177,705
Governance costs	-	46,191	46,191	45,482
	<u>7,627</u>	<u>2,387,391</u>	<u>2,395,018</u>	<u>2,111,438</u>

9 Staff

Staff costs

Staff costs during the year were:

	2022 £	2021 £
Wages and salaries	3,677,512	3,508,641
Social security costs	375,078	348,231
Pension costs	1,119,970	978,960
Staff costs - employees	<u>5,172,560</u>	<u>4,835,832</u>
Staff restructuring costs	25,000	-
Total staff expenditure	<u><u>5,197,560</u></u>	<u><u>4,835,832</u></u>

Staff restructuring costs comprise:

Severance payments	<u>25,000</u>	<u>-</u>
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Severance payments

The Academy paid 1 severance payment in the year, disclosed in the following bands:

0 - £25,000 1

Special staff severance payments

Included in staff restructuring costs are special severance payments totalling £25,000 (2021: £Nil). Individually, the payments were: £25,000.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

9 Staff (Continued)

Staff numbers

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

	2022 Number	2021 Number
Teachers	63	64
Administration and support	149	107
Management	7	7
	<u>219</u>	<u>178</u>

Higher paid staff

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

	2022 Number	2021 Number
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	-	1
In the band £90,001 - £100,000	1	1
	<u>1</u>	<u>1</u>

Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £657,318 (2021: £642,185).

10 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy. The Headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff members under their contracts of employment, and not in respect of their services as trustees.

The value of trustees' remuneration and other benefits was as follows:

- M S R Morgan (Headmaster and accounting officer)
- Remuneration £N/A (2021: £50,000 - £55,000)
 - Pension £N/A (2021: £10,000 - £15,000)

- I M Birchall (staff)
- Remuneration £N/A (2021: £15,000 - £20,000)
 - Pension £N/A (2021: £5,000 - £10,000)

- M T Lynch (staff)
- Remuneration £N/A (2021: £15,000 - £20,000)
 - Pension £N/A (2021: £1 - £5,000)

During the year, no trustees received any reimbursement of expenses (2021: £Nil).

Other related party transactions involving the Trustees are set out within the Related party transactions note.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

11 Trustees' and officers' insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2022 was £216 (2021: £216). The cost of this insurance is included in the total insurance cost.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

12 Tangible fixed assets	Leasehold land and buildings	Leasehold improvements	Computer equipment	Fixtures & Motor vehicles fittings	Total
	£	£	£	£	£
Cost					
At 1 September 2021	22,852,525	3,051,807	527,062	400,809	26,886,903
Additions	-	132,897	110,349	55,873	299,119
At 31 August 2022	22,852,525	3,184,704	637,411	456,682	27,186,022
Depreciation					
At 1 September 2021	4,435,750	1,130,828	447,970	276,485	6,345,733
Charge for the year	457,051	171,156	72,218	50,127	750,552
At 31 August 2022	4,892,801	1,301,984	520,188	326,612	7,096,285
Net book value					
At 31 August 2022	17,959,724	1,882,720	117,223	130,070	20,089,737
At 31 August 2021	18,416,775	1,920,979	79,092	124,324	20,541,170

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

12 Tangible fixed assets

(Continued)

The academy leases land and buildings from Gloucestershire County Council.

13 Debtors

	2022	2021
	£	£
Trade debtors	22,373	-
VAT recoverable	67,847	25,835
Other debtors	808	14,807
Prepayments and accrued income	96,673	283,809
	<u>187,701</u>	<u>324,451</u>

14 Creditors: amounts falling due within one year

	2022	2021
	£	£
Government loans	29,875	29,340
Trade creditors	2,467	23,999
Accruals and deferred income	186,276	99,800
	<u>218,618</u>	<u>153,139</u>

15 Deferred income

	2022	2021
	£	£
Deferred income is included within:		
Creditors due within one year	128,355	33,365
	<u>128,355</u>	<u>33,365</u>
Deferred income at 1 September 2021	33,365	33,423
Released from previous years	(32,865)	(24,613)
Resources deferred in the year	127,855	24,555
	<u>128,355</u>	<u>33,365</u>
Deferred income at 31 August 2022	<u>128,355</u>	<u>33,365</u>

At the balance sheet date the academy trust was holding funds received in advance in relation to school funds (2021: for school funds).

16 Creditors: amounts falling due after more than one year

	2022	2021
	£	£
Government loans	79,107	111,619
	<u>79,107</u>	<u>111,619</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

16 Creditors: amounts falling due after more than one year	(Continued)	
Analysis of loans	2022 £	2021 £
Wholly repayable within five years	108,982	140,959
Less: included in current liabilities	(29,875)	(29,340)
	<hr/>	<hr/>
Amounts included above	79,107	111,619
	<hr/>	<hr/>
Loan maturity		
Debt due in one year or less	29,875	29,340
Due in more than one year but not more than two years	30,420	29,875
Due in more than two years but not more than five years	48,687	81,744
	<hr/>	<hr/>
	108,982	140,959
	<hr/>	<hr/>

A loan of £150,000 from ESFA was provided in 2020 as part of the SSEF capital grant awarded in 2019. The loan attracts an interest rate of 1.81% p.a. and is repayable over 5 years from September 2020.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

17 Funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
General Annual Grant (GAG)	323,467	5,697,576	(5,624,866)	(264,701)	131,476
Pupil premium	985	50,519	(23,220)	-	28,284
Catch-up premium	6,441	6,000	(11,998)	-	443
Teachers pension grants	-	77,234	(77,234)	-	-
Other DfE/ESFA grants	13,543	133,663	(79,468)	-	67,738
Other government grants	14,767	27,188	(38,635)	1,564	4,884
Teaching Schools	22,922	-	(21,779)	(1,143)	-
School fund	275,611	475,016	(462,171)	-	288,456
Other restricted funds	290,881	28,208	(27,894)	-	291,195
Pension reserve	(2,463,000)	-	(299,000)	2,240,000	(522,000)
	<u>(1,514,383)</u>	<u>6,495,404</u>	<u>(6,666,265)</u>	<u>1,975,720</u>	<u>290,476</u>
Restricted fixed asset funds					
Inherited on conversion	118,897	-	(3,023)	-	115,874
DfE group capital grants	5,438,502	24,692	(227,453)	-	5,235,741
Capital expenditure from GAG	384,859	-	(97,624)	232,303	519,538
Other grants and donations	498,954	25,000	(57,520)	-	466,434
Capital expenditure from unrestricted funds	77,569	-	(5,690)	-	71,879
Donations - capital	14,041,600	-	(359,242)	-	13,682,358
SSEF loan	(140,959)	-	-	31,977	(108,982)
	<u>20,419,422</u>	<u>49,692</u>	<u>(750,552)</u>	<u>264,280</u>	<u>19,982,842</u>
Total restricted funds	<u>18,905,039</u>	<u>6,545,096</u>	<u>(7,416,817)</u>	<u>2,240,000</u>	<u>20,273,318</u>
Unrestricted funds					
General funds	<u>1,159,293</u>	<u>173,910</u>	<u>(85,979)</u>	<u>-</u>	<u>1,247,224</u>
Total funds	<u>20,064,332</u>	<u>6,719,006</u>	<u>(7,502,796)</u>	<u>2,240,000</u>	<u>21,520,542</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

17 Funds

(Continued)

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

The restricted general fund includes GAG and other grants receivable from the ESFA, Local Authority and other private sponsors towards the academy trust's educational activities. School funds held in respect of educational visits and events are also included in the restricted general fund.

The restricted fixed asset fund includes amounts receivable from the ESFA and other private sponsors in respect of tangible fixed assets held for academy trust use.

Transfers between the GAG fund, other restricted funds, unrestricted funds and the restricted fixed asset fund relate to asset purchases from these funds.

The pension reserve relates to the academy trust's share of the deficit of the Local Government Pension Scheme overseen by the Local Authority.

The academy trust is not subject to GAG carried forward limits.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

17 Funds

(Continued)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	290,777	5,256,930	(5,086,920)	(137,320)	323,467
Teachers pension grants	-	210,674	(210,674)	-	-
Teachers pay grants	-	74,555	(74,555)	-	-
Covid-19 catch up premium	-	56,760	(50,319)	-	6,441
Other DfE/ESFA grants	19,428	196,271	(144,411)	-	71,288
Other government grants	10,433	(49,883)	(2,543)	-	(41,993)
Teaching Schools	23,639	40,000	(40,717)	-	22,922
School fund	305,611	-	(30,000)	-	275,611
Other restricted funds	294,884	41,382	(45,385)	-	290,881
Pension reserve	(1,854,000)	-	(163,000)	(446,000)	(2,463,000)
	<u>(909,228)</u>	<u>5,826,689</u>	<u>(5,848,524)</u>	<u>(583,320)</u>	<u>(1,514,383)</u>
Restricted fixed asset funds					
Inherited on conversion	121,920	-	(3,023)	-	118,897
DfE group capital grants	5,561,908	99,876	(223,282)	-	5,438,502
Capital expenditure from GAG	327,853	-	(71,273)	128,279	384,859
Other grants and donations	526,200	30,001	(57,247)	-	498,954
Capital expenditure from unrestricted funds	82,927	-	(5,358)	-	77,569
Donations - capital	14,400,843	-	(359,243)	-	14,041,600
SSEF loan	(150,000)	-	-	9,041	(140,959)
	<u>20,871,651</u>	<u>129,877</u>	<u>(719,426)</u>	<u>137,320</u>	<u>20,419,422</u>
Total restricted funds	<u>19,962,423</u>	<u>5,956,566</u>	<u>(6,567,950)</u>	<u>(446,000)</u>	<u>18,905,039</u>
Unrestricted funds					
General funds	<u>887,743</u>	<u>292,720</u>	<u>(21,170)</u>	<u>-</u>	<u>1,159,293</u>
Total funds	<u>20,850,166</u>	<u>6,249,286</u>	<u>(6,589,120)</u>	<u>(446,000)</u>	<u>20,064,332</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	20,089,737	20,089,737
Current assets	1,247,224	1,001,216	2,090	2,250,530
Creditors falling due within one year	-	(188,740)	(29,878)	(218,618)
Creditors falling due after one year	-	-	(79,107)	(79,107)
Defined benefit pension liability	-	(522,000)	-	(522,000)
Total net assets	1,247,224	290,476	19,982,842	21,520,542

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	-	-	20,541,170	20,541,170
Current assets	1,159,293	1,048,155	43,472	2,250,920
Creditors falling due within one year	-	(99,538)	(53,601)	(153,139)
Creditors falling due after one year	-	-	(111,619)	(111,619)
Defined benefit pension liability	-	(2,463,000)	-	(2,463,000)
Total net assets	1,159,293	(1,514,383)	20,419,422	20,064,332

19 Capital commitments

At 31 August 2022 the Academy had capital commitments totalling £Nil (2021: £Nil).

20 Long-term commitments, including operating leases

At 31 August 2022 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2022 £	2021 £
Amounts due within one year	13,547	2,128
Amounts due in two and five years	30,338	-
	43,885	2,128

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

21 Reconciliation of net expenditure to net cash flow from operating activities	2022 £	2021 £
Net expenditure for the reporting period (as per the statement of financial activities)	(783,790)	(339,834)
Adjusted for:		
Capital grants from DfE and other capital income	(49,692)	(129,877)
Investment income receivable	(125)	(128)
Finance costs payable	2,309	4,146
Defined benefit pension costs less contributions payable	257,000	130,000
Defined benefit pension scheme finance cost	42,000	33,000
Depreciation of tangible fixed assets	750,552	719,426
Decrease/(increase) in debtors	116,750	(203,601)
Increase in creditors	64,944	3,946
Net cash provided by operating activities	<u>399,948</u>	<u>217,078</u>

22 Analysis of changes in net funds	1 September 2021 £	Cash flows £	31 August 2022 £
Cash	1,926,469	136,360	2,062,829
Loans falling due within one year	(29,340)	(535)	(29,875)
Loans falling due after more than one year	(111,619)	32,512	(79,107)
	<u>1,785,510</u>	<u>168,337</u>	<u>1,953,847</u>

23 Contingent liabilities

At 31 August 2022 the Academy had contingent liabilities totalling £Nil (2021: £Nil).

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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

25 Pension and similar obligations

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 Gloucestershire County Council. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

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

Teachers' Pension Scheme

Introduction

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

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

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% employer administration charge)
- 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to the TPS in the period amounted to £641,201 (2021: £626,608).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

25 Pension and similar obligations

(Continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 28.35% for employers and 5.5-12.5% for employees.

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

Total contributions made	2022	2021
	£	£
Employer's contributions	224,000	223,000
Employees' contributions	47,000	45,000
	<hr/>	<hr/>
Total contributions	271,000	268,000
	<hr/> <hr/>	<hr/> <hr/>

Principal actuarial assumptions	2022	2021
	%	%
Rate of increase in salaries	3.35	3.2
Rate of increase for pensions in payment/inflation	3.05	2.9
Discount rate for scheme liabilities	4.25	1.65
Inflation assumption (CPI)	3.05	2.9
Commutation of pensions to lump sums pre-April 2008	35	35
Commutation of pensions to lump sums post-April 2008	68	68
	<hr/> <hr/>	<hr/> <hr/>

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

	2022	2021
	Years	Years
Retiring today		
- Males	21.7	21.9
- Females	24.1	24.3
Retiring in 20 years		
- Males	22.6	22.9
- Females	25.8	26.0
	<hr/> <hr/>	<hr/> <hr/>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

25 Pension and similar obligations

(Continued)

Scheme liabilities would have been affected by changes in assumptions as follows:

	2022	2021
	£	£
Discount rate + 0.1%	(70,000)	(117,000)
Discount rate - 0.1%	70,000	117,000
Mortality assumption + 1 year	121,000	195,000
Mortality assumption - 1 year	(121,000)	(195,000)
CPI rate + 0.1%	65,000	106,000
CPI rate - 0.1%	(65,000)	(106,000)
	<u> </u>	<u> </u>

The academy trust's share of the assets in the scheme

	2022	2021
	Fair value	Fair value
	£	£
Equities	1,700,000	1,695,000
Bonds	475,000	509,000
Cash	50,000	48,000
Property	275,000	170,000
	<u> </u>	<u> </u>
Total market value of assets	2,500,000	2,422,000
	<u> </u>	<u> </u>

The actual return on scheme assets was £(137,000) (2021: £368,000).

Amount recognised in the statement of financial activities

	2022	2021
	£	£
Current service cost	481,000	353,000
Interest income	(42,000)	(33,000)
Interest cost	84,000	66,000
	<u> </u>	<u> </u>
Total operating charge	523,000	386,000
	<u> </u>	<u> </u>

Changes in the present value of defined benefit obligations

	2022	2021
	£	£
At 1 September 2021	4,885,000	3,682,000
Current service cost	481,000	353,000
Interest cost	84,000	66,000
Employee contributions	47,000	45,000
Actuarial (gain)/loss	(2,419,000)	781,000
Benefits paid	(56,000)	(42,000)
	<u> </u>	<u> </u>
At 31 August 2022	3,022,000	4,885,000
	<u> </u>	<u> </u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

25 Pension and similar obligations

(Continued)

Changes in the fair value of the academy trust's share of scheme assets

	2022 £	2021 £
At 1 September 2021	2,422,000	1,828,000
Interest income	42,000	33,000
Actuarial loss/(gain)	(179,000)	335,000
Employer contributions	224,000	223,000
Employee contributions	47,000	45,000
Benefits paid	(56,000)	(42,000)
	<u>2,500,000</u>	<u>2,422,000</u>
At 31 August 2022	<u>2,500,000</u>	<u>2,422,000</u>

26 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust 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.

No related party transactions took place in the period of account (2021: None) other than certain trustees' remuneration and expenses already disclosed in the Trustees' remuneration and expenses note.