

Company Registration No. 07451660 (England and Wales)

**WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

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# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

Paul Martin  
David Bower  
Mark Hewett (resigned 24 November 2021)  
Richard Lloyd  
Timothy French  
Carmal Pestell (appointed 13 July 2021)

### Trustees

Antonia Rubin (Chair of Trustees from 9 December 2020)  
Elizabeth Bone (Headteacher and Accounting Officer)  
Radhika Bajaj (Appointed 12 January 2021)  
Emily Barnett  
Rebecca Blackmore (Resigned 20 November 2020)  
Clive Bygrave (Resigned 27 October 2020)  
Anna Colombatti (Appointed 20 April 2021)  
Steven Doyle  
Chris Eades (Appointed 20 April 2021)  
Timothy French (Chair of Trustees to 8 December 2020) (Resigned 8 December 2020)  
Gerard Garcia (Resigned 23 October 2020)  
Jane Gould (Appointed 8 December 2020)  
James Hill  
Elizabeth Kinnersley  
Emily Leonard (Appointed 20 April 2021)  
Neviat Pandya (Appointed 20 April 2021)  
Carmal Pestell (Resigned 13 July 2021)  
Linda Stevens (Chair of Leadership & Management Committee )  
(Appointed 12 January 2021 and resigned 24 November 2021)  
Yasmin Ullah (Appointed 12 January 2021 and resigned 18 May 2021)  
Nicholas Ulycz (Appointed 12 January 2021)

### Senior management team

- Headteacher and Accounting Officer	Elizabeth Bone
- Deputy Headteacher	Sophie Clark
- Deputy Headteacher	Veronique Ricks
- Senior Assistant Headteacher	Ken MacSporran
- Assistant Headteacher	Chris Love
- Assistant Headteacher	Aimee Beasley
- Assistant Headteacher	Jo Barker-Platt
- Associate Assistant Headteacher	Kristian Fidock
- Assistant Headteacher (from 1 September 2020)	Amie Jones
- Family Liaison Manager; Lead DSL	Chantelle Waul
- Director of Inclusion (from 1 September 2021)	Jake Gladman

### Company registration number

07451660 (England and Wales)

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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**Principal and registered office** Weald of Kent Grammar School  
Tudeley Lane  
Tonbridge  
Kent  
TN9 2JP  
England

**Independent auditor** Azets Audit Services  
Greytown House  
221-227 High Street  
Orpington  
Kent  
BR6 0NZ  
United Kingdom

**Bankers** Lloyds Banking Group  
PO Box 1000  
BX1 1LT  
United Kingdom

**Solicitors** KCC Legal Services  
Sessions House  
County Hall  
Maidstone  
Kent  
ME14 1XQ  
United Kingdom

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 AUGUST 2021*

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The trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The academy trust operates an academy for pupils aged 11 to 18 serving a catchment area in Kent and the fringes of neighbouring counties of East Sussex, West Sussex and the London Borough of Bromley. The Academy operates over two sites; the main site being located in Tonbridge, and a growing site in Sevenoaks which opened in September 2017 with Year 7 students.

The Academy has a pupil capacity of 1,986, with a roll of 1,816 per the school census in May 2021.

#### **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 Weald of Kent Grammar School.

The trustees of Weald of Kent Grammar School Academy Trust 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.

##### 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

Subject to the provisions of the Companies Act 2006, every Trustee and Officer of the Academy shall be indemnified out of the assets of the Academy against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which they are acquitted or in connection with any application in which relief is granted to each individual by the court from liability for negligence, default, breach of trust or breach of duty in relation to the Academy Trust.

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

##### Method of recruitment and appointment or election of trustees

The number of Trustees shall be not less than three and is not subject to any maximum. The term of office of any Trustee shall be four years. Future Trustees shall be appointed or elected in accordance with the articles of association of the Trust. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re-appointed or re-elected.

The Trust's Members may appoint up to fifteen Trustees and make the necessary arrangements for the appointment of Trustees. Parent Trustees are elected by Parents of registered students at Weald of Kent Grammar School (in accordance with article 53; the full articles of association can be found on the Trust website). The only member of staff that will be a Trustee is the Headteacher due to her role. Full details of Trustee appointments can be found in the Academy's Articles of Association.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2021*

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#### Policies and procedures adopted for the induction and training of trustees

An induction programme is available to all new Trustees, this includes a meeting with the Headteacher and Chair of Trustees, a tour of the School sites and receiving a variety of Academy documents including the Trustee Induction Handbook which is reviewed annually. Trustees are disclosure checked and registered with KCC Governor Services immediately to receive the relevant information and welcome packs. They are also provided with an annual training programme for both internal workshops/training and external specific Trustee courses. The Trust also uses Hays Education Training Platform. In addition, to the Trust Board meetings, two training and planning meetings are arranged each year.

#### Organisational structure

The structure of the Academy consists of four levels: Members, Trustees, Senior Leadership Group and the Management Team. The aim of this structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Members' key responsibilities are to hold the whole Trust Board to account for the successful governance of the Trust, to appoint certain categories of Trustee to the Board, to amend the articles of association of the Trust and to appoint/remove the Trust's auditors.

The Trustees are responsible for setting strategy and adopting a school evaluation and development plan. They monitor the performance of the Academy with the use of budgets and supported by links to the Senior Leadership Group through the four Trustee Groups.

The Trust Board meets in full five times a year.

Three Trustee Groups meet in addition to the full board during the year to monitor specific areas which mirror the operational imperatives of Leadership & Management, Quality of Education, Quality of Care and Safeguarding.

The Leadership & Management Committee, which includes the Headteacher, Chair of Trustees, Chief Finance Officer and three other Trustees, focus on strategic direction. This Committee also covers the responsibilities of the Finance, Audit and Premises Committee and the Pay Committee.

Decisions are subject to scrutiny by the Trust Board; however, some decisions are delegated down to the Trustee Groups. These Groups are comprised of Trustees based on their individual skill sets. The underlying school strategy document drives the annual School Evaluation & Development Plan, which highlights areas of improvement for the academic year. These Groups work closely with the relevant staff to ensure objectives are being met and report back up to the Trust Board. All such Group meetings are minuted for overview by the full Trust Board.

The Senior Leadership Group comprises the Headteacher (Accounting Officer), two Deputy Headteachers, Senior Assistant Headteacher, four Assistant Headteachers, the Chief Operations Officer, the Family Liaison Manager and the Director of Inclusion. These leaders control the Academy at an executive level implementing the policies laid down by the Trustees and reporting back to them.

As a group, the Senior Leaders are responsible for the authorisation of spending within agreed budgets and the appointment of staff to the agreed staffing structure. The appointment panels for posts in the Senior Leadership Group contain a Trustee wherever possible.

The Management Team comprises the Senior Leadership Group, Heads of Departments for each subject, with Assistant Heads of Department for larger subject areas, five Heads of Years, a Head of Sixth Form, one Lead Practitioner, the SENCo team and an extra-curricular lead. These managers are responsible for the day to day operation of the Academy, in particular organising the teaching staff, facilities and students.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2021*

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Some spending control is devolved to members of the Management Team, with limits for when a Senior Leader must countersign.

The Academy Trust is an exceptional organisation, which allows all members of its community to experience academic excellence and achieve personal success. The leadership of the organisation is structured to support staff in the delivery of the key aspects of school life, quality of education, behaviour and attitudes and personal development. This results in every student experiencing high quality learning opportunities both within and outside the curriculum.

The Senior Leadership Group operates around four distinct strands, which although separate operate as a cohesive whole to ensure the effective leadership of the organisation. The four key areas are: Quality of Education, Quality of Care, Leadership and Management and Safeguarding.

Middle leaders are given the freedom to lead their areas as their professional judgment directs, whilst also being offered the support and in turn accountability to be able to be brave, act with integrity and be recognised for their work.

Teachers are leaders in their classrooms, and we believe in allowing them to use their knowledge and understanding of their specialist areas to deliver highly effective learning opportunities for the students in their care. With the guidance and support of Heads of Department and other middle or senior leaders, we seek to create a culture of open discussion around the quality of education and the delivery of a curriculum, which is broad, balanced and inspirational as well as meeting the requirements of the National Curriculum.

Support staff colleagues are recognised equally as leaders in their field and we value the impact that they have on the educational opportunities for our students. As with other leaders in the school, they are offered the support and accountability to be able to drive forward in their respective areas.

We recognise that all that we do is centred on the students that we teach. Every action is taken with a view to improving that experience and allowing the young women, and men in the 6th form, to flourish and uncover their own academic excellence and personal success.

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

The key management personnel of the Academy Trust comprise the Trustees and Senior Leadership Group, as disclosed on Page 1.

The Academy's leadership structure is reviewed annually and is designed to ensure the Academy has the expertise and the capacity to deliver the priorities identified in the School's Strategic Plan. Pay scales are set according to the responsibilities held and benchmarked against market value.

A robust Performance Related Pay Policy is in place to ensure parity across the organisation and appropriate reward and recognition to ensure retention of outstanding leaders.

The Policy and Pay Scales are reviewed annually and approved by the Leadership and Management Committee and also, in respect of the Headteacher, the Performance Appraisal Panel.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Trade union facility time

#### *Relevant union officials*

Number of employees who were relevant union officials during the relevant period	1
Full-time equivalent employee number	1.00

#### *Percentage of time spent on facility time*

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

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

Total cost of facility time	11,184
Total pay bill	7,020,814
Percentage of the total pay bill spent on facility time	0.16%

#### *Paid trade union activities*

Time spent on paid trade union activities as a percentage of total paid facility time hours	0.15%
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### Related parties and other connected charities and organisations

Weald of Kent Grammar School became the lead school in the Kaizen Teaching School Alliance (KTSA) on 1 September 2014. This partnership involves significant collaboration with a variety of local schools and other educational organisations on a number of issues and initiatives. Staff Development, Initial Teacher Training and supporting other schools in need are some of the key priorities. Separate Professional Indemnity Insurance is in place to protect each member school for their teaching school work.

From September 2021 the government ended the funding of all Teaching Schools and instead created Teaching School Hubs covering larger numbers of schools in each region of the country. For East and West Kent the Kent Teaching School Hub (KTSH) was created and is being run by Bennett Memorial. The Trust continues to work in collaboration as they provide the Early Career Teacher provision. The Trust also continues to work with Kent and Medway Training to train teachers.

Since April 2019 and the change in Education and Skills Funding Agency ('ESFA') policy, any goods or services offered by Trustees to the Academy are firstly checked to ensure they are at cost, then are notified to the ESFA prior to the transaction occurring. If there were to be any transaction greater than £20,000 the Trust would need to obtain ESFA approval prior to the transaction occurring. There were no such transactions during the year.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **Objectives and activities**

#### Objects and aims

The principal object and activity of the charitable company is the operation of the Weald of Kent Grammar School to provide education for students of different abilities, who met the admission criteria for a Kent Grammar School, between the ages of 11 and 18.

Weald of Kent is an exceptional organisation, which allows all members of its community to experience academic excellence and personal success. The organisation is structured to support staff in the delivery of key aspects of school life, quality of education and quality of care. This results in every student experiencing high quality learning opportunities both within and without the curriculum.

Everything we do at Weald aims at developing a culture of learning underpinned by our core values:

- Individuality
- Integrity
- Good manners
- Tolerance
- Resilience

By the end of their time with us, we wish our students to:

- Be happy, positive, responsible, ambitious and proactive
- Lead a good life
- Demonstrate resilience and emotional awareness
- Be compassionate and listen to others
- Value modern democracy
- Show great ability, knowledge and skills
- Endeavour to become life-long learners with transferable skills
- Respond effectively and positively to challenges
- Aim to do well
- Think hard
- Get ready for post-18 life in a global and diverse world

In short, to achieve academic excellence and personal success.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2021*

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#### Objectives, strategies and activities

The Academy's main strategy is encompassed in its mission statement which is for all students to achieve Academic Excellence, Personal Success'.

The Core operational targets of the organisation during the year were to mitigate for lost in-person opportunities due to the national shutdown from March 2020 to September 2020 of the previous academic year.

The organisation identified the following priority areas to best support the school community to achieve our overarching strategic aim of Academic Excellence, Personal Success';

- To rethink and reshape our curriculum to address the "post-lockdown" impact on loss of learning as well as bridge the gap in knowledge and skills to prepare all students for the next step in their education.
- To revisit and update our curriculum to make it more diverse and representative of the world we live in and educate all our students on how tackle systemic discrimination, racism and xenophobia.
- To reinvent and refine our teaching and learning practice to incorporate flexible ways to ensure continuity in the education of all our students whether remotely or in-school.
- To adapt our existing intervention and support system to cater for the specific educational needs of our Pupil Premium (PPM), English as an Additional Language (EAL) and most able students, as well as for those whose education has been affected during lockdown.
- To ensure that all students feel safe, are safe, all pastoral leaders are trained Designated Safeguarding Leads (DSLs) and strategies are implemented to address any post lockdown increase in safeguarding cases.
- To improve the overall attendance % for the school by sharpening the focus on challenging cases and re-integration issues post the 2020 Lockdown.
- To deliver a revised PSHCE curriculum that addresses both the mental health and resilience needs of our students post lockdown, but also implements the new guidance for Sex and Relationship Education (SRE).
- To ensure continued compliance with 'Keeping children Safe in Education' September 2020

Alongside these key areas, the Trust continued to deliver;

- High quality teaching and learning opportunities for all students to attain the best possible academic qualifications
- Targeted support for students through specific projects such as Pupil Premium and Covid Catch Up funded projects
- Counselling support
- Other workshop activities

Unfortunately the planned extra-curricular clubs, trips and sporting events were significantly curtailed by ongoing national Covid restrictions.

This year 83% of students secured places at higher education providers. Of these students, 56% transfer to high tariff universities (including Oxbridge and Russell Group). The remaining 17% have either pursued employment and apprenticeship opportunities or continued with further training. The Academy continued to seek to raise the profile of alternative degree routes and apprenticeships.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### Public benefit

In setting our objectives and planning our activities, the trustees have carefully considered the Charity Commission's general guidance on public benefit.

The Trust is an equal opportunity organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, sex, sexual orientation or disability. The Trust will make reasonable adjustments to meet the needs of staff or students who are or become disabled. A member of the Trustee Board has specific responsibility for overseeing and reporting back to the Trustees, the schools work in this area.

The Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share this commitment.

Parents are given regular information about their children's social and academic progress through Parent Evenings, EduLink (secure online data), bulletins, letters and reports. Regular contact with parents is maintained throughout the year.

The Academy was involved in a number of community activities which included raising funds for various charities during the year ended 31 August 2021. These charities included Unicef, Macmillan, Amnesty International, Dementia UK and Mind.

There are various local organisations that hire the Academy's facilities; including the following communities; netball, music, rugby, football, dance, adult education groups, yoga, performing arts, gymnastics, the local authority together with bridge, choir, camera and chess clubs.

The facilities at the Sevenoaks site are also continuing to be popular with the local community, with hirers such as badminton club, hockey club, musical theatre groups, five-a-side football clubs and confidence workshops for adults and children.

## **Strategic report**

### **Achievements and performance**

In the Academic year 2020/21 GCSE and A-Level grades were awarded by teacher assessed grades (TAGS), therefore the most recent assessment data published by the Government is from 2019 and is available from the School's website:

<https://www.wealdofkent.kent.sch.uk/quality-of-education/exams/exams-results>

Further information about our results can be found at:

<https://www.gov.uk/school-performance-tables>

<https://www.jcq.org.uk/examination-results>

### **Admission Statistics for Year 7 entry**

Year Published	Admission Number	Number of Students
2017	265	298
2018	265	302
2019	295	314
2020	295	318
2021	295	319

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2021*

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#### Key performance indicators

The Trustees consider the following key performance indicators (KPI's) for the Academy;

- Ofsted rating of Outstanding retained
- Progress 8 score is at least 0.5
- 70% of A2 entries awarded A\* to B
- Pupil and Staff attendance is maintained at more than 95%
- More than 90% of teaching meets minimum expected standards
- Pupil to teacher and Pupil to staff ratio is in-line or better than national average
- 80% retention of staff who have passed probation and have been observed teaching minimum expected standards / have had a successful performance management
- All staff to receive at least an FTE equivalent of 25 hours of professional development per annum
- Spend on staffing as a percentage of income not to exceed 80%
- Cost per pupil to not exceed 100% of per pupil funding
- Carried forward reserves to be in-line with Reserves policy
- Have 0 red flags on Financial Probity

The Trustees recognise that measurement of these KPIs was interrupted by the required shutdown of the school in January 2021 due to the COVID 19 pandemic. The Trustees were pleased that progress to that date and after the return was positive and was regularly reported at Trustee meetings.

These KPI's will continue to be reviewed within the Leadership and Management Committee meetings going forward and then reported to the full Trust Board.

There is an awareness that the attendance figures will continue to be impacted by COVID 19. Specifically the decision by the government to record Covid absence following a positive Covid test as an illness, rather than an X code for Covid. This will significantly impact attendance figures during the school year, along with students still being legally required to isolate following a positive Covid test, even if they are asymptomatic.

#### 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 board of 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.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### Financial review

Most of the Trust's recurrent income is obtained from the Education and Skills Funding Agency ('ESFA') in the form of grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2021 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

Total revenue grant income received of £9.6m is an increase on the £8.2m in 2020; mainly due to the increase in numbers on roll, along with exceptional funding received for Covid Catch Up Grants, Mass Testing and Free School Meal Vouchers. The Trust also received capital funding of £544k during the year; an increase on the £200k from 2020; £34k of which relates to Devolved Formula Capital, £372k relates to CIF Funding for the Windows project, £77k relates to a one-off donation received from Wolfson Foundation for the Science Block at Tonbridge, £42k relates to a one-off donation from Sports England for the resurface and lighting of the Netball Courts at Tonbridge and £18k relates to funds owed from KCC as we start the Tonbridge Expansion project.

The grant income has been supplemented by other income of £634k (2020: £656k) from sources such as donations, lettings, contributions to trips and catering income; this has been significantly impacted over the last two academic years due to the impact of COVID 19 and related school closures.

The result on revenue funds for the year was a surplus of £184k, compared to a deficit in 2020 of £(215)k.

Self-generated income has significantly reduced these past two financial year due to the impact of COVID 19. Lettings income reduced by £15k (2020: £60k) compared to original prudent budget and catering income reduced by £245k (2020: £270k) that was offset by cost savings of £191k (2020: £222k) to give an overall deficit compared to budget of £54k (2020: £48k).

Due to resignations not immediately replaced and restructures during the period, along with a significant agency contingency which was not all spent; staffing savings of £299k were made in year. This resulted in being able to cover the reduction in income and remain in a surplus position. These were one off savings as positions have been or will be filled in 2021/22.

As at the year end, the Trust had a capital commitment totalling £32k which includes planned expenditure of £21k on the CIF Windows project, and £11k on the LED Lighting upgrade. Although there are plans to spend an additional £1,293k on capital projects during 2021/22 as at the time of preparing this report, the tender processes were still ongoing and no commitments had yet been made.

Overall, the Trust has managed the finances to ensure that there has been no material impact to its' going concern due to COVID 19. The detrimental financial implication of approximately £73k during the year was able to be covered due to contingency savings and not replacing staff leavers straight away. The Trust continues to budget prudently for the likes of Lettings Income, Catering Income, and the potential need for staff supply due to absences within 2021/22.

The 3-year budget plan is linked to whole school priorities and is monitored closely by the Leadership and Management Committee to ensure deliverance according to the Trustees' overall strategic plan.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### Reserves policy

The Trustees review the reserve levels of the Trust throughout the year. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves.

In the past two years, consideration has also been given to the uncertainties of the COVID-19 pandemic.

The Trustees have determined that the appropriate level of free reserves should be in line with 4 weeks' salary costs, which is circa £640k.

Current levels of reserves are significantly greater than the guideline level, standing at £1,413k as at 31 August 2021 before the designation of funds. £234k of these reserves have been allocated towards capital projects which will be carried out in 2021/22. £45k are unspent restricted funds for Covid Catch Up, Pupil Premium and Bursary Funds, which were unable to be spent in 2020/21. £67k is unspent GAG. The remaining funds are all unrestricted. The balance of funds held in excess of the reserves policy is a contingency to cover any potential income shortfall or additional expenses required in 2021/22 due to COVID 19.

At a Trustee meeting in early 2021/22 another £200k of these Reserves were also committed to additional building improvement works at Tonbridge.

The 3 year budget plan shows reserves sitting comfortably around the £914k mark; therefore the Trust is looking into one-off costs that would benefit the school and surrounding communities to invest these surplus balances into.

#### Investment policy

The Trust is careful with the public money we are entrusted with. The Trust will carefully invest any funds that are not required to cover anticipated expenditure and take steps to minimise the risk associated with financial investments whilst ensuring the highest rate of return.

#### Principal risks and uncertainties

The risk register is monitored regularly by the Leadership and Management Committee. For each risk identified, the probability, impact and seriousness have been considered together with appropriate action and avoidance plans. The risks that remain a high level for the Trust are summarised below.

##### Strategic and Reputational risks

- The risk that there will be insufficient demand for the Trust's services. Although the likelihood of this is low due to admission numbers and waiting lists; the impact would be high
- The risk of the impact an uncontrollable event will have on the Trust, such as a global pandemic
- Technological risk of the Trust being subject to a virus attack

##### Operational risks

- Key personnel absence risk
- Supplier delivery risk; such as resources for school and fuel for staff
- The risk of a detrimental impact from Covid on the Wellbeing and Safeguarding of both our staff and pupils

##### Financial risks

- Risk of future funding not increasing in line with increasing expenditure
- Risk of increased mandatory costs outside of our control, such as energy costs

#### **Fundraising**

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2021*

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#### **Plans for future periods**

Our key areas of focus in the coming academic year are:

- Development of a coaching culture across Weald of Kent
- Development of Middle Leadership Capacity at Weald
- Continued focus on staff wellbeing to ensure staff are able to be their best at Weald
- To enhance Quality of Education support for our students academically in order to mitigate the impact of Covid-19 upon students' progress and outcomes
- To review and refine our Teaching and Learning practice at school and departmental levels to ensure we deliver quality first teaching in every lesson in line with our curriculum intent and implementation
- To embed our Curriculum for All Programme as part of our Teaching and Learning practice to educate all our students on the diversity of the world we live in and how to tackle systemic discrimination, racism and xenophobia
- To enhance the Quality of Care support for our students pastorally in order to mitigate the impact of Covid-19 upon students' well-being and outcomes by the appointment of a Director of Inclusion and an increase in capacity of our pastoral team.
- To improve the support of students through enhanced student mentoring.

The Trust continues to develop the site and facilities in order to support Kent with the increased need for girls' grammar places in 2021/22 and 2022/23. Specifically, a tender process is underway for the construction of 3 additional classrooms.

#### **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 2021 and signed on its behalf by:

Antonia Rubin

**Chair of Trustees from 9 December 2020**

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### Scope of responsibility

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

The board of trustees has delegated the day-to-day responsibility to the principal, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Weald Of Kent Grammar School Academy Trust and the Secretary of State for Education. The accounting officer 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 6 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
Antonia Rubin (Chair of Trustees from 9 December 2020)	6	6
Elizabeth Bone (Headteacher and Accounting Officer)	6	6
Radhika Bajaj (Appointed 12 January 2021)	3	4
Emily Barnett	5	6
Rebecca Blackmore (Resigned 20 November 2020)	0	1
Clive Bygrave (Resigned 27 October 2020)	1	1
Anna Colombatti (Appointed 20 April 2021)	3	3
Steven Doyle	6	6
Chris Eades (Appointed 20 April 2021)	3	3
Timothy French (Chair of Trustees to 8 December 2020) (Resigned 8 December 2020)	2	2
Gerard Garcia (Resigned 23 October 2020)	1	1
Jane Gould (Appointed 8 December 2020)	4	4
James Hill	6	6
Elizabeth Kinnersley	5	6
Emily Leonard (Appointed 20 April 2021)	3	3
Neviat Pandya (Appointed 20 April 2021)	3	3
Carmai Pestell (Resigned 13 July 2021)	6	6
Linda Stevens (Chair of Leadership & Management Committee ) (Appointed 12 January 2021 and resigned 24 November 2021)	3	4
Yasmin Ullah (Appointed 12 January 2021 and resigned 18 May 2021)	2	3
Nicholas Ulycz (Appointed 12 January 2021)	1	1

There has been some movement in the Trust Board during the year, new appointments have been made in line with a skills audit undertaken earlier in the year, to ensure that the Trust has significant strengths across all necessary areas of expertise.

A full Skills Audit was undertaken by The Education People during the year, in which the skills, expertise and experience of all Trustees was assessed. New appointments to the Trust Board have been made in line with this skills audit, to ensure that the Trust has significant strengths across all necessary areas of expertise. Trustees are looking into this Skills Audit becoming an annual review.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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The leadership and management committee is a sub-committee of the main board of trustees. Its purpose is to:

oversee the business affairs (in particular, the financial affairs) of the Academy Trust, making recommendations to the Board. This committee also covers the responsibilities of both the Audit Committee and the Pay Committee.

The Committee met 6 times during the year.

Full details of this committee's responsibilities can be found in their Terms of Reference.

Attendance at meetings in the year was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Antonia Rubin (Chair of Trustees from 9 December 2020)	6	6
Elizabeth Bone (Headteacher and Accounting Officer)	6	6
Anna Colombatti (Appointed 20 April 2021)	2	2
Steven Doyle	5	6
Timothy French (Chair of Trustees to 8 December 2020) (Resigned 8 December 2020)		
Gerard Garcia (Resigned 23 October 2020)	1	1
Jane Gould (Appointed 8 December 2020)	1	2
Linda Stevens (Chair of Leadership & Management Committee ) (Appointed 12 January 2021 and resigned 24 November 2021)	3	3
Yasmin Ullah (Appointed 12 January 2021 and resigned 18 May 2021)	1	1

#### **Review of value for money**

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

The 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 board of trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

- LED Lighting replacement programme to reduce energy costs
- Window replacement to reduce energy costs
- Restructure of Learning Support Team
- Audit Tender
- Agreed an expansion at Tonbridge to increase capacity and allow an additional form of entry

#### **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 Weald Of Kent Grammar School Academy Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### **Capacity to handle risk**

The board of 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 2020 to 31 August 2021 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 leadership and management 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 decided to appoint UHY Hacker Young, an audit firm specialising in the Academy sector, to carry out internal audit reviews during the year 1 September 2020 to 31 August 2021.

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

- Data information and security, including GDPR
- Fraud theft and bribery
- Pupil number returns

On a termly basis, the auditor reports to the board of trustees through the leadership and management 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 Internal Auditor delivered their schedule of work as planned, albeit some of the review was carried out remotely due to Covid restrictions. No material control issues arose during the year

### **Review of effectiveness**

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

- the work of the internal auditor;
- the work of the external 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.

# **WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST**

## **GOVERNANCE STATEMENT (CONTINUED)**

***FOR THE YEAR ENDED 31 AUGUST 2021***

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The accounting officer has been advised of the implications of the result of their review of the system of internal control by the audit and risk committee and a plan to address weaknesses, if relevant, and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 14 December 2021 and signed on its behalf by:

Antonia Rubin  
**Chair of Trustees from 9 December 2020**

Elizabeth Bone  
**Headteacher and Accounting Officer**

# **WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

***FOR THE YEAR ENDED 31 AUGUST 2021***

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As accounting officer of Weald of Kent Grammar School Academy Trust, 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 Academies Financial Handbook 2020.

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 Academies Financial Handbook 2020.

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

Elizabeth Bone  
**Accounting Officer**

14 December 2021

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

### *FOR THE YEAR ENDED 31 AUGUST 2021*

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The trustees (who are also the directors of Weald of Kent Grammar School Academy Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2020 to 2021 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 2020 to 2021;
- 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 members of the board of trustees on 14 December 2021 and signed on its behalf by:

Antonia Rubin  
**Chair of Trustees from 9 December 2020**

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **Opinion**

We have audited the accounts of Weald of Kent Grammar School Academy Trust for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 2020 to 2021 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 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 2020 to 2021.

### **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.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **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.

### **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.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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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, Governors/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 2020 to 2021 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.

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.

### **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.

**Michelle Wilkes FCA (Senior Statutory Auditor)**  
for and on behalf of Azets Audit Services

16 December 2021

**Chartered Accountants**  
**Statutory Auditor**

Greytown House  
221-227 High Street  
Orpington  
Kent  
United Kingdom  
BR6 0NZ

# **WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

***FOR THE YEAR ENDED 31 AUGUST 2021***

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In accordance with the terms of our engagement letter dated 30 July 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Weald of Kent Grammar School Academy Trust during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Weald of Kent Grammar School Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Weald of Kent Grammar School Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Weald of Kent Grammar School Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Weald of Kent Grammar School Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Weald of Kent Grammar School Academy Trust's funding agreement with the Secretary of State for Education dated 28 January 2011 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

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

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

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.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2021*

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### **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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

### **Reporting Accountant**

Azets Audit Services  
Greytown House  
221-227 High Street  
Orpington  
Kent  
BR6 0NZ  
United Kingdom

Dated: 16 December 2021

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds £	Restricted funds: General    Fixed asset £            £		Total 2021 £	Total 2020 £
<b>Income and endowments from:</b>						
Donations and capital grants	3	48,557	-	544,107	592,664	318,276
Charitable activities:						
- Funding for educational operations	4	-	9,554,503	-	9,554,503	8,207,418
- Funding for kaizen school	27	-	111,071	-	111,071	127,806
Other trading activities	5	512,217	1,757	-	513,974	610,048
Investments	6	433	-	-	433	8,749
<b>Total</b>		<b>561,207</b>	<b>9,667,331</b>	<b>544,107</b>	<b>10,772,645</b>	<b>9,272,297</b>
<b>Expenditure on:</b>						
Raising funds	7	43,421	80	-	43,501	158,145
Charitable activities:						
- Educational operations	8	424,394	9,313,153	1,008,411	10,745,958	9,673,465
- Kaizen school		-	118,057	-	118,057	146,430
<b>Total</b>	<b>7</b>	<b>467,815</b>	<b>9,431,290</b>	<b>1,008,411</b>	<b>10,907,516</b>	<b>9,978,040</b>
<b>Net income/(expenditure)</b>		<b>93,392</b>	<b>236,041</b>	<b>(464,304)</b>	<b>(134,871)</b>	<b>(705,743)</b>
Transfers between funds	16	234,226	(464,366)	230,140	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial losses on defined benefit pension schemes	18	-	(303,000)	-	(303,000)	(312,000)
<b>Net movement in funds</b>		<b>327,618</b>	<b>(531,325)</b>	<b>(234,164)</b>	<b>(437,871)</b>	<b>(1,017,743)</b>
<b>Reconciliation of funds</b>						
Total funds brought forward		973,441	(2,443,739)	35,124,612	33,654,314	34,672,057
Total funds carried forward		1,301,059	(2,975,064)	34,890,448	33,216,443	33,654,314

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2021

Comparative year information Year ended 31 August 2020	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2020
		£	£	£	£
<b>Income and endowments from:</b>					
Donations and capital grants	3	118,278	-	199,998	318,276
Charitable activities:					
- Funding for educational operations	4	7,845	8,199,573	-	8,207,418
- Funding for kaizen school	27	-	127,806	-	127,806
Other trading activities	5	608,291	1,757	-	610,048
Investments	6	8,749	-	-	8,749
<b>Total</b>		<b>743,163</b>	<b>8,329,136</b>	<b>199,998</b>	<b>9,272,297</b>
<b>Expenditure on:</b>					
Raising funds	7	-	158,145	-	158,145
Charitable activities:					
- Educational operations	8	357,043	8,297,311	1,019,111	9,673,465
- Kaizen school		-	146,430	-	146,430
<b>Total</b>	<b>7</b>	<b>357,043</b>	<b>8,601,886</b>	<b>1,019,111</b>	<b>9,978,040</b>
<b>Net income/(expenditure)</b>		<b>386,120</b>	<b>(272,750)</b>	<b>(819,113)</b>	<b>(705,743)</b>
Transfers between funds	16	(360,050)	(192,893)	552,943	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	18	-	(312,000)	-	(312,000)
<b>Net movement in funds</b>		<b>26,070</b>	<b>(777,643)</b>	<b>(266,170)</b>	<b>(1,017,743)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		1,188,685	(1,890,390)	35,373,762	34,672,057
Total funds carried forward		1,214,755	(2,668,033)	35,107,592	33,654,314

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021		2020	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		34,890,448		34,813,695
<b>Current assets</b>					
Debtors	13	312,064		556,912	
Cash at bank and in hand		1,943,082		1,407,286	
		2,255,146		1,964,198	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	14	(842,151)		(658,579)	
<b>Net current assets</b>			1,412,995		1,305,619
<b>Net assets excluding pension liability</b>			36,303,443		36,119,314
Defined benefit pension scheme liability	18		(3,087,000)		(2,465,000)
<b>Total net assets</b>			33,216,443		33,654,314
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	16				
- Fixed asset funds			34,890,448		35,124,612
- Restricted income funds			111,936		21,261
- Pension reserve			(3,087,000)		(2,465,000)
<b>Total restricted funds</b>			31,915,384		32,680,873
<b>Unrestricted income funds</b>	16		1,301,059		973,441
<b>Total funds</b>			33,216,443		33,654,314

The accounts on pages 25 to 52 were approved by the trustees and authorised for issue on 14 December 2021 and are signed on their behalf by:

Antonia Rubin  
Chair of Trustees from 9 December 2020

Company Number 07451660

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

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	Notes	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	19		1,076,420		54,874
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		433		8,749	
Capital grants from DfE Group		371,765		-	
Capital funding received from sponsors and others		172,342		199,998	
Purchase of tangible fixed assets		(1,086,164)		(462,171)	
Proceeds from sale of tangible fixed assets		1,000		3,127	
<b>Net cash used in investing activities</b>			<u>(540,624)</u>		<u>(250,297)</u>
<b>Net increase/(decrease) in cash and cash equivalents in the reporting period</b>			535,796		(195,423)
Cash and cash equivalents at beginning of the year			1,407,286		1,602,709
<b>Cash and cash equivalents at end of the year</b>			<u>1,943,082</u>		<u>1,407,286</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 1 Accounting policies

Weald of Kent Grammar School Academy Trust is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the trustees' report.

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 2020 to 2021 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.

###### 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.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

---

#### 1 Accounting policies

(Continued)

##### 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.

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

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

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 1 Accounting policies

(Continued)

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

Freehold property	2% straight line
Long term leasehold property	2% straight line
Assets under construction	Not depreciated
Computer equipment	20% straight line
Fixtures, fittings & equipment	10% straight line
Motor vehicles	10% straight line

The valuation of the freehold property is taken from the land valuation provided by a FRICS qualified individual for insurance purposes. The basis for the value is fair value, as defined by the International Financial Reporting Standard (IFRS). Added to the valuation in September 2017 is the building costs of the project for the new Sevenoaks site which reports as a long-term (125 year) leasehold.

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 Leased assets

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

#### 1.8 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.

##### 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.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### 1 Accounting policies

(Continued)

#### 1.9 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.

#### 1.10 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.

#### 1.11 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.

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

#### 1.12 Agency arrangements

The academy trust acts as an agent in the administering of 16-19 Bursary Funds from the Education and Skills Funding Agency (ESFA). Related payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities to the extent that the academy does not have a beneficial interest in the individual transactions. The allowance of 5% as a contribution to administration costs is however recognised in the Statement of Financial Activities. Where funds have not been fully applied in the year then an amount will be included as amounts due to the ESFA.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 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.

##### *Useful economic lives of tangible assets*

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 13 for the carrying amount of the property plant and equipment, and note 1.5 for the useful economic lives for each class of assets.

##### *LGPS*

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 18, 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 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

##### Critical areas of judgement

There are no critical areas of judgement.

#### 3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Capital grants	-	405,991	405,991	32,052
Other donations	48,557	138,116	186,673	286,224
	<u>48,557</u>	<u>544,107</u>	<u>592,664</u>	<u>318,276</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	8,203,450	8,203,450	7,089,822
Other DfE / ESFA grants:				
Pupil premium	-	62,692	62,692	60,230
DfE teaching grants	-	111,071	111,071	127,806
Teachers pension grants	-	338,924	338,924	311,706
Teachers pay grants	-	119,942	119,942	110,394
Rates	-	90,625	90,625	97,151
Others	-	39,041	39,041	35,847
	-	8,965,745	8,965,745	7,832,956
<b>Other government grants</b>				
Local authority grants	-	553,049	553,049	483,259
<b>Exceptional government funding</b>				
Coronavirus exceptional support	-	-	-	11,164
Other Coronavirus funding	-	146,780	146,780	-
	-	146,780	146,780	11,164
Other incoming resources	-	-	-	7,845
<b>Total funding</b>	-	9,665,574	9,665,574	8,335,224

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

The academy trust has been eligible to claim additional funding in the year from government support schemes in response to the Coronavirus outbreak. The funding received is shown above under "Exceptional government funding".

- The funding received in 2019/20 for coronavirus exceptional support covers £11,164 of school meals, premises costs and cleaning costs. These costs are included in notes 7 and 8 below as appropriate.
- Other coronavirus funding includes £115,680 catch up funding and £31,100 Mass testing funding. Catch up funding has been spent as follows:
  - £28k on additional Maths Tuition / £38k on Educational Resources and Subscriptions / £10k on ICT Support / £9k on ICT Equipment. £31k remains unspent and is carried forward for further Catch Up projects in 2021/22.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Hire of facilities	75,199	-	75,199	85,201
Catering income	408,992	-	408,992	413,707
Music tuition	-	1,757	1,757	1,757
Other income	28,026	-	28,026	109,383
	<u>512,217</u>	<u>1,757</u>	<u>513,974</u>	<u>610,048</u>

### 6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Short term deposits	433	-	433	8,749
	<u>433</u>	<u>-</u>	<u>433</u>	<u>8,749</u>

### 7 Expenditure

	Staff costs £	Non-pay expenditure		Total 2021 £	Total 2020 £
		Premises £	Other £		
Expenditure on raising funds					
- Allocated support costs	-	-	43,501	43,501	158,145
Academy's educational operations					
- Direct costs	6,421,491	703,799	394,718	7,520,008	6,767,984
- Allocated support costs	990,950	1,024,014	1,210,986	3,225,950	2,905,481
Kaizen school					
- Direct costs	31,976	-	-	31,976	39,146
- Allocated support costs	1,863	-	84,218	86,081	107,284
	<u>7,446,280</u>	<u>1,727,813</u>	<u>1,733,423</u>	<u>10,907,516</u>	<u>9,978,040</u>

#### Net income/(expenditure) for the year includes:

	2021 £	2020 £
Fees payable to auditor for:		
- Audit	11,900	7,190
- Other services	1,950	9,105
Operating lease rentals	45,577	25,364
Depreciation of tangible fixed assets	1,006,399	1,002,091
Loss on disposal of fixed assets	2,012	17,020
Net interest on defined benefit pension liability	40,000	35,000
	<u>1,148,738</u>	<u>1,105,765</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 8 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>Direct costs</b>				
Educational operations	-	7,520,008	7,520,008	6,767,984
Kaizen school	-	31,976	31,976	39,146
<b>Support costs</b>				
Educational operations	424,394	2,801,556	3,225,950	2,905,481
Kaizen school	-	86,081	86,081	107,284
	<u>424,394</u>	<u>10,439,621</u>	<u>10,864,015</u>	<u>9,819,895</u>
	Teaching School £	Educational operations £	Total 2021 £	Total 2020 £
<b>Analysis of support costs</b>				
Support staff costs	1,863	990,950	992,813	874,117
Depreciation	-	304,612	304,612	324,324
Technology costs	-	226,520	226,520	147,737
Premises costs	-	719,402	719,402	667,421
Legal costs	-	6,783	6,783	-
Other support costs	84,218	963,833	1,048,051	982,871
Governance costs	-	13,850	13,850	16,295
	<u>86,081</u>	<u>3,225,950</u>	<u>3,312,031</u>	<u>3,012,765</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2021 £	2020 £
Wages and salaries	5,312,153	4,788,850
Social security costs	487,684	468,461
Pension costs	1,449,646	1,255,272
Staff costs - employees	7,249,483	6,512,583
Agency staff costs	184,525	111,394
Staff restructuring costs	12,272	15,452
	7,446,280	6,639,429
Staff development and other staff costs	48,688	39,474
Total staff expenditure	7,494,968	6,678,903
Staff restructuring costs comprise:		
Severance payments	12,272	15,452

#### Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £12,272 (2020: £15,452). Individually, the payments were: £2,388 and £9,884.

#### Staff numbers

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

	2021 Number	2020 Number
Teachers	99	97
Administration and support	78	80
Management	10	11
	187	188

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 9 Staff

(Continued)

#### Higher paid staff

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

	2021 Number	2020 Number
£60,001 - £70,000	1	1
£70,001 - £80,000	1	1
£90,001 - £95,000	-	1
£100,001 - £110,000	1	-
	=====	=====

#### 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 key management personnel employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £851,490 (2020: £738,367).

### 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 trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment, and not in respect of their services as trustees. During the year, no governors received reimbursed expenses (2020: 1 governor: £2,588; travel and subsistence).

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

Elizabeth Bone (principal):

- Remuneration £100,000 - £105,000 (2020: £90,000 - £95,000)
- Employer's pension contributions £20,000 - £25,000 (2020: £20,000 - £25,000)

### 11 Trustees' and officers' insurance

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

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

12	Tangible fixed assets	Freehold property	Long term leasehold property	Assets under construction	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
		£	£	£	£	£	£	£
	<b>Cost</b>							
	At 1 September 2020	21,650,787	16,071,828	243,388	878,297	1,941,279	13,500	40,799,079
	Transfer of classes	225,588	-	(225,588)	-	-	-	-
	Additions	394,755	-	602,690	37,444	51,275	-	1,086,164
	Disposals	-	-	-	(5,020)	-	-	(5,020)
	At 31 August 2021	22,271,130	16,071,828	620,490	910,721	1,992,554	13,500	41,880,223
	<b>Depreciation</b>							
	At 1 September 2020	3,206,217	964,308	-	577,693	1,235,404	1,762	5,985,384
	On disposals	-	-	-	(2,008)	-	-	(2,008)
	Charge for the year	382,362	321,437	-	123,501	177,749	1,350	1,006,399
	At 31 August 2021	3,588,579	1,285,745	-	699,186	1,413,153	3,112	6,989,775
	<b>Net book value</b>							
	At 31 August 2021	18,682,551	14,786,083	620,490	211,535	579,401	10,388	34,890,448
	At 31 August 2020	18,444,570	15,107,520	243,388	300,604	705,875	11,738	34,813,695

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 12 Tangible fixed assets

(Continued)

Additions to Freehold property include

- New science block £570,080
- 6th Form car park £22,263
- Drivescapes £28,000

Included in freehold property is freehold land at valuation on conversion of £2,922k. Long term leasehold property is property owned by Kent County Council and is leased to Weald of Kent Grammar School Academy Trust for a term of 125 years for a peppercorn rent.

Assets under construction include:

- Replacement windows £428,965
- Netball courts £84,923
- LED lights £71,302
- Tonbridge expansion £17,500

### 13 Debtors

	2021	2020
	£	£
Trade debtors	2,072	6,844
Other debtors	69,557	233,460
Prepayments and accrued income	240,435	316,608
	<u>312,064</u>	<u>556,912</u>

### 14 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	305,897	297,001
Other taxation and social security	137,028	116,327
Other creditors	146,284	138,803
Accruals and deferred income	252,942	106,448
	<u>842,151</u>	<u>658,579</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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**15 Deferred income**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Deferred income is included within:		
Creditors due within one year	79,287	32,752
	<u>          </u>	<u>          </u>
Deferred income at 1 September 2020	32,752	58,587
Released from previous years	(32,752)	(58,587)
Resources deferred in the year	79,287	32,752
	<u>          </u>	<u>          </u>
<b>Deferred income at 31 August 2021</b>	<b>79,287</b>	<b>32,752</b>
	<u>          </u>	<u>          </u>

At the balance sheet date the academy trust was holding funds received in advance for the following:

- ESFA rates for September 2021 to March 2022
- Trips taking place in 2021/22

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 16 Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	8,203,450	(7,686,063)	(450,166)	67,221
Pupil premium	14,275	62,692	(69,777)	-	7,190
Teachers pension grants	-	338,924	(338,924)	-	-
Teachers pay grants	-	119,942	(119,942)	-	-
COVID catch up	-	141,448	(110,466)	-	30,982
Rates	-	90,625	(90,625)	-	-
Other DfE / ESFA grants	-	39,041	(39,041)	-	-
Other government grants	-	558,381	(537,638)	(14,200)	6,543
Kaizen school	6,986	111,071	(118,057)	-	-
Other restricted funds	-	1,757	(1,757)	-	-
Pension reserve	(2,465,000)	-	(319,000)	(303,000)	(3,087,000)
	<u>(2,443,739)</u>	<u>9,667,331</u>	<u>(9,431,290)</u>	<u>(767,366)</u>	<u>(2,975,064)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	-	405,991	-	(405,991)	-
Capital committed from revenue	310,917	-	-	(310,917)	-
Fixed asset fund	34,813,695	138,116	(1,008,411)	947,048	34,890,448
	<u>35,124,612</u>	<u>544,107</u>	<u>(1,008,411)</u>	<u>230,140</u>	<u>34,890,448</u>
<b>Total restricted funds</b>	<u>32,680,873</u>	<u>10,211,438</u>	<u>(10,439,701)</u>	<u>(537,226)</u>	<u>31,915,384</u>
<b>Unrestricted funds</b>					
General funds	973,441	561,207	(467,815)	-	1,066,833
Designated - capital projects	-	-	-	234,226	234,226
	<u>973,441</u>	<u>561,207</u>	<u>(467,815)</u>	<u>234,226</u>	<u>1,301,059</u>
<b>Total funds</b>	<u>33,654,314</u>	<u>10,772,645</u>	<u>(10,907,516)</u>	<u>(303,000)</u>	<u>33,216,443</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2021**

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### 16 Funds

(Continued)

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

General Annual Grant: Income received from the ESFA to cover the normal running costs of the Academy.

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

Other DFE/ESFA grants: This includes the pupil premium, teachers pay grant, teachers pension grant, COVID catch up grant and rates reclaim grant.

Other government grants: This includes SEN funding, additional pupil premium received from the Local Authority and Growth Funding for the additional pupils we have on roll that we do not receive GAG funding for due to being funded on lagged numbers

The Kaizen generated funds represent the Teaching School activities, being receipt of grants from the National College for Teaching & Leadership, and the corresponding expenditure arising from the delivery of teacher education.

Capital committed from revenue represents funds committed to future capital projects.

The transfer of funds represent the purchase of fixed asset during the period and repairs and maintenance funded from capital grants.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 16 Funds

(Continued)

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2020 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	7,089,822	(6,896,929)	(192,893)	-
Pupil premium	-	60,230	(45,955)	-	14,275
Teachers pension grants	-	311,706	(311,706)	-	-
Teachers pay grants	-	110,394	(110,394)	-	-
COVID income	-	11,164	(11,164)	-	-
Rates	-	97,151	(97,151)	-	-
Other DfE / ESFA grants	-	35,847	(35,847)	-	-
Other government grants	-	483,259	(483,259)	-	-
Kaizen school	25,610	127,806	(146,430)	-	6,986
Other restricted funds	-	1,757	(1,757)	-	-
Pension reserve	(1,916,000)	-	(237,000)	(312,000)	(2,465,000)
	<u>(1,890,390)</u>	<u>8,329,136</u>	<u>(8,377,592)</u>	<u>(504,893)</u>	<u>(2,443,739)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	-	32,052	-	(32,052)	-
Other restricted fixed asset income	-	167,946	-	(167,946)	-
Capital committed from revenue	-	-	-	310,917	310,917
Fixed asset fund	35,373,762	-	(1,002,091)	442,024	34,813,695
	<u>35,373,762</u>	<u>199,998</u>	<u>(1,002,091)</u>	<u>552,943</u>	<u>35,124,612</u>
<b>Total restricted funds</b>	<u>33,483,372</u>	<u>8,529,134</u>	<u>(9,379,683)</u>	<u>48,050</u>	<u>32,680,873</u>
<b>Unrestricted funds</b>					
General funds	1,188,685	743,163	(598,357)	(360,050)	973,441
	<u>1,188,685</u>	<u>743,163</u>	<u>(598,357)</u>	<u>(360,050)</u>	<u>973,441</u>
<b>Total funds</b>	<u>34,672,057</u>	<u>9,272,297</u>	<u>(9,978,040)</u>	<u>(312,000)</u>	<u>33,654,314</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 17 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2021 are represented by:</b>				
Tangible fixed assets	-	-	34,890,448	34,890,448
Current assets	2,143,210	111,936	-	2,255,146
Creditors falling due within one year	(842,151)	-	-	(842,151)
Defined benefit pension liability	-	(3,087,000)	-	(3,087,000)
<b>Total net assets</b>	<b>1,301,059</b>	<b>(2,975,064)</b>	<b>34,890,448</b>	<b>33,216,443</b>

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2020 are represented by:</b>				
Tangible fixed assets	-	-	34,813,695	34,813,695
Current assets	1,632,020	21,261	310,917	1,964,198
Creditors falling due within one year	(658,579)	-	-	(658,579)
Defined benefit pension liability	-	(2,465,000)	-	(2,465,000)
<b>Total net assets</b>	<b>973,441</b>	<b>(2,443,739)</b>	<b>35,124,612</b>	<b>33,654,314</b>

### 18 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 Kent County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £134,006 were payable to the schemes at 31 August 2021 (2020: £121,607) and are included within creditors.

#### 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.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 18 Pension and similar obligations

(Continued)

#### Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% 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 2023.

The employer's pension costs paid to the TPS in the period amounted to £973,000 (2020: £822,000).

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.

#### 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 21% for employers and 5 to 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	2021 £	2020 £
Employer's contributions	194,000	184,000
Employees' contributions	58,000	55,000
Total contributions	252,000	239,000

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

### 18 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2021 %	2020 %
Rate of increase in salaries	3.90	3.25
Rate of increase for pensions in payment/inflation	2.90	2.25
Discount rate for scheme liabilities	1.65	1.60
Inflation assumption (CPI)	2.90	2.25

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

	2021 Years	2020 Years
Retiring today		
- Males	21.6	21.8
- Females	23.6	23.8
Retiring in 20 years		
- Males	22.9	23.2
- Females	25.1	25.2

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

	2021	2020
Discount rate + 0.1%	-156	-125
Discount rate - 0.1%	+160	129
Mortality assumption + 1 year	+260	193
Mortality assumption - 1 year	-250	-186

#### Defined benefit pension scheme net liability

	2021 £	2020 £
Scheme assets	3,305,000	2,685,000
Scheme obligations	(6,392,000)	(5,150,000)
Net liability	(3,087,000)	(2,465,000)

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

### 18 Pension and similar obligations

(Continued)

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

	2021 Fair value £	2020 Fair value £
Equities	2,162,000	1,739,000
Gilts	19,000	18,000
Other bonds	459,000	347,000
Cash	95,000	82,000
Property	340,000	295,000
Other assets	230,000	204,000
	<u>3,305,000</u>	<u>2,685,000</u>

The actual return on scheme assets was £399,000 (2020: £80,000).

#### Amount recognised in the statement of financial activities

	2021 £	2020 £
Current service cost	473,000	386,000
Interest income	(43,000)	(45,000)
Interest cost	83,000	80,000
	<u>513,000</u>	<u>421,000</u>

#### Changes in the present value of defined benefit obligations

	2021 £	2020 £
At 1 September 2020	5,150,000	4,313,000
Current service cost	473,000	386,000
Interest cost	83,000	80,000
Employee contributions	58,000	55,000
Actuarial loss	659,000	347,000
Benefits paid	(31,000)	(31,000)
	<u>6,392,000</u>	<u>5,150,000</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

<b>18 Pension and similar obligations</b>	<b>(Continued)</b>		
<b>Changes in the fair value of the academy trust's share of scheme assets</b>			
	<b>2021</b>	<b>2020</b>	
	<b>£</b>	<b>£</b>	
At 1 September 2020	2,685,000	2,397,000	
Interest income	43,000	45,000	
Actuarial gain	356,000	35,000	
Employer contributions	194,000	184,000	
Employee contributions	58,000	55,000	
Benefits paid	(31,000)	(31,000)	
	<u>3,305,000</u>	<u>2,685,000</u>	
<b>19 Reconciliation of net expenditure to net cash flow from operating activities</b>	<b>2021</b>	<b>2020</b>	
	<b>£</b>	<b>£</b>	
Net expenditure for the reporting period (as per the statement of financial activities)	(134,871)	(705,743)	
Adjusted for:			
Capital grants from DfE and other capital income	(544,107)	(199,998)	
Investment income receivable	(433)	(8,749)	
Defined benefit pension costs less contributions payable	279,000	202,000	
Defined benefit pension scheme finance cost	40,000	35,000	
Depreciation of tangible fixed assets	1,006,399	1,002,091	
Loss on disposal of fixed assets	2,012	17,020	
Decrease in stocks	-	2,650	
Decrease/(increase) in debtors	244,848	(265,562)	
Increase/(decrease) in creditors	183,572	(23,835)	
	<u>1,076,420</u>	<u>54,874</u>	
<b>20 Analysis of changes in net funds</b>	<b>1 September 2020</b>	<b>Cash flows</b>	<b>31 August 2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash	<u>1,407,286</u>	<u>535,796</u>	<u>1,943,082</u>

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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### 21 Contingent liabilities

During the period of the Funding Agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Academy is required either to re-invest the proceeds or to repay to the Education and Skills Funding Agency the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as a result of the Secretary of State or the Academy serving notice, the Academy shall repay to the Secretary of State sums determined by reference to:

- the value at that time of the Academy's site and premises and other assets held for the purpose of the Academy; and
- the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the Funding Agreement.

### 22 Long-term commitments, including operating leases

At 31 August 2021 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	<b>2021</b>	<b>2020</b>
	£	£
Amounts due within one year	13,758	26,604
Amounts due in two and five years	32,147	30,724
	<u>45,905</u>	<u>57,328</u>

### 23 Capital commitments

	<b>2021</b>	<b>2020</b>
	£	£
Expenditure contracted for but not provided in the accounts	32,000	772,000
	<u>32,000</u>	<u>772,000</u>

The funding is either carried forward within the fixed asset fund or will be received from CIF grants and other donations to cover the cost of these commitments.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### 24 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. The following related party transactions took place in the financial period.

##### Expenditure related party transactions

Mrs Hewitt, is the wife of a member, and is employed as a science lab tech. at the Trust. The appointment was made in open competition and Mr. M Hewitt was not involved in the decision making process regarding appointment.

##### Income related party transactions

During the previous year the Weald of Kent Development Trust, a charity in which E Bone, A Rubin and T French are Trustees, agreed to donate the School £Nil (2020: £169,500) towards the development of the new science block at the Tonbridge Campus. The donation was received in 2020/21 and was accrued at 31 August 2020.

#### 25 Members' liability

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

#### 26 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2021 the trust received £13,391 (2020: £13,387) and disbursed £6,848. (2020: £15,199) from the fund. An amount of £6,543 (2020: £Nil) is included in restricted income funds relating to undistributed funds that is repayable to ESFA in the event the student leaves the school.

# WEALD OF KENT GRAMMAR SCHOOL ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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27 Kaizen school trading account

	2021		2020	
	£	£	£	£
<b>Direct income</b>				
Government grants		111,071		127,806
<b>Direct costs</b>				
Direct staff costs	31,976		39,146	
	<u>          </u>		<u>          </u>	
<b>Other costs</b>				
Support staff costs	1,863		4,494	
Catering	-		118	
Other support costs	84,218		102,672	
	<u>          </u>		<u>          </u>	
	86,081		107,284	
	<u>          </u>		<u>          </u>	
<b>Total expenditure</b>		(118,057)		(146,430)
		<u>          </u>		<u>          </u>
<b>Deficit from all sources</b>		(6,986)		(18,624)
		<u>          </u>		<u>          </u>
Kaizen school balances at 1 September 2020		6,986		25,610
		<u>          </u>		<u>          </u>
<b>Kaizen school balances at 31 August 2021</b>		-		6,986
		<u>          </u>		<u>          </u>