

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3
Statement of Trustees' Responsibilities	16
Independent Auditors' Report on the Financial Statements	17 - 20
Independent Reporting Accountant's Report on Regularity	21 - 22
Statement of Financial Activities Incorporating Income and Expenditure Account	23
Balance Sheet	24
Statement of Cash Flows	25
Notes to the Financial Statements	26 - 50

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS

Members
E Knox
J Watkins
R Bailey
T Joslyn
S Conlan (appointed 5 July 2022)

Trustees
L Porter^{2,3,5}
M Evans, Head Teacher^{1,2,3,4,5}
S Bartholomew, Chair of Trustees^{1,2,3,4,5,6}
R Hills^{1,4,5}
E Knox^{1,3,4,5}
C Moran (resigned 2 December 2021)^{2,3}
K Norman (resigned 2 February 2022)^{1,3}
A Sevier^{2,4}
J Simmonite (resigned 3 December 2021)^{1,2,3,4}
T Kelly (resigned 8 September 2022)^{1,3}
M Preece-Smith (resigned 31 August 2022)^{1,4}
D Russell^{1,2,3}
A Mitchell (appointed 31 March 2022)^{1,2}
R Surch (appointed 31 March 2022)¹

¹ Finance, Resources and Business Development Committee

² Curriculum and Quality of Teaching Committee

³ Student Welfare Committee

⁴ Staffing and Staff Welfare Committee

⁵ Pay Committee

⁶ Chairs Committee

Company registered number 07707979

Company name Farmor's School

Principal and registered office The Park
Leafield Road
Fairford
Gloucestershire
GL7 4JQ

Company secretary Sarah Hughes

Accounting Officer Matthew Evans

Senior management team
Matthew Evans, Headteacher
Steve Shaw, Deputy Headteacher (Resigned 31 August 2022)
Emma White, Deputy Headteacher (Appointed 1 September 2022)
Noelle Sturla, Assistant Headteacher (Inclusion)
Roger Eckersley, Assistant Headteacher (Pastoral)
Sarah Hughes, Business Manager
Claire Wells, Assistant Headteacher (Teaching & Learning) (Appointed 1 September 2022)

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

Independent auditors Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Bankers Lloyds Bank Plc
Cirencester
Gloucestershire
GL7 1QJ

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

The Trustees present their annual report together with the financial statements and auditors' report of the Charitable Company for the year ended 31 August 2022. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates a secondary academy for pupils aged 11 to 18 in Gloucestershire. It has a pupil capacity of 1,124 and had a roll of 1,038 in the school census on 6 October 2022.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

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

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

Members' Liability

Each Member of the Charitable Company undertakes to contribute to the assets of the Company in the event of it being wound up while he/she is a Member, or within one year after he/she ceases to be a Member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they cease to be a Member.

Trustees' Indemnities

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as directors of the Academy Trust. The limit of this indemnity is £2,000,000.

Method of recruitment and appointment or election of Trustees

As from the 1 January 2018, the Academy Trust has had the following Trustees as set out in its Articles of Association and funding agreement:

- up to 8 Trustees who are appointed by ordinary resolution by the members;
- up to 2 Trustees appointed by the Farmor's Endowed Schools Foundation who do not have to be (but may be) trustees of the foundation;
- a minimum of 2 Parent Trustees who are elected by parents of registered pupils at the Academy;
- up to 2 staff Trustees who are elected by the staff and appointed by the members by ordinary resolution;
- and
- the Headteacher who is treated for all purposes as being an ex officio Governor.

The number of Trustees shall not be less than three but (unless otherwise determined by ordinary resolution) shall not be subject to a maximum. Trustees are appointed for a four year period, except that this time limit does not apply to the Headteacher. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Policies and Procedures adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally only two or three new Trustees a year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by the Local Authority and other bodies.

Organisational Structure

The Board of Trustees normally meets once each term. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of committees and other groups. It receives reports including policies from its committees for ratification. It monitors the activities of the committees through the minutes of their meetings. The Board may from time to time establish working groups to perform specific tasks over a limited timescale.

There are 6 committees as follows;

- **Finance, Resources, Business Development and Audit Committee** - this usually meets five times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements, and reviewing and evaluating the reports from the school's Internal assurance reviewer. This committee approves the annual budget for submission to the Education Skills Funding Agency (ESFA). It also performs the role of an audit committee and is responsible for the review of business development activity as well as monitoring the use of school resources including premises.
- **Student Welfare Committee** – this meets at least once a term to monitor, evaluate and review Academy policy, practice and performance in relation to all pastoral issues including safeguarding, behaviour, exclusions and careers advice.
- **Curriculum and Quality of Teaching Committee** – this meets at least once a term to monitor and evaluate Academy policy and practise relating to teaching and learning.
- **Staffing and Staff Welfare Committee** – this meets at least once a term to monitor, evaluate and review Academy policy and practice in relation to all personnel and staffing aspects of the school.
- **Pay Committee** - this meets annually to receive and review proposed arrangements for staff pay progression.
- **Chairs Committee** – this meets at least once a term to monitor the governance by, and activities of, the Governing Board to ensure compliance with current legislation and statutory guidance including the risk register and scheme of delegation. It keeps under review strategic issues and strategic planning for the Governing Board and the school as a whole.

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

The Headteacher is the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

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

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

The pay of key management personnel is reviewed annually and normally increased in accordance with average earnings.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

The Trustees benchmark against pay levels in other Academies within Gloucestershire on an annual basis.

Trade union facility time

During the year one employee, who was a full time equivalent of one employee, acted as a relevant union official. None of their time was spent on facility time, therefore the Academy Trust incurred no cost in relation to this.

Related Parties and other Connected Charities and Organisations

The Elizabeth Farmor Trust is a related party as Mr Evans, a Trustee of the Academy, is also a Trustee of Elizabeth Farmor Trust. Two previous trustees of the Academy Trust, Mr S Mumford and Mr J Watkins have remained as Trustees of the The Elizabeth Farmor Trust. Mr J Watkins is also a member of the Academy Trust. The transactions with The Elizabeth Farmor Trust are undertaken at arm's length and are disclosed in these financial statements.

The Friends of Farmor's School is a parent, staff and friends of the Academy Trust association which raises funds to support the activities of the Academy Trust. This is a separate registered charity and maintains its own accounts.

Prior to nationalisation in 1944, the Farmor's Endowed Schools Foundation, then an educational charity ran Farmor's School. The Foundation owns the freehold of the land on which the school building sits, the rest of the land being owned by Gloucestershire County Council. The Academy now leases the land from the Foundation and the Council. The Foundation is run by five trustees and has the right under the constitution of the Academy Trust to appoint up to two trustees of the Academy. The Foundation's income is modest and its policy in recent years has been to donate half of that income to the respective school funds of Farmor's and Fairford Primary School. Their remaining funds are used to make book grants to ex-pupils of Farmor's School.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal object and activity of the Academy Trust is specifically restricted to advancing for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school, offering a broad and balanced curriculum.

Farmor's Academy Trust aspires to be an excellent place to learn and work and for pupils of different abilities to be well equipped for their future lives. To achieve this the Academy Trust must develop outstanding teachers and associate staff, provide a diverse and engaging curriculum, care for each individual and expect the best from all members of the Academy Trust community. The Academy Trust must be purposeful, determined and resilient in its pursuit of excellence. The Academy Trust's robust self-evaluation processes will evidence the quality of provision, benchmarked against the best schools locally and nationally, so that external auditors recognise the excellent standards achieved.

Farmor's Academy Sixth Form prepares students well for the next stage in their lives, giving students the opportunity to study in purpose-built accommodation and in an environment that is supportive and aspirational.

Objectives, Strategies and Activities

In September 2021, Farmor's Academy received an Ofsted Inspection which resulted in a 'Good' judgement. The examination results at GCSE and A Level in 2022 were strong. The Ofsted inspection evidenced that the quality of education provided by the school was good during the period of the pandemic and the two periods of school closure in 2020 and 2021 respectively. Examination results in 2022 show that standards had been maintained and students continue to progress to positive and esteemed destinations.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

Since 2014, Farmor's Academy Trust has been fully or over-subscribed in Year 7. In 2018, the Trust increased its Published Admissions Number (PAN) to 168 and remained fully-subscribed. Sixth Form student numbers fell over a two-year period (2017-18) due to small cohorts coming through the school but are now increasing again. The total effect of these changes is an increase in the number of pupils on roll in 2021 to over 1000 students.

Within this context the Trustees and Senior Leadership Team have agreed ambitious strategic priorities for the future which are described later in this report under the heading "Plans for Future Periods".

The Academy Trust will know it has been successful when all students make excellent progress, achieve their educational and career ambitions and leave the Academy Trust as confident, well-rounded young people. Excellent exam results will be part of the picture of success, but not become an end in themselves.

Public Benefit

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

The Academy Trust has maintained its links with the wider community and promotes the use of its premises to local groups; for example, it has strong links with Fairford Youth Rugby Club who sometimes use the Academy Trust grounds for training and with the local Petanque group who continue to use the Academy Trust grounds for their community group to train and play matches. Fairford Brownies, local Tae-Kwon-Do, Personal Fitness, Box Skills, Musical Mania, a performing arts group, Rugby Tots and a number of Youth Football groups continue to have use of the Academy Trust facilities regularly during the year.

**STRATEGIC REPORT
ACHIEVEMENTS AND PERFORMANCE**

The Academy Trust is in its twelfth year of operation. Since 2014, Farmor's Academy Trust has been fully or over-subscribed in Year 7. In September 2018 although the Academy Trust increased its pupil admission number (PAN) for Year 7 students from 150 to 168 it was still over-subscribed, and agreed to take up to 170 students into the Year 7 year group. The Academy Trust had over 1000 students on roll according to the most recent school census.

Continuing professional development

The CPD programme for 2021-22 was a diverse and wide-ranging offer. This included 18 month NPQ qualifications in Leading Teaching, Behaviour and Culture, Senior Leadership and Curriculum. These courses were run by the Ambition Institute and subsidised by the DfE. Nine members of staff signed up for these and continue with them in 2022-23. In addition, there was a suite of teaching and learning courses run in-house that staff could select and sign up for. These courses involved initial seminars, an action plan and then review meetings later in the year. The emphasis of these courses was Rosenshein's Principles building on CPD priorities pre-pandemic.

Student Achievement

GCSE results and progress 2021/22

GCSE exams were conducted in all subjects, except the Arts (D&T, Art, Textiles, Photography). These were 100% portfolio and moderated by exam boards. The exams were extended – starting two weeks earlier than previously- with approximately ten days between each paper to try to ensure all students could sit at least one paper on which to base a grade. Grades were in line with 2019 results, despite the significant disruptions for this cohort.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

	2019 (Exams)	2020 (CAG-no exam)	2021 (TAG- no exam)	2022 (Exams)
4+ pass rate	83%	85%	91%	81%
5+ pass rate	67%	67%	75%	64%
7+ pass rate	28%	27%	36%	28%

End of KS5 – Outcomes 2021-22

A*/A 36%

A*-B 66 %

A*-C 86%

A*-E 99%

In a cohort of 111 students (56 boys and 55 girls) the results exceeded those of 2019 (65.96%). Over 90% of the year group got their university places with 88% gaining their first choice place. Value Added for this cohort is 0.23 In additions 48 students completed an EPQ and 48 achieved an AS level in Core Maths.

Targets for 2022/23

KS4 FFT Targets for 2022/23

FFT (Fisher Family Trust) benchmarks are based on how similar pupils nationally performed in the subject last year (similar pupils are defined as similar prior attainment, gender and month of birth).

Average – schools that made the average progress last year (FFT50 – 50th percentile progress)

High – schools that made greater than average progress (FFT20 – 20th percentile progress)

GCSE, FFT50 and FFT20 benchmarks

	FFT50	FFT20
5+ 7-9:	21%	28%
English & Maths 9-5:	51%	59%
Attainment 8:	5.1	5.5
Pupil Premium 9-5 English & Maths:	41%	48%
Pupil Premium Attainment 8:	4.5	4.9

Sixth Form Exam Grade Performance Targets for 2022/23

A Level Targets

Headline attainment targets

Students achieving A*- B grades	55%
Students achieving A*- C grades	85%
Value Added	+0.25

Key Performance Indicators

As funding is based on pupils numbers, this is considered a key performance indicator. Pupil numbers for 2022 were 1038, an increase of 21 over 2021. In September 2022 Trustees, at the request of the LA, agreed to exceed our published PAN in Years 7-9 by six, to facilitate the admission of Ukranian students.

Another key financial performance indicator is staffing costs as a percentage of GAG. For 2021-22 this was 90%, compared to 86% in 2020-21.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Going Concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Going Concern Policy (note 1.5)

FINANCIAL REVIEW

Most of the Academy's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2022 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

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

During the year ended 31 August 2022, the Academy received total income of £6,227,382 and incurred total expenditure of £6,065,929, excluding the restricted fixed asset fund and the charge to expenditure for the pension fund. The excess of income over expenditure for the year was £161,453.

At 31 August 2022 the net book value of fixed assets was £14,158,273 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used almost exclusively for providing education of, and the associated support services to, the pupils of the Academy Trust. Some assets are used by the local community as described in this report.

The building that was used by Farmor's Sports Centre was transferred to the Academy Trust on 1 January 2014 from Cotswold District Council. The freehold of the building was valued at £1,750,000 at the point of transfer.

The Academy has taken on the deficit in the Local Government Pension Scheme in respect of its non teaching staff transferred on conversion. The deficit is incorporated within the Statement of Financial Activities with details in note 26 to the financial statements.

Reserves Policy

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

As detailed in note 1.5 to the accounts, senior management and the Trustees closely monitor the financial position of the Trust and have the experience to be able to effectively manage the Trust's financial resources. The Trust receives grant funding in advance each month and, due to the availability of additional government funding and the continual review of potential cost savings, is anticipating a break even financial position for the year ending 31 August 2022. The pupil numbers are anticipated to grow in the future due to the aforementioned increased PAN intake and the higher pupil numbers will help to secure future funding as the Academy Trust grows and help to stabilise sixth form numbers in the future. In the current year the deficit reserves position has improved to a closing balance of £113,066.

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

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Investment Policy

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

PRINCIPAL RISKS AND UNCERTAINTIES

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

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

Financial - the Academy Trust has considerable reliance on continued Government funding through the ESFA. In the last year 95% of the Academy's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Financial – the Academy Trust acknowledges the risks associated with fluctuating pupil numbers and has looked strategically at the impact of this on funding and the ability to maintain current provision. Year 7 intake has remained strong for the last six academic years (as at September 2022). The Sixth form numbers have fallen slightly but are expected to increase again over the coming years now that the numbers in Years 7 to 11 have stabilised.

Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. effectively. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that high quality teaching is maintained and that student success and achievement are closely monitored and reviewed.

Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline.

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

Fraud and mismanagement of funds - The Academy Trust has appointed, via a peer to peer agreement an Internal audit partner to carry out checks on financial systems and records as required by the Academy Trust Handbook. The assurance reports produced have been provided to the Finance, Resources and Business Development Committee.

The Academy has agreed a Risk Management Strategy and has a Risk Register. The relevant risks are discussed by each appropriate Governors' Committee in light of any new information and strategic and operational changes.

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

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

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in Note 26 to the financial statements, represents a significant potential liability. However, as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

PLANS FOR FUTURE PERIODS

Strategic Priorities 2018 to 2023

In 2018 the Academy reviewed its plans for improvement and set new strategic priorities for the coming five years, 2018 to 2023 as detailed below:

A diverse, knowledge-rich CURRICULUM

We must ensure that all students acquire a broad, deep and valuable knowledge of the world. The curriculum sets out this knowledge and justifies its inclusion. The subject disciplines, each with their own traditions and pedagogies, bring diversity and richness. Learning, defined as the acquisition and application of knowledge, is our core purpose.

High quality TEACHING, LEARNING and ASSESSMENT

Teachers' expertise in instructing students is developed through experience and guidance, and must be informed by the best insights into, and evidence of, how to teach and how students learn. There is no one 'right way' to teach, and the effectiveness of our provision will be judged by the quality of outcomes in terms of achievement, knowledge and enjoyment.

Enabling students to make GOOD CHOICES regarding their conduct, safety and education

The measure of our students is in the quality of the choices they make. Students will learn to conduct themselves in ways that are in their own interest and are respectful and supportive of others. We will educate them to make good choices in relation to their health, wellbeing and safety. At key transition points, students will make informed decisions about their studies which will help them achieve their ambitions. We will encourage students to learn from their mistakes and be a role model for others.

Promoting the WELLBEING of students and staff

Our school must be a place where we are encouraged to look after ourselves and to look out for others. Our relationships with others will be characterised by trust, support and mutual concern.

A thriving SIXTH FORM

The Sixth Form is core to our identity as a school. We will build on strong foundations; a broad curriculum, wide-ranging opportunities beyond study, excellent examination results and students achieving their personal goals. Our Sixth Form must be an attractive option for those already at the school, and from elsewhere. A thriving Sixth Form is essential for a thriving school.

A rich and varied EXTRA-CURRICULAR offer

We aim for students to remember not just what they were taught, but what they experienced during their time at the school. These experiences will shape them, help them form lasting relationships and instil values such as integrity, fellowship and endeavour.

Professionally enriching work and OPPORTUNITIES TO DEVELOP

Our staff are our greatest asset. We value their loyalty, expertise and professionalism. Work should be enriching in itself, whether staff members decide to develop their careers or commit to developing expertise in a role for a period of time. All employees should be offered opportunities to grow and develop, being proud of their job and their contributions to the school.

Financial security and HIGH QUALITY FACILITIES

We must make the most of the scarce resources available to us to deliver the facilities our students and staff deserve.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

Full details of these plans for the future are given in the Academy's Development Plan.

The Academy Trust has remained a member of the Balcarras Teaching School Alliance (1). The Academy Trust continues to build links with other schools through the Gloucestershire Association of Secondary Heads (GASH) and the Jubilee Network (2).

- (1) A partnership which comprises 19 primary and secondary schools, working to improve teaching through sharing practice, facilitating opportunities for research and identifying common areas for development.
- (2) A network of schools with similar profiles enabling Headteachers and teachers to work together to share good practice and provide peer support

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The financial statements include the results of the Elizabeth Farmor Trust, a registered charity (no 01123825) which is under the control of the Trustees of the Academy Trust. The object of the Elizabeth Farmor Trust is to raise money to enhance the education of pupils at Farmor's School.

TRUSTEES' INDEMNITIES

There were no third party indemnity provisions during the year or at the date of approval of the Trustees' report.

MEASURES TAKEN TO IMPROVE ENERGY EFFICIENCY

We have increased video conferencing technology for supplier and Governor meetings, to reduce the need for travel between sites.

PLANS FOR FUTURE PERIODS

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

The Academy will continue to work with partner schools to improve the educational opportunities for students in the wider community.

AUDITOR

In so far as the Trustees are aware:

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

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

Trustees' report, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 21/12/2022 and signed on the board's behalf by:



**S Bartholomew
Chair of Trustees**

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022**

SCOPE OF RESPONSIBILITY

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

The Board of Trustees has delegated to the Headteacher as Accounting Officer, the day-to-day responsibility for ensuring financial controls conform with the requirements of both propriety and good financial management and are also in accordance with the requirements and responsibilities assigned to the Academy in the funding agreement between Farmor's School and the Secretary of State for Education. The Headteacher 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 4 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
S Bartholomew, Chair of Trustees	3	4
S Paton	1	1
R Hills	4	4
E Knox	3	4
C Moran	0	2
K Norman	1	2
A Sevier	4	4
S Paton	1	1
J Simmonite	0	1
M Preece Smith	3	4
D Russell	4	4
T Kelly	4	4
R Surch	2	2
A Mitchell	1	2

The Board of Trustees appointed a new Chair of Trustees, S Bartholomew, following the resignation of S Paton in September 2022.

Governance Review

During the period to 31 August 2022, the Board continued to face challenges brought about by absence levels due to the Covid-19 pandemic. Board meetings were resumed on a face to face basis whilst Committee meetings continued online until July 2022.

The Board has delegated certain functions to the following committees; Policies; Student Welfare; Finance, Resources and Business Development; Curriculum and Quality of Teaching; Staffing and Staff Welfare, and Pay.

The Finance, Resources, Business Development and Audit Committee is a sub-committee of the main Board of Trustees. It is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reviewing and evaluating reports from the internal assurance reviewer. This Committee approves the annual budget for submission to the Education Skills Funding Agency (ESFA). It also performs the role of an audit committee and reviews business development activity. The Committee also has responsibility for the review of business development activity and for monitoring the use of school resources including premises. This Committee aims to meet at least five times each year and is comprised of members with financial or premises understanding and background to enable it to better meet its responsibilities. During the year ending 31st August 2022, the committee met five times, and a proportion of the meetings were held via Zoom.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

During the year Melanie Preece Smith was appointed Chair and Rachel Surch and A Mitchell joined the committee.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
S Bartholomew, Chair of Trustees	5	5
M Evans, Headteacher	4	5
R Hills	4	5
E Knox	5	5
K Norman	1	1
S Paton	0	1
A Sevier	1	1
M Preece Smith	5	5
D Russell	3	5
T Kelly	3	5

REVIEW OF VALUE FOR MONEY

As Accounting Officer the Headteacher 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 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 where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- continuing to focus on reducing staff costs: the Academy Trust reviews all appointments, seeking cost savings whenever departmental restructurings can take place without affecting the outcomes for students; and
- continuing to review all areas of expenditure to look for cost savings and improvements.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy 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 Farmor's School for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Trustees has reviewed the key risks to which the Academy 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 from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

THE RISK AND CONTROL FRAMEWORK

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

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

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Sarah Gardiner, the School Business Manager of Cirencester Kingshill School to perform peer reviews.

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

- review of Governance
- strategic and operational review; and
- review of the fixed assets

The reviewer reports to the Board of Trustees, through the Finance, Resources, Business Development and Audit Committee, on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. There were no significant findings from the reviews carried out in the year.

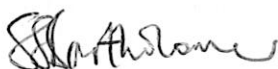
REVIEW OF EFFECTIVENESS

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

- the work of the internal assurance reviewer;
- the work of the external auditors;
- the work of the finance team who continually review their accounting processes; and
- comprehensive budgeting and monitoring systems with annual budget and periodic financial reports which are reviewed and agreed by the Trustees

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance, Resources and Business Development Committee. Although there were no weaknesses identified in the year to be addressed the Academy is committed to continuous improvement of the system which is in place.

Approved by order of the Trustees of the Board of Trustees on 21/12/2022 and signed on its behalf by:



**S Bartholomew
Trustee**

**M Evans
Accounting Officer**



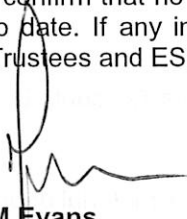
**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Farmor's School I have considered my responsibility to notify the Academy 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, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook.

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

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



M Evans
Accounting Officer
Date: 21/12/2022

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022**

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

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

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

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

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



S Bartholomew
Chair of Trustees
Date: 21/12/2022

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FARMOR'S SCHOOL**

OPINION

We have audited the financial statements of Farmor's School (the 'Academy') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

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'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.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Academy's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy's documentation of their policies and procedures relating to: identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance; detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; the internal controls established to mitigate risks of fraud or noncompliance with laws and regulations;
- how the Academy ensured it met its obligations arising from it being financed by the ESFA and other funders, and as such material compliance with these obligations is required to ensure the Academy will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Academy ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Academy operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, Academy Trust Handbook, UK Companies Act and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Academy's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

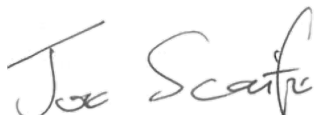
We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from an error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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

USE OF OUR REPORT

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



Joseph Scaife FCA DChA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming LLP

Chartered Accountants

Statutory Auditors

10 Temple Back

Bristol

BS1 6FL

Date: 21/12/2022

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

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

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

RESPECTIVE RESPONSIBILITIES OF FARMOR'S SCHOOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The accounting officer is responsible, under the requirements of Farmor's School's funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

APPROACH

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

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

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

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

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

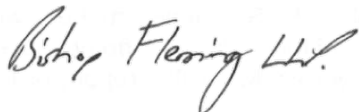
We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

CONCLUSION

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



Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Date: 21/12/2022

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
INCOME FROM:						
Donations and capital grants	3	13,683	600	-	14,283	133,308
Other trading activities	5	17,946	-	-	17,946	11,529
Investments	6	51	-	-	51	39
Charitable activities	4	22,851	6,172,251	-	6,195,102	5,815,512
TOTAL INCOME		54,531	6,172,851	-	6,227,382	5,960,388
EXPENDITURE ON:						
Charitable activities	8	54,531	6,271,398	337,341	6,663,270	6,254,694
TOTAL EXPENDITURE		54,531	6,271,398	337,341	6,663,270	6,254,694
NET EXPENDITURE		-	(98,547)	(337,341)	(435,888)	(294,306)
Transfers between funds	17	-	(45,088)	45,088	-	-
NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)		-	(143,635)	(292,253)	(435,888)	(294,306)
Actuarial gains/(losses) on defined benefit pension schemes	26	-	2,303,000	-	2,303,000	(449,000)
NET MOVEMENT IN FUNDS		-	2,159,365	(292,253)	1,867,112	(743,306)
RECONCILIATION OF FUNDS:						
Total funds brought forward		-	(2,895,418)	14,450,526	11,555,108	12,298,414
Net movement in funds		-	2,159,365	(292,253)	1,867,112	(743,306)
TOTAL FUNDS CARRIED FORWARD		-	(736,053)	14,158,273	13,422,220	11,555,108

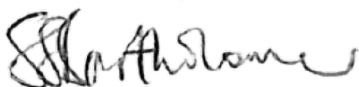
The notes on pages 26 to 50 form part of these financial statements.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:07707979**

**BALANCE SHEET
AS AT 31 AUGUST 2022**

	Note	2022 £	2021 £
FIXED ASSETS			
Tangible assets	13	14,158,273	14,450,526
		<u>14,158,273</u>	<u>14,450,526</u>
CURRENT ASSETS			
Debtors	14	101,180	176,715
Cash at bank and in hand		439,657	123,843
		<u>540,837</u>	<u>300,558</u>
Creditors: amounts falling due within one year	15	(646,890)	(522,976)
		<u>(106,053)</u>	<u>(222,418)</u>
NET CURRENT LIABILITIES			
NET ASSETS EXCLUDING PENSION LIABILITY			
		<u>14,052,220</u>	<u>14,228,108</u>
Defined benefit pension scheme liability	26	(630,000)	(2,673,000)
		<u>(630,000)</u>	<u>(2,673,000)</u>
TOTAL NET ASSETS			
		<u><u>13,422,220</u></u>	<u><u>11,555,108</u></u>
FUNDS OF THE ACADEMY			
RESTRICTED FUNDS:			
Fixed asset funds	17	14,158,273	14,450,526
Restricted income funds	17	(106,053)	(222,418)
		<u>14,052,220</u>	<u>14,228,108</u>
Restricted funds excluding pension asset	17	14,052,220	14,228,108
Pension reserve	17	(630,000)	(2,673,000)
		<u>(630,000)</u>	<u>(2,673,000)</u>
TOTAL RESTRICTED FUNDS			
	17	<u>13,422,220</u>	<u>11,555,108</u>
TOTAL FUNDS			
		<u><u>13,422,220</u></u>	<u><u>11,555,108</u></u>

The financial statements on pages 23 to 50 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



S Bartholomew
Chair of Trustees

Date: 21/12/2022

The notes on pages 26 to 50 form part of these financial statements.

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £	2021 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	21	360,851	227,403
CASH FLOWS FROM INVESTING ACTIVITIES			
	23	(45,037)	39
CASH FLOWS FROM FINANCING ACTIVITIES			
	22	-	(150,000)
		<hr/>	<hr/>
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		315,814	77,442
Cash and cash equivalents at the beginning of the year		123,843	46,401
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		<hr/> 439,657 <hr/>	<hr/> 123,843 <hr/>

The notes on pages 26 to 50 form part of these financial statements

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1. ACCOUNTING POLICIES

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

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

Farmor's School meets the definition of a public benefit entity under FRS 102.

1.2 FUND ACCOUNTING

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

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1. ACCOUNTING POLICIES (continued)

1.3 INCOME

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

- **Grants**

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

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

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

- **Donations**

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

- **Other income**

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1. ACCOUNTING POLICIES (continued)

1.4 EXPENDITURE

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 GOING CONCERN

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements. At the year end the balance on the carried forward General Annual Grant (GAG) fund was a deficit of £113,066 (2021: £229,965) The reason for the opening deficit position is that the Academy Trust incurred additional costs in the previous years, largely due to a planned increase in its PAN from 150 to 168 students in September 2018, together with the impact of a deficit in funding as a small year group moved through the school. In addition the Academy Trust agreed with the local authority to take on an additional 12 students in September 2018. The above factors led to an increase in pupil numbers of 54 students in the October 2018 census compared to the previous year.

Senior management and the Trustees closely monitor the financial position of the Trust and have the experience to be able to effectively manage the Trust's financial resources. The Trust receives grant funding in advance each month and, due to the availability of additional government funding and the continual review of potential cost savings, is anticipating a break even financial position for the year ending 31 August 2023. The pupil numbers are anticipated to grow in the future due to the aforementioned increased PAN intake and the higher pupil numbers will help to secure future funding as the Academy Trust grows and help to stabilise sixth form numbers in the future. In the current year the deficit position has improved to a closing balance of £113,066.

For this reason the Trustees 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 financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1. ACCOUNTING POLICIES (continued)

1.6 TANGIBLE FIXED ASSETS

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following basis:

Freehold property	-	2% straight line
Long-term leasehold land	-	over the term of the lease
Furniture and equipment	-	20% straight line
Computer equipment	-	20% straight line

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

1.7 TAXATION

The Academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.8 DEBTORS

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

1.9 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1. ACCOUNTING POLICIES (continued)

1.10 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.11 FINANCIAL INSTRUMENTS

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due from the Academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1. ACCOUNTING POLICIES (continued)

1.12 PENSIONS

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

1.13 OPERATING LEASES

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

1.14 AGENCY ARRANGEMENTS

The Academy Trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds. The Academy Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at the end of the period and are disclosed in Note 30.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

Critical accounting estimates and assumptions:

The 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 28, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

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

3. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	13,683	600	-	14,283	53,425
Capital Grants	-	-	-	-	79,883
	<u>13,683</u>	<u>600</u>	<u>-</u>	<u>14,283</u>	<u>133,308</u>
Total 2021	<u>46,082</u>	<u>2,623</u>	<u>84,603</u>	<u>133,308</u>	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
EDUCATION				
DFE/ESFA GRANTS				
General Annual Grant	-	5,321,354	5,321,354	4,923,386
OTHER DFE/ESFA GRANTS				
Rates reclaim	-	8,832	8,832	8,832
Pupil premium	-	109,459	109,459	104,489
Teacher's Pay and Pension grant	-	59,123	59,123	267,157
Devolved formula capital	-	22,405	22,405	22,042
Other DfE/ESFA grants	-	100,188	100,188	144,409
	-	5,621,361	5,621,361	5,470,315
OTHER GOVERNMENT GRANTS				
High Needs	-	103,353	103,353	111,549
	-	103,353	103,353	111,549
OTHER FUNDING				
Heads together grant	-	12,170	12,170	10,681
Music income	22,851	-	22,851	14,849
Educational visit and transport income	-	435,367	435,367	208,118
	22,851	447,537	470,388	233,648
	22,851	6,172,251	6,195,102	5,815,512
TOTAL 2021	14,849	5,800,663	5,815,512	

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

5. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Lettings	13,632	13,632	4,987
Other funding	4,314	4,314	6,542
	<u>17,946</u>	<u>17,946</u>	<u>11,529</u>

6. INVESTMENT INCOME

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bank interest	51	51	39

7. EXPENDITURE

	Staff Costs 2022 £	Premises 2022 £	Other 2022 £	Total 2022 £	Total 2021 £
EDUCATION:					
Direct costs	4,474,540	-	632,020	5,106,560	4,777,702
Allocated support costs	723,474	556,277	276,959	1,556,710	1,476,992
	<u>5,198,014</u>	<u>556,277</u>	<u>908,979</u>	<u>6,663,270</u>	<u>6,254,694</u>
Total 2021	<u>4,892,136</u>	<u>594,823</u>	<u>767,735</u>	<u>6,254,694</u>	

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Education	5,106,560	1,556,710	6,663,270	6,254,694
Total 2021	4,777,702	1,476,992	6,254,694	

ANALYSIS OF DIRECT COSTS

	Total funds 2022 £	Total funds 2021 £
Pension finance costs	46,000	36,000
Staff costs	4,450,396	4,319,714
Educational supplies	80,820	27,645
Examination fees	109,430	55,651
Staff development	9,976	3,584
Other costs	385,794	286,475
Supply teachers	24,144	48,633
	5,106,560	4,777,702

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Total funds 2022 £	Total funds 2021 £
Staff costs	723,474	572,422
Depreciation	337,341	333,119
Staff development	19,581	7,457
Other costs	8,057	14,506
Maintenance of premises and equipment	41,041	71,938
Cleaning	77,930	92,070
Rent and rates	21,202	17,933
Energy costs	70,370	67,704
Insurance	23,890	28,926
Security and transport	10,534	12,059
Catering	48,514	61,534
Technology costs	27,367	56,808
Office overheads	23,170	20,032
Legal and professional	95,758	99,554
Bank interest and charges	74	130
Governance costs	28,407	20,800
	<u>1,556,710</u>	<u>1,476,992</u>

9. NET EXPENDITURE

Net expenditure for the year includes:

	2022 £	2021 £
Operating lease rentals	12,261	12,087
Depreciation of tangible fixed assets	337,341	333,119
Fees paid to auditors for:		
- audit	10,500	9,600
- other services	1,900	1,800
	<u>362,902</u>	<u>376,406</u>

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

10. STAFF

a. STAFF COSTS

Staff costs during the year were as follows:

	2022	2021
	£	£
Wages and salaries	3,656,869	3,490,163
Social security costs	368,407	347,696
Pension costs	1,124,450	1,005,644
	5,149,726	4,843,503
Supply teacher costs	24,144	48,633
	5,173,870	4,892,136

b. STAFF NUMBERS

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

	2022	2021
	No.	No.
Teachers	68	69
Student Support Staff	22	25
Support Staff	19	20
Senior Leadership Team	6	6
	115	120

The average headcount expressed as full-time equivalents was:

	2022	2021
	No.	No.
Teachers	57	60
Student Support Staff	14	15
Support Staff	14	14
Senior Leadership Team	6	6
	91	95

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

10. STAFF (CONTINUED)

c. HIGHER PAID STAFF

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

	2022	2021
	No.	No.
In the band £70,001 - £80,000	1	1
In the band £90,001 - £100,000	1	1
	<u>1</u>	<u>1</u>

All of the above employees participated in the Teacher's Pension Scheme. During the year ended 31 August 2022, pension contributions for those staff amounted to £39,643 (2021: £39,643).

d. KEY MANAGEMENT PERSONNEL

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £401,861 (2021: £426,489).

As staff Trustees are not remunerated in respect of their role as a Trustee, where staff Trustees do not form part of the Key Management Personnel other than in their role as Trustee, their remuneration as set out in note 11 has not been included in the total benefits received by Key Management Personnel above.

11. TRUSTEES' REMUNERATION AND EXPENSES

The Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff under their contracts of employment, and not in respect of their services as Trustees. Other Trustees did not receive any payments from the Academy Trust in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows: M Evans: Remuneration £90,000 - £95,000 (2021: £90,000 - £95,000), Employer's pension contributions £20,000 - £25,000 (2021: £20,000 - £25,000), S Crawford: Remuneration £Nil (2021: £40,000 - £45,000), Employer Pension Contribution £Nil (2021: £5,000 - £10,000); T Kelly: Remuneration £45,000 - £50,000 (2021: £Nil), Employer Pension Contribution £5,000 - £10,000 (2021: £Nil).

During the year, retirement benefits were accruing to no Trustees (2021 - 2) in respect of defined benefit pension schemes.

During the year ended 31 August 2022, no expenses were reimbursed to Trustees (2021: £Nil).

12. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice, the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2022 was £842 (2021: £842). The cost of this insurance is included in the total insurance cost.

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

13. TANGIBLE FIXED ASSETS

	Freehold property £	Leasehold property £	Furniture and equipment £	Computer equipment £	Total £
COST OR VALUATION					
At 1 September 2021	15,225,184	2,129,681	195,886	232,045	17,782,796
Additions	24,025	-	4,383	16,680	45,088
At 31 August 2022	<u>15,249,209</u>	<u>2,129,681</u>	<u>200,269</u>	<u>248,725</u>	<u>17,827,884</u>
DEPRECIATION					
At 1 September 2021	2,846,094	123,407	173,546	189,223	3,332,270
Charge for the year	304,984	17,037	3,986	11,334	337,341
At 31 August 2022	<u>3,151,078</u>	<u>140,444</u>	<u>177,532</u>	<u>200,557</u>	<u>3,669,611</u>
NET BOOK VALUE					
At 31 August 2022	<u>12,098,131</u>	<u>1,989,237</u>	<u>22,737</u>	<u>48,168</u>	<u>14,158,273</u>
At 31 August 2021	<u>12,379,090</u>	<u>2,006,274</u>	<u>22,340</u>	<u>42,822</u>	<u>14,450,526</u>

14. DEBTORS

	2022 £	2021 £
DUE WITHIN ONE YEAR		
Trade debtors	3,065	10,899
Prepayments and accrued income	76,192	141,241
Tax recoverable	21,923	24,575
	<u>101,180</u>	<u>176,715</u>

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	153,520	133,916
Other taxation and social security	93,286	84,097
Other creditors	103,367	105,423
Accruals and deferred income	296,717	199,540
	<u>646,890</u>	<u>522,976</u>

16. FINANCIAL INSTRUMENTS

	2022	2021
	£	£
FINANCIAL ASSETS		
Financial assets measured at fair value through income and expenditure	439,657	123,843
	<u>439,657</u>	<u>123,843</u>

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

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. STATEMENT OF FUNDS

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
UNRESTRICTED FUNDS						
General Funds	-	54,531	(54,531)	-	-	-
RESTRICTED GENERAL FUNDS						
General Annual Grant (GAG)	(229,965)	5,321,354	(5,159,367)	(45,088)	-	(113,066)
Rates Relief	-	8,832	(8,832)	-	-	-
Pupil Premium	-	109,459	(109,459)	-	-	-
Teacher's pay/pension grants	-	59,123	(59,123)	-	-	-
High Needs Income	-	103,353	(103,353)	-	-	-
Bus/trip Income	-	435,367	(435,367)	-	-	-
Other Restricted Income	-	135,363	(135,363)	-	-	-
Elizabeth Farmor Trust	7,547	-	(534)	-	-	7,013
Pension reserve	(2,673,000)	-	(260,000)	-	2,303,000	(630,000)
	(2,895,418)	6,172,851	(6,271,398)	(45,088)	2,303,000	(736,053)
RESTRICTED FIXED ASSET FUNDS						
Transferred on Conversion	10,365,390	-	(246,175)	-	-	10,119,215
Purchased from GAG/Other Restricted	299,532	-	(4,898)	45,088	-	339,722
Capital Grants	2,312,732	-	(52,704)	-	-	2,260,028
Sports Centre Donation	1,472,872	-	(33,564)	-	-	1,439,308
	14,450,526	-	(337,341)	45,088	-	14,158,273
TOTAL RESTRICTED FUNDS	11,555,108	6,172,851	(6,608,739)	-	2,303,000	13,422,220

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
TOTAL FUNDS	11,555,108	6,227,382	(6,663,270)	-	2,303,000	13,422,220

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

RESTRICTED FUNDS

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

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

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

Trip Income - Represents income received from parents for children to be able to attend school trips.

Other Restricted Income - Includes other restricted grants received from the ESFA including devolved formula capital year 7 catch up, free school meals allocation, COVID premium and other restricted donations.

Elizabeth Farmor Trust - Represents funds donated from the Elizabeth Farmor Trust for educational purposes of the Academy Trust.

Pension Scheme - As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an Academy. The Academy is following the recommendations of the actuary to reduce the deficit by making additional contributions over a number of years.

RESTRICTED FIXED ASSET FUNDS

Fixed Assets Transferred on Conversion - Represent the building and equipment donated to the Academy Trust from Gloucestershire County Council on conversion to an Academy.

Fixed Assets Purchased from GAG and Other Restricted - Represents fixed assets purchased from GAG and Other Restricted Income.

Other Capital Grants - Represents grants received from the ESFA for various capital projects throughout the school.

Sports Centre Donation - Represents the gift of the sports centre on 1 January 2014 from Cotswold District Council. The sports centre has been treated as an asset 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 it could carry forward at 31 August 2022.

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. STATEMENT OF FUNDS (CONTINUED)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2021 £
UNRESTRICTED FUNDS					
General Funds	-	72,499	(72,499)	-	-
RESTRICTED FUNDS					
General Annual Grant (GAG)	(336,678)	4,923,386	(4,816,673)	-	(229,965)
Rates Relief	-	8,832	(8,832)	-	-
Pupil Premium	-	104,489	(104,489)	-	-
Teacher's pay/pension grants	-	267,157	(267,157)	-	-
High Needs Income	-	111,549	(111,549)	-	-
Bus/trip Income	-	208,118	(208,118)	-	-
Other Restricted Income	-	177,132	(177,132)	-	-
Elizabeth Farmor Trust	5,050	2,623	(126)	-	7,547
Pension reserve	(2,069,000)	-	(155,000)	(449,000)	(2,673,000)
	(2,400,628)	5,803,286	(5,849,076)	(449,000)	(2,895,418)
RESTRICTED FIXED ASSET FUNDS					
Transferred on Conversion	10,607,343	-	(241,953)	-	10,365,390
Purchased from GAG/Other Restricted	219,827	84,603	(4,898)	-	299,532
Capital Grants	2,365,436	-	(52,704)	-	2,312,732
Sports Centre Donation	1,506,436	-	(33,564)	-	1,472,872
	14,699,042	84,603	(333,119)	-	14,450,526
TOTAL RESTRICTED FUNDS	12,298,414	5,887,889	(6,182,195)	(449,000)	11,555,108
TOTAL FUNDS	12,298,414	5,960,388	(6,254,694)	(449,000)	11,555,108

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	14,158,273	14,158,273
Current assets	540,837	-	540,837
Creditors due within one year	(646,890)	-	(646,890)
Provisions for liabilities and charges	(630,000)	-	(630,000)
TOTAL	<u>(736,053)</u>	<u>14,158,273</u>	<u>13,422,220</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	14,450,526	14,450,526
Current assets	300,558	-	300,558
Creditors due within one year	(522,976)	-	(522,976)
Provisions for liabilities and charges	(2,673,000)	-	(2,673,000)
TOTAL	<u>(2,895,418)</u>	<u>14,450,526</u>	<u>11,555,108</u>

19. MEMBERS' LIABILITY

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

20. GENERAL INFORMATION

Farmor's School is a company limited by guarantee, incorporated in England and Wales. The registered office is The Park, Leafield Road, Fairford, Gloucestershire, GL7 4JQ.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

21. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net expenditure for the year (as per Statement of Financial Activities)	(435,888)	(294,306)
ADJUSTMENTS FOR:		
Depreciation	337,341	333,119
Capital grants	-	(84,603)
Interest receivable	(51)	(39)
Defined benefit pension scheme cost less contributions payable	214,000	119,000
Defined benefit pension scheme finance cost	46,000	36,000
Decrease/(increase) in debtors	75,535	32,975
Increase in creditors	123,914	85,257
NET CASH PROVIDED BY OPERATING ACTIVITIES	360,851	227,403

22. CASH FLOWS FROM FINANCING ACTIVITIES

	2022 £	2021 £
Repayments of ESFA loans	-	(150,000)
NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES	-	(150,000)

23. CASH FLOWS FROM INVESTING ACTIVITIES

	2022 £	2021 £
Interest receivable	51	39
Purchase of tangible fixed assets	(45,088)	(84,603)
Capital grants	-	84,603
NET CASH (USED IN)/PROVIDED BY INVESTING ACTIVITIES	(45,037)	39

24. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £	2021 £
Cash in hand and at bank	439,657	123,843
TOTAL CASH AND CASH EQUIVALENTS	439,657	123,843

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

25. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	123,843	315,814	439,657
	<u>123,843</u>	<u>315,814</u>	<u>439,657</u>

26. PENSION COMMITMENTS

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

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

Contributions amounting to £102,223 were payable to the schemes at 31 August 2022 (2021 - £99,862) and are included within creditors.

TEACHERS' PENSION SCHEME

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £684,512 (2021 - £680,473).

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

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

LOCAL GOVERNMENT PENSION SCHEME

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £258,000 (2021 - £243,000), of which employer's contributions totalled £215,000 (2021 - £203,000) and employees' contributions totalled £ 43,000 (2021 - £40,000). The agreed contribution rates for future years are 30.2% for employers and 5.5% - 12.5% for employees.

As described in note 27 the LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

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

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

26. PENSION COMMITMENTS (CONTINUED)

PRINCIPAL ACTUARIAL ASSUMPTIONS

	2022	2021
	%	%
Rate of increase in salaries	3.35	3.20
Rate of increase for pensions in payment/inflation	3.05	2.90
Discount rate for scheme liabilities	4.25	1.65

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

	2022	2021
	Years	Years
Retiring today		
Males	21.7	21.9
Females	24.1	24.3
Retiring in 20 years		
Males	22.6	22.9
Females	25.8	26.0

SHARE OF SCHEME ASSETS

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

	At 31 August 2022	At 31 August 2021
	£	£
Equities	1,845,000	1,850,000
Bonds	515,000	555,000
Property	298,000	185,000
Cash and other liquid assets	55,000	53,000
Total market value of assets	2,713,000	2,643,000

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

	2022	2021
	£	£
Current service cost	(429,000)	(322,000)
Interest income	45,000	36,000
Interest cost	(91,000)	(72,000)
Total amount recognised in the Statement of Financial Activities	(475,000)	(358,000)

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26. PENSION COMMITMENTS (CONTINUED)

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

	2022 £	2021 £
At 1 September	5,316,000	4,102,000
Current service cost	429,000	322,000
Interest cost	91,000	72,000
Employee contributions	43,000	40,000
Actuarial losses/(gains)	(2,497,000)	817,000
Benefits paid	(39,000)	(37,000)
	<u>3,343,000</u>	<u>5,316,000</u>
At 31 August	3,343,000	5,316,000

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

	2022 £	2021 £
At 1 September	2,643,000	2,033,000
Interest income	45,000	36,000
Actuarial gains	(194,000)	368,000
Employer contributions	215,000	203,000
Employee contributions	43,000	40,000
Benefits paid	(39,000)	(37,000)
	<u>2,713,000</u>	<u>2,643,000</u>
At 31 August	2,713,000	2,643,000

27. OPERATING LEASE COMMITMENTS

At 31 August 2022 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	9,948	12,261
Later than 1 year and not later than 5 years	12,435	27,357
	<u>22,383</u>	<u>39,618</u>
	22,383	39,618

28. RELATED PARTY TRANSACTIONS

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

The Elizabeth Farmor Trust Fund (the 'trust') was a trust established to generate and provide funding to the Academy. The Academy and the trust have common trustees. As the Academy is entitled under the trust's rules to all income generated, the trust's cash balance has been recognised as an asset of the Academy. The trust's balances are considered immaterial to the users of the accounts and so a full consolidation, under FRS102 has not been performed.

29. AGENCY ARRANGEMENTS

The Academy distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ended 31 August 2021 the Academy received £8,220 (2021: £8,608) and distributed £12,586 (2021: £7,586) from the fund. An amount of £622 (2021: £4,988) is included within other creditors relating to undistributed funds that are repayable to the ESFA.

The Academy receives cash from students as an agent for several travel agents. In the accounting period ended 31 August 2022 the Academy received £154,876 (2021: £73,872) and disbursed £154,876 (2021: £73,872) from the fund for Academy trips. All funds have been distributed before the year end.