
SIR ROBERT PATTINSON ACADEMY

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2019

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Current Members	Dr N Appleby Mr N Chambers Mr D Hardy Reverend Canon A Robson
Governors	Reverend Canon A Robson, Chair of Governors - 2019/20 Mr N Chambers, Chair of Governors - 2018/19 Dr N Appleby, Vice-Chair of Governors Mr D Hardy, Head Teacher and Accounting Officer (appointed 1 September 2018) Mrs S Adlington (appointed 11 November 2019) Mrs A Braithwaite Professor P Fenton (resigned 31 July 2019) Mrs T Gibson, Staff Governor Mr L Harman (appointed 8 July 2019) Mrs H Lee (resigned 31 August 2019) Mrs K Merchant (resigned 30 September 2019) Ms T O'Brien Mrs P Robinson (resigned 8 October 2019) Mrs N Thomas (resigned 6 February 2019) Sgt S Walker (resigned 2 November 2018) Mr P Ward, Staff Governor (resigned 1 November 2019)
Company Registered Number	07690250
Company Name	Sir Robert Pattinson Academy
Principal and Registered Office	Moor Lane North Hykeham Lincoln Lincolnshire LN6 9AF
Company Secretary	A Goffe
Senior Leadership Team	Mr D Hardy, Head Teacher and Accounting Officer Mrs H Spoons, Deputy Head Teacher Mrs S Bentley, Assistant Head Teacher Mr P Ward, Assistant Head Teacher Mrs R Gilbert, Assistant Head Teacher Mr J Griffiths, Assistant Head Teacher Ms E Allsopp, Assistant Head Teacher Miss C Davis, Assistant Head Teacher Mr A Dickens, Assistant Head Teacher to 31 December 2018

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
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Independent Auditors Streets Audit LLP
Chartered Accountants & Statutory Auditor
Tower House
Lucy Tower Street
Lincoln
LN1 1XW

Bankers HSBC Bank plc
221 High Street
Lincoln
LN1 1TS

Solicitors Andrew & Co Solicitors
St Swithin's Court
1 Flavian Road
Nettleham Road
Lincoln
LN2 4GR

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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2019

The governors present their annual report together with the financial statements and auditor's report of Sir Robert Pattinson Academy (the Academy) for the period 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a trustees' report for charity law and a directors' report under company law.

The Academy operates a school for pupils aged 11 to 19 serving a catchment area in Lincoln.

Structure, Governance and Management

Constitution

Sir Robert Pattinson Academy began trading as a charitable company on 1 August 2011, when Robert Pattinson School ceased and was incorporated to Sir Robert Pattinson Academy. The Academy is a company limited by guarantee and an exempt charity. The Academy's memorandum and articles of association are the primary governing documents.

The governors act as the trustees for the charitable activities of the Academy and are also the directors for the purposes of company law. Details of the governors who served throughout the period except as noted are included in the Reference and Administrative Details on page 1.

Members' Liability

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

Governors' Indemnities

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

Method of Recruitment and Appointment or Election of Governors

At the year-end, the Academy had 10 governors including the Head Teacher and is required to have a minimum of three and is not subject to a maximum. Parent governors are elected by paper ballot of parents and candidates must be parents at the time of their election. Staff governors are elected by staff at the Academy. Community governors must live or work in the community served by the Academy or is a person, who in the opinion of the Governing Body, is committed to the government and success of the Academy. The governors may appoint up to six co-opted governors. All governors (except the Head Teacher) are appointed for four years and may be re-elected or re-appointed.

Policies and Procedures Adopted for the Induction and Training of Governors

All governors are provided with access to the governor portal (Governorhub) where there are copies of policies, procedures, minutes, budgets, plans and other documents which they need to fulfil their role. Any induction required is tailored specifically to the needs of the individual.

In addition, all governors are provided with access to online training ensuring everyone has up to date current information. As part of wider professional development purchased for the Academy governors also have access to the Governor Support Programme through Lincolnshire County Council organised by the LTSA, the Academy has provided training on Safeguarding, GDPR, Exclusions, Prevent, Data & tracking, Curriculum, Pupil Premium, Catch Up Premium and SEND funding, changes to Careers and individual governors have attended specific training courses.

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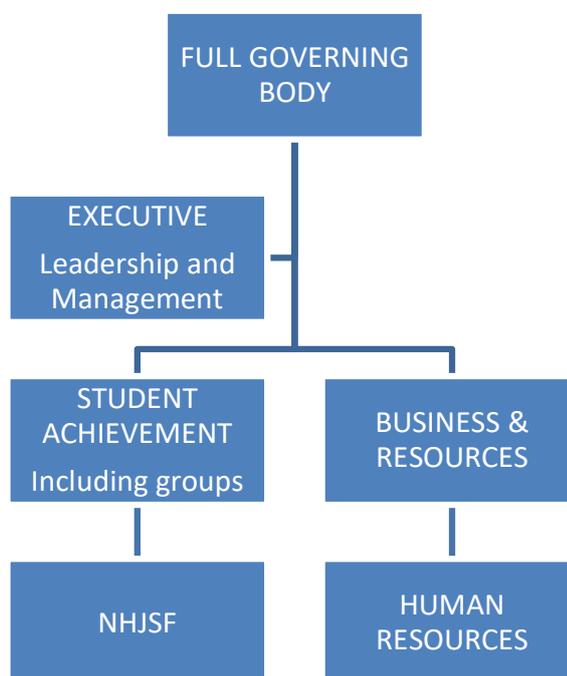
GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Organisational Structure

The organisational structure is set out in the Scheme of Delegation for Governance. The governors are responsible for setting general policy, adopting an annual plan and budget ensuring funding is spent in line with the funding agreement and working within any restrictions. Expenditure is monitored by reports to the Business and Resources Committee and Full Governing Body. The governors make major decisions in relation to expenditure and capital.

The senior leadership team 2018/19 comprised a Head Teacher, a Deputy Head Teacher and six assistant head teachers (one being the Financial Director). In addition, the SEN lead is an associate member of the senior team in order to ensure compliance with the SEND Code of Practice. The senior leadership team manage the control of the Academy at an executive level implementing the policies laid down by the governors and reporting back to them. The Head Teacher is the Accounting Officer. Other leaders in the school including other members of SLT, Heads of Department and some support staff managers are responsible for the authorisation of spending within agreed budgets. All limits on expenditure are set in the Financial Regulations and these also show time frames relating to when the Head Teacher or governors must be made aware of proposed expenditure. The regulations also indicate when the Academy needs to obtain three quotes or conduct a formal tender process.

There are three main committees which are Executive, Business & Resources and Student Achievement. The latter two are fed by the following sub committees: Human Resources and Joint Sixth Form.



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GOVERNORS' REPORT (CONTINUED)
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Arrangements for Setting Pay and Remuneration of Key Management Personnel

Senior Leadership Team (SLT) – Head Teacher - Setting the Individual School Range (ISR):

The ISR is a scale of 7 consecutive salary points (e.g. 14 to 20) within the Leadership pay spine, which represents the salary scale for the Head Teacher. The ISR is initially established by calculating the 'Group Size' of the school, based on pupil numbers and age range weightings prescribed in the STP&CD. The 7-point scale is usually selected from the range for the school's group size and reflects the Governing Body's assessment of the level of challenge and responsibility carried by the post of Head Teacher. The Governing Body must formally minute the rationale used to establish the ISR and may, in exceptional circumstances, exceed the range for the school's calculated group.

Senior Leadership Team (SLT) – Deputy Head and Assistant Head - Setting the Point Range:

The Pay Committee (HR) will ensure that the scale selected is within the range specified by the STP&CD and adequately reflects the level of duties and responsibilities required of the Deputy Heads and Assistant Heads. The Deputy Heads' and Assistant Heads' salary range is a scale of 5 consecutive salary points (e.g. 14 to 18) on the Leadership Scale.

Trade Union Facility Time

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, Sir Robert Pattinson Academy confirms that no employees of the Academy were relevant union officials during the period 1 September 2018 – 31 August 2019.

Related Parties and Other Connected Charities and Organisations

The Academy has a partnership with North Kesteven Academy and operates a joint provision for post-16 delivery in Year 13. This partnership ensures the effective and smooth running of the partnership and that a broad balance of courses at post 16 provision is sustainable. The two academies have a joint sixth form committee made up of governors from both academies which feeds back to each Governing Body for ratification of any decisions. The partnership ensures value for money and financially viable courses post 16. However, from September 2018, the decision was taken by the Full Governing Body to end this partnership over a two year period in order to operate a stand-alone sixth form provision as Sir Robert Pattinson Academy grows in size. This removes the reliance on a second institution for outcomes and quality of provision when numbers at SRPA are showing over-subscription in the lower years and a high level of popularity.

The Academy works in collaboration with other schools and the University to improve outcomes for students and share professional learning opportunities. The Academy is part of Lincolnshire Learning Partnership. School Improvement work is also supported across the cluster and via established peer review. The sharing of expertise and resources has resulted in staff development, curriculum development including cross-phase, student competition and financial directors sharing knowledge and procurement. The Head Teacher sits on the Periodic Annual Review (PAR) Board at the School of Education, University of Lincoln.

The Academy is part of St George's Academy Partnership Programme to be able to offer SCITT training. The Academy also works with other Teacher Training providers in Nottingham and at Bishop Grosseteste University.

The Academy is a member of the Lincoln Teaching School Alliance (LTSA) where it has accessed professional development for leaders and teachers. The Head Teacher sits on the strategic board for the LTSA and the LTSA SCITT programme.

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GOVERNORS' REPORT (CONTINUED)
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Objectives and Activities

Objects and Aims

As set out in our Funding Agreement and articles of association the Academy's object is specifically restricted to advance for the public benefit education in the United Kingdom by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum. This includes providing educational facilities and services to all students of all ages and the wider community for public benefit.

The Academy promotes high academic standards supported by pastoral care and guidance ensuring students are well rounded and able to contribute to the community.

The Academy has the following aims and values which it shares with staff, parents and students:

The Curriculum at Sir Robert Pattinson Academy enables our students to dream, achieve and believe in their capabilities by providing an exceptional, inspiring educational experience, which allows students to fulfil their potential and become highly employable and successful members of society.

We value:

- the way in which all children and young people are unique, and our curriculum promotes respect for the views of each individual, as well as for people of all cultures;
- the spiritual and moral development of each pupil as well as their intellectual, academic, pastoral and physical growth;
- the importance of each person in our academy community; pupils, parents, staff and governors as well as the wider community;
- the impact of our curriculum; we promote co-operation and understanding between all members of our community;
- equal opportunities for all the pupils in our academy and the rights enjoyed by each person in our society;
- respect for each child/young person in our academy for who they are and we treat them with fairness and honesty;
- enabling each pupil to be successful so that they become responsible citizens and make a positive contribution to society regardless of their background or ability; and
- our environment.

We want to:

- Embed subject specialist and leadership support systems across the academy including support for leaders at all levels.
- Embed clear lines of accountability at all levels of leadership within the academy to ensure clarity of purpose and action.
- Ensure policy and updated practice promotes outstanding outcomes for all pupils, including those from disadvantaged backgrounds.
- Ensure that policy and actions in relation to safeguarding, attendance and behaviour are models of outstanding practice.
- Develop curriculum, assessment and reporting arrangements to support excellent pupil and academy outcomes.
- Enhance an extra-curricular offer and out of class learning programme which secures outstanding engagement and supports pupils' cultural capital.
- Ensure that our recruitment and retention strategy is implemented through exceptional CPD opportunities and this ensures outstanding succession planning to future proof the academy.
- Embed the remodelled leadership and support workforce to ensure the effective running of the academy.

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At Sir Robert Pattinson Academy, highly effective learning is characterised by:

- Observable pupil progress within individual lessons and over time (the acquisition and application of knowledge) that is appropriate to a child/young person's cognitive domain at that moment with that particular activity.
- Pupils' application and concentration on tasks that demand intellectual and creative engagement.
- Pupils' ability to work independently and collaboratively.

The Quality of Education at Sir Robert Pattinson Academy includes:

Outcomes for Pupils:

- Quality and rigour of assessment in all year groups and classes.
- Staff share pupil targets and discuss the way forward using appropriate learning challenges.
- Pupils get the opportunity to read across a wide range of texts through subject specific focus on classic fiction and non-fiction texts.
- High quality discussions between pupils and staff that allow for development of a range of ideas and theories.
- Rapid and sustained progress for all groups of pupils in all lessons.

Curriculum implementation:

- Middle Leaders ensure that the long, medium and short term curriculum has been carefully and appropriately sequenced to ensure a broad and balanced provision that meets the needs of the pupils and the local and regional community.
- Teachers consistently have high expectations of all pupils.
- Teaching engages all pupils with appropriately challenging work.
- Pupils' written and verbal responses demonstrate acquisition and application of knowledge.
- Teachers monitor progress and use questioning and discussion to assess effectively.
- Consistently high-quality marking, feedback and pupil response leading to exponential gains and meta-cognitive improvements.
- Teaching of reading, writing, communication and mathematics is highly effective.

Personal development, behaviour and welfare:

- Punctuality to the academy and lessons is expected.
- Behaviour in class and outside lessons is impeccable.
- Pupils have pride in their Academy – manners and conduct are modelled and encouraged.
- Attitudes to learning support high levels of progress in lessons.
- Pupils display a thirst for knowledge and are engaged in their own and others' learning.
- Skilled and highly consistent behaviour management by all staff is supported by clear, effective systems.
- All groups of pupils feel safe.
- The workload and well-being of pupils and staff is carefully considered.

Leadership and management:

- Safeguarding practice is outstanding.
- High levels of attendance for all groups of pupils.
- Robust self-evaluation and continual assessment of curriculum delivery including subject leadership and teaching.
- Consistent application of procedures and policies.
- High levels of achievement and behaviour.
- High levels of spiritual, moral, social and cultural development; ensuring an inclusive culture and ethos.
- The pursuit of excellence is by all pupils, parents, staff and governors.

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To achieve these aims and fulfil our pupils' entitlements we will provide:

- A happy, healthy, safe, secure and inclusive environment in which all can achieve.
- An academy site providing the resources for an innovative and exciting learning environment for the 21st Century.
- High quality curriculum that provides exceptional opportunities for knowledge acquisition and application through high quality teaching.
- A wide range of extra- curricular, enhancement opportunities and a thorough out-of-classroom learning programme to develop cultural capital.
- Opportunities for pupils to play a part in developing our academy and community through the house and student leadership systems.
- A professional, skilled, highly motivated staff team committed to the ethos and aims of our academy.
- Opportunities for parents to be active partners in the education of their children and the life of our academy through regular and inclusive parental engagement forums.
- Professional development of leaders at every level.
- Academy leadership focused on continuous improvement.
- Effective leadership and management systems which support the drive to raise standards.
- Links with external providers such as universities, local businesses, other academies and the LTSA.
- A bespoke university programme that includes all pupils from year 6 onwards.
- Exceptional transition arrangements at each key stage.

Objectives, Strategies and Activities

The principal object and activity of the Academy is the operation of Sir Robert Pattinson Academy to provide education for students of all abilities between the ages of 11 and 19. The main objectives of the Academy during the period ended 31 August 2019 are summarised as:

Aspects of the Academy	Priorities 2018/19
<p><u>1) OUTCOMES FOR INDIVIDUALS AND GROUPS OF PUPILS</u> 1.1: Attainment, Achievement, Progress & Enjoyment of Learning 1.2: Attitudes, Behaviour and Health & Personal Development 1.3: Attendance</p>	<ul style="list-style-type: none"> • To ensure effective management of behaviour through effective policy implementation, tracking and analysis • To ensure effective management of pupil attendance through effective policy implementation, tracking and analysis • To ensure improved outcomes for all pupils and groups of pupils including the most able, disadvantaged and those with SEND • To improve pupil attitudes and conduct, personal development and welfare across the academy • To effectively establish the RP Hub to support pupil and family mental health • Oracy and literacy strategies are established and implemented across all year groups • To provide support to MLT to establish key intervention groups to accelerate progress & promote higher rates of attendance

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<p><u>2) QUALITY OF PROVISION</u> 2.1: Teaching and Learning 2.2: The Curriculum and its Assessment 2.3: Pupils' Spiritual, Moral, Social and Cultural Development 2.4: Pupil Support, Guidance and Welfare 2.5: Partnerships with Parents, Community & Other Organisations</p>	<ul style="list-style-type: none"> • To develop the quality of teaching of all staff and the learning capacity of all pupils • Review the transition strategy and develop a fully cohesive Key Stage 3 strategy • To establish an effective transition strategy and arrangements at all stages, especially Year 6 into 7 • To ensure the academy has accurate and timely assessment data which informs next steps in planning, delivery and intervention • To establish standardisation & moderation activities each half term across the academy for all year groups • To ensure an effective monitoring cycle is in place and consistently implemented across the academy • To complete a full curriculum review to include post 16 • Develop a cohesive SMSC development strategy • Review the LTSA offer for the secondary phase and amend in light of identified academy priorities • To implement effective arrangements for parental engagement and communication
<p><u>3) THE LEADERSHIP, MANAGEMENT AND EFFICIENCY OF THE ACADEMY</u> 3.1: Academy Improvement Processes 3.2: Staffing, Accommodation and Resources 3.3: The Efficiency of the Academy 3.4: Safeguarding Systems</p>	<ul style="list-style-type: none"> • To improve leadership and management capacity across all layers of leadership • To reduce inefficiencies across the academy • To ensure financial sustainability as a stand-alone establishment through efficient planning, TLR remodelling and curriculum review • To establish an effective school improvement cycle • To ensure effective management systems are in place in relation to SEND • Review Pupil Premium & CUP spend and impact across the academy in line with PP strategy • Renew PP strategy in order to promote outstanding outcomes • To ensure that site & facilities management inc Health & Safety & statutory compliance are models of good practice • To establish the secondary support offer from within the triad and LTSA • To ensure effective safeguarding systems are in place for the academy • To maintain a compliant website • To develop a coherent AP strategy • To ensure that the sixth form offer is renewed as a standalone provision • To explore suitable MAT opportunities through the Lawres Trust • To review the impact of academy performance to inform the strategic plan

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FOR THE YEAR ENDED 31 AUGUST 2019

The Academy has a curriculum to meet the needs of its intake and offers a range of academic and vocational courses. The curriculum is reviewed annually to ensure it is meeting the needs of all its learners and ensures that the objects of the Academy are met. Staffing organisation within the Academy supports the Academy objective with a focus on high quality teaching and effective learning outcomes.

The Academy operates an equality and diversity policy and, in line with legal expectations, has published equality objectives. The Academy is able to accommodate student or staff with disabilities with automatic doors, a lift to the second floor and ramps.

The Academy works with employers and other educational partners to support achieving its objectives.

Public Benefit

The governors have given careful consideration to the Charity Commission's general guidance on public benefit and have complied with the duty bestowed on them. The Academy provides education for the public benefit in the South Lincolnshire area. Facilities can be booked by the community at large for social, recreational and pleasure activities. A building owned by the MOD on the Academy land also provides a place from which Army and RAF cadet squadrons operate.

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

Strategic Report

Achievements and Performance

Going Concern

After making appropriate enquiries, the Board of Governors has a reasonable expectation that the Academy 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 accounting policies.

Key Performance Indicators

- o Student achievement is the Academy's key performance indicator as this is the core purpose of the enterprise.
- o Student recruitment and destination data also indicates Academy performance.
- o Financial performance is monitored monthly against budget and established expenditure profiles.
- o All staff undertake performance management.
- o Staff turnover / recruitment.

Review of Activities

Student achievement at the end of compulsory school is in line with national average in a number of the performance measures used by DfE and Ofsted, particularly around attainment in core subject areas such as English and mathematics.

At the end of Key Stage 4 in 2019, 64% achieved 4+ in English and mathematics, 41% achieved 5+, both improvements on 2018. In addition, the percentage of disadvantaged students achieving 5+ Basics rose 12% from 23% to 35%, 9% above national. At 4+ in the same measure, the academy outcome was 2.5% above national at 50%. A number of subjects at the academy achieved above 90% grade 9-4.

In terms of progress, a number of subjects performed well with at least in line with national performances – child development +0.52, Creative iMedia +0.81, Drama +0.85, Engineering -0.01, Finance +0.51, French +0.03, Health & Fitness +0.41, Media -0.08, PE +0.98, Photography +0.02, Physics +0.01 and Spanish +0.62.

Performance at A level was good at A*-E with a 97.3% pass rate. Over 65 per cent of all A level grades were A* to C. A number of subjects achieved a 100% Pass rate with results in Art (100% A*-B), Health and Social Care (100% A*-C) & Dip Media (100 A*-B) being particularly good.

The Academy has a curriculum which allows students to follow traditional academic routes or to access one or more vocational options. Students are guided towards choices through a personalised approach to options ensuring high achievement for all students regardless of ability. This is demonstrated by the Academy's destination data. The Academy has positive destination data above the local and national performance measures with only 1 or 2 students being in no employment, education or training and this has been the case over a number of years now. The percentage of students gaining apprenticeships is significantly above the national average.

The Academy continues to offer students wider opportunities to broaden their education. There is the opportunity to complete Duke of Edinburgh and last year students achieved bronze and silver awards. The Academy continues to work with World Challenge with students travelled to Southern India in August 2019.

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We have seen wider provision within music and drama. We saw success within music with students participating in the showcase final (Lincoln schools competition). The standard of performance was high and our students did extremely well with one of our acts winning. Our school production of High School Musical was a huge success. The school worked with four primary partners in this venture too providing showcase events as a roadshow.

The Academy remains an example of best practice with Careers England. Our links with employers remain strong with a number of events through the year where employers visit the Academy and work with students including Snack Bar Idol competition, Next Steps week and Workwise day. We are now a Career Mark Gold school.

We extended our successful family learning programme providing parents of students with information and guidance on how to help their child with changes to qualifications, revision strategies, applying to University, E-safety and settling into secondary school. Feedback from parents on these evenings was very positive and the evaluation will be fed into planning for next year.

The Academy has seen positive outcomes in sporting events with its students. Year 7 and 8 girls both won their district 5 a side football leagues, several students represented the academy at county athletics and several have gone on to represent the county and indeed their country at rugby, triathlon and tae kwon do.

Away from sport, a team of Y9 students competed in the Lincolnshire Agricultural Show and won the First Prize cup for Agriculture in the schools' challenge. Students presented to an esteemed panel at the show, having given up their own time to compete.

We have seen our second cohort complete the EPQ mastering undergraduate level academic research skills in their own independent projects. Students took part in the Senior Maths Challenge with 13 being awarded certificates.

There have been numerous residential visits over the year including a languages trip to Madrid. Shorter one day visits to the Art galleries, London shows, The Lincolnshire show, participation in construction week, and visits to Universities have seen SRPA students work with others and gaining wonderful experiences.

We have also continued positive work in raising funds to support others. The Academy has continued to support local and national charities including raising £1,460 for Children in Need; £2,490 for Red Nose Day, Sports Relief; £85 for Macmillan and £152 for the Nomad Trust. Our annual Christmas party for the North Hykeham Day Centre was well attended and enjoyed by students and clients.

The Academy recently adopted a local charity; Umbrellas was established in June 2014 with the aim of providing a leisure and recreational facility for children, young people and adults with additional needs. It provides a support network for parents, carers and families, allows children and young adults to be around others and build social skills and allows siblings to form support networks. The amount raised during 2018-19 was £783.

The Academy continues to work with other schools and partners to provide teacher training: Nottingham University, Bishop Grosseteste University, Lincoln University and St George's partnership. All trainee teachers have passed their ITT and all NQTs at the Academy successfully completed their induction year.

Evaluation of Academy activities during this period has been very positive and involved a range of stakeholder views.

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GOVERNORS' REPORT (CONTINUED)
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Financial Review

Financial and Risk Management Objectives and Policies

The Academy has a risk register which highlights potential risks. Along with the risk being identified, controls are put in place to minimise the risk and any on-going treatment or action is identified. The risk plan is reviewed annually by governors and monitored by the Academy management team.

Principal Risks and Uncertainties

The principal risks and uncertainties to the Academy are:

- fluctuating rolls which impact on the financial aspect of the Academy;
- risks relating to staffing absence, recruitment and skillset;
- future funding changes;
- changes to curriculum and accountability measures; and
- partnership with North Kesteven Academy.

The above risks have been discussed at governors meetings and actions taken to minimise these risks to the Academy.

Reserves Policy

The governors review the reserve levels of the Academy annually. The review includes nature of income and expenditure with the need to match income with commitments. The governors have determined an appropriate level of reserves to cover capital expenditure and unexpected emergencies.

The Academy held fund balances at 31 August 2019 of £6,840,949 comprising £83,678 of restricted funds, a pension reserve deficit of £2,221,000, restricted fixed asset funds of £8,978,271 and unrestricted funds of £nil. The balance on restricted general funds (excluding pension reserve) plus unrestricted funds is therefore £83,678.

Note 16 shows the summary of the level of reserves and the uses for which they are retained.

The governors are also aware of Academy's liability in relation to the Local Government Pension Scheme which showed a deficit of £2,221,000 at 31 August 2019. This is being addressed by means of employer contributions, the current rate of 18.8% plus a deficit repayment amount of £21,000 per annum for the next three years.

The amount that can be realised by disposing of tangible fixed assets is £8,936,407.

Principal Funding

Most of the Academy's income is obtained from the DfE, the use of which is restricted to particular purposes. The income received from the DfE during the period ended 31 August 2019 and the associated expenditure are shown in the restricted funds in the Statement of Financial Activities.

Investments Policy

The Academy's investment policy is set out in the Financial Regulations (812) and states that investments must only be made in risk averse, ethical funds. There were no funds invested at 31 August 2019.

Risk Management

The Academy has a risk register and the governors have assessed the major risks to which the Academy is exposed and this policy is reviewed annually with risk treatment identified. The governors have ensured appropriate control measures are in place to minimise risk. For example, there are policies for recruitment, bullying, school visits and policies related to facilities and Health and Safety. Financial risk is also carefully managed and careful consideration given to staffing. Where significant risk remains the Academy has ensured adequate insurance cover.

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Fundraising

Sir Robert Pattinson Academy undertakes fundraising activities for specific purposes.

The governors are aware of the 6 principles shown below that are set out in 'Charity fundraising: a guide to trustee duties' issued by the Charity Commission.

The principles are:

- Planning effectively.
- Supervising fundraisers.
- Protecting the reputation, money and other assets of Sir Robert Pattinson Academy.
- Identifying and ensuring compliance with the laws or regulations that apply specifically to fundraising.
- Identifying and ensuring compliance with any recognised standards that apply specifically to fundraising.
- Being open and accountable.

When fundraising is undertaken in Sir Robert Pattinson Academy, the funds raised are used solely for the purpose for which they were intended. We ensure that and all fundraising conforms to recognised standards and monitoring of our fundraising activities is carried out to ensure compliance.

Fundraising can take many forms; some of the more common methods include cake sales, bag packing at a local supermarket and car washing within the Academy grounds.

Fundraising may be undertaken by students or staff or a combination of both. We do not use professional fundraisers or involve commercial participators. If students are fundraising, they will generally be accompanied by a member of staff. The exception to this will be if students are fundraising within school for a specific trip such as 'World Challenge' where they have to raise money on an individual basis.

All fundraising monies are stored in a safe within the Academy before being paid into a school bank account. These funds are accounted for on an income and expenditure basis ie. Income matched to eventual expenditure.

There have been no complaints about our fundraising activity this year.

We ensure that any marketing relating to our fundraising efforts is not unreasonably intrusive or persistent. Contact is made through our regular newsletter as opposed to any direct marketing. We ensure that recipients are informed of our fundraising efforts rather than specifically requesting donations in order to avoid any undue pressure being placed upon them.

Plans for Future Periods

Future Developments

The Academy is committed to maintaining its performance, to improve the opportunities on offer and the Academy facilities. Further details are given in the following tables:

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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

Strategic Overview: September 2019 – August 2022	Improvement Priorities 2019-20	Strategic Priorities 2020 - 2021	Strategic Priorities 2021 - 2022
<p><u>QUALITY OF EDUCATION</u> 1.1: The curriculum intent, implementation, impact and its assessment 1.2 Outcomes for all individuals and groups of pupils 1.3 Quality of teaching Reading, writing, communication and mathematics</p>	<p>The priorities are that SRPA's curriculum (including sixth form):</p> <ol style="list-style-type: none"> a. is more consistently ambitious, coherently planned and sequenced across all areas of the academy. b. ensures that pupils from all backgrounds and abilities, including SEND, have a wide range of knowledge and cultural capital for future learning and employment c. ensures teacher and leaders further develop the use of accurate assessment to support future learning enables all pupils to achieve well and school specific educational gaps are diminished 	<ul style="list-style-type: none"> • The curriculum is routinely consistent and ambitious across all areas of the academy and is well embedded • Pupil outcomes in national tests and examinations are in line with or above national averages with no department falling below this in any area of specialism • Assessment is routinely accurate and successfully supports future learning • All groups of pupils achieve well 	<ul style="list-style-type: none"> • The curriculum is well-planned, ambitious for its pupils and an example of exceptional practice. It is securely and consistently embedded leading to outstanding outcomes for all groups of pupils in national tests & examinations • Assessment is an example of outstanding practice and is used effectively to routinely embed and use knowledge fluently across all year groups and pupil groups
<p><u>BEHAVIOUR AND ATTITUDES</u> 2.1: Environment – calm & orderly 2.2: Routines and expectations 2.3: Attendance and punctuality 2.4: Consequences including exclusions 2.5: Approaches to bullying and discrimination 2.6: Positive attitudes 2.7: Culture – respect and positivity, relationships</p>	<p>The priorities are that:</p> <ol style="list-style-type: none"> a. pupils behave consistently well across the academy, demonstrating high levels of self-control and consistently positive attitudes to their education (including sixth form) b. rates of fixed term and internal exclusions are significantly reduced by 60% 	<ul style="list-style-type: none"> • Behaviour is consistently good or better across the academy and the environment is calm, orderly and purposeful • Rates of fixed term exclusion and internal exclusion continue to fall and are well below national • Attitudes to learning are consistently good as reflected in pupil outcomes 	<ul style="list-style-type: none"> • Behaviour and attitudes are exceptional • rates of fixed term and internal exclusions are rare events as poor behaviour is neither tolerated nor readily observed

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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

<p><u>PERSONAL DEVELOPMENT</u> 3.1: Pupils' spiritual, moral, social and cultural development 3.2: British Values 3.3: Equality of opportunity 3.4: Inclusion 3.5: Character education 3.6: E-safety 3.7: Health and relationships 3.8: Extra-curricular offer 3.9: CEIAG inc Gatsby</p>	<p>The priority is that:</p> <p>a. the academy consistently provides the extensive personal development of pupils through a wide, rich and coherently planned programme of enrichment and extra-curricular activities (including sixth form)</p>	<ul style="list-style-type: none"> • The academy meets all of the Gatsby benchmarks • SMSC development is well embedded across all curriculum areas and outcomes are successful 	<ul style="list-style-type: none"> • Personal development is exceptional due to the extensive academy offer which goes beyond the expected • British Values and SMSC development are richly promoted throughout the academy curriculum leading to outstanding outcomes • CEIAG is maintained at outstanding and platinum Careers Mark is maintained
<p><u>THE LEADERSHIP, MANAGEMENT AND EFFICIENCY OF THE ACADEMY</u> 4.1: Vision and ambition 4.2: Academy Improvement Processes 4.3: Staffing, Accommodation and Resources 4.4: The Efficiency of the Academy 4.5: Safeguarding Systems 4.6: Professional development 4.7: Workload and wellbeing 4.8: Engagement with parents, employers, agencies 4.9: PP, CUP 4.10: Alternative provision 4.11: Governance</p>	<p>The priorities are that:</p> <p>a. SRPA's highly effective professional development programme ensures that teachers' subject and pedagogical knowledge builds over time to ensure effective curriculum delivery and that leaders at every level have clear and coherent leadership development (including sixth form leadership)</p> <p>b. The academy continues to use its financial resources efficiently to maintain an environment that ensures successful curriculum delivery</p>	<ul style="list-style-type: none"> • The academy's professional development offer is an example of best practice and compliments the local sector driven improvement agenda by offering LTSA development opportunities • The leadership of the curriculum is outstanding • The academy shows a 6% reserve • The RP Hub is utilised to offer all staff a wellbeing offer as a standard term & condition of employment • Develop an environmental policy which allows the academy to rapidly reduce its carbon footprint 	<ul style="list-style-type: none"> • Plan for a new, sustainable sixth form build • Governance is an example of excellent practice • The academy budget shows a 7% reserve

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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

<p>SIXTH FORM</p> <p>5.1: Expectations, routines, consistencies 5.2: Achievement and progress 5.3: Systems 5.4: Curriculum inc quality of programmes of study 5.5: Quality of teaching 5.6: Students' spiritual, moral, social, cultural development 5.7: Attendance and punctuality 5.8: Conduct and attitudes 5.9: CEIAG inc work experience</p>	<p>The priorities are to:</p> <p>a. Improve the academic outcomes of pupils post – 16 to be in line with national averages inc L3VA</p> <p>b. Recruit successfully in volume and quality for Sept 2020 Year 12</p>	<ul style="list-style-type: none"> • Ensure the sixth form offer (in year 1 as a standalone) is viable, affordable and sustainable • All outcomes meet or exceed national averages in all department areas • Recruitment into Year 12 exceeds 100 	<ul style="list-style-type: none"> • Plan for a new, sustainable sixth form build • Sixth form examination outcomes exceed national averages • The post 16 offer is an example of exceptional practice
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Auditor

Insofar as the governors are aware

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

The Governors' report, incorporating a strategic report, was approved by order of the board of governors, as the company directors, on 16 December 2019 and signed on its behalf by:

Reverend Canon A Robson
Chair of Governors

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As governors, we acknowledge we have overall responsibility for ensuring that Sir Robert Pattinson Academy 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 governors has delegated the day-to-day responsibility to the Head Teacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Sir Robert Pattinson Academy and the Secretary of State for Education. They are also responsible for reporting to the board of governors any material weaknesses or breakdowns in internal control.

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance

The information on governance included here supplements that described in the Governors' report and in the Statement of Governors' responsibilities. The board of governors has formally met 7 times during the year.

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

Governor	Meetings attended	Out of a possible
Reverend Canon A Robson	5	7
Mr N Chambers	7	7
Dr N Appleby	6	7
Mr D Hardy	7	7
Mrs S Adlington	7	7
Mrs A Braithwaite	4	7
Professor P Fenton	7	7
Mr L Harman	4	7
Mrs H Lee	7	7
Mrs K Merchant	6	7
Ms T O'Brien	7	7
Mrs P Robinson	2	3
Mrs N Thomas	1	1
Sgt S Walker	6	7
Mr P Ward, Staff Governor	0	0

Governance Reviews:

A skills audit is undertaken when a governor joins the Academy. The information is entered into a master spreadsheet so that the overall skills picture is clear for the executive committee. The spreadsheet informs the executive committee if the Academy needs specific skills and also gives information in order for governors to be placed onto the most appropriate committee. The schedule is reviewed at executive meetings.

The Business and Resources Committee is a sub-committee of the main board of governors. Its purpose is to consider and manage the Academy financial plan and annual budgets ensuring all funds are used for the purposes of the Academy and in accordance with the terms of the funding agreement, monitor premises and maintenance plan, consider capital expenditure and review and amend health and safety. This sub-committee met five times during the year.

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr N Chambers	5	5
Mr D Hardy	4	5
Ms T O'Brien	5	5
Reverend Canon A Robson	3	5
Mrs N Thomas	2	3
Sgt S Walker	0	1
Mr P Ward	5	5

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

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

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

- strengthening the governance of the Academy as a result of robust discussion and challenge following the restructure of the Governing Body and consideration of skillset;
- extending their partnership working in order to incorporate enhanced professional learning opportunities for staff;
- building on previous links with employers to ensure enhanced career opportunities for students including work experience, careers advice and apprenticeships; and
- investigating opportunities for additional funding including CIF funding which can be used for Capital projects.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Sir Robert Pattinson Academy for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

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

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of governors;
- regular reviews by the Business and Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- 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 governors has considered the need for a specific internal audit function and has decided to appoint ASCL Internal Audit as internal auditor.

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

- testing of payroll systems;
- testing of purchase systems;
- review of governance and internal control; and
- budget planning, monitoring and reporting.

On a termly basis, the internal auditor reports to the board of governors on the operation of the systems of control and on the discharge of the governors' financial responsibilities.

ASCL Internal Audit has delivered their schedule of work as planned. No material control issues have arisen as a result of the work.

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

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

- the work of the internal auditor;
- the work of the external auditors;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the board of governors on 16 December 2019 and signed on their behalf by:

Reverend Canon A Robson
Chair of Governors

Mr D Hardy
Accounting Officer

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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

Mr D Hardy
Accounting Officer
Date: 16 December 2019

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- 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 governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

Approved by order of the members of the board of governors on 16 December 2019 and signed on its behalf by:

Reverend Canon A Robson
Chair of Governors

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR
ROBERT PATTINSON ACADEMY**

Opinion

We have audited the financial statements of Sir Robert Pattinson Academy (the 'academy') for the year ended 31 August 2019 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Academy's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR
ROBERT PATTINSON ACADEMY (CONTINUED)**

Other information

The governors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Other information includes the Reference and administrative details, the Governors' report including the Strategic report, and the Governance statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR
ROBERT PATTINSON ACADEMY (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Governors' responsibilities statement, the governors (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 governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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

Robert Anderson (Senior statutory auditor)

for and on behalf of

Streets Audit LLP

Chartered Accountants & Statutory Auditor

Tower House

Lucy Tower Street

Lincoln

LN1 1XW

18 December 2019

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SIR
ROBERT PATTINSON ACADEMY AND THE EDUCATION & SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Sir Robert Pattinson Academy during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Sir Robert Pattinson Academy's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Sir Robert Pattinson Academy's funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- A review of the Academy's systems and controls and confirmation of the operation and effectiveness during the year;
- A review of expenditure to confirm the appropriateness and value for money; and
- A review of connected party arrangements, transactions and balances.

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SIR
ROBERT PATTINSON ACADEMY AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Robert Anderson

Streets Audit LLP

Date: 18 December 2019

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Income from:						
Donations and capital grants	3	385	-	740,515	740,900	307,785
Charitable activities	4	207,791	5,957,183	-	6,164,974	5,537,376
Other trading activities	5	18,572	-	-	18,572	19,570
Total income		226,748	5,957,183	740,515	6,924,446	5,864,731
Expenditure on:						
Raising funds	6	733	-	-	733	588
Charitable activities	6,7	231,985	6,200,322	1,032,176	7,464,483	6,477,671
Total expenditure		232,718	6,200,322	1,032,176	7,465,216	6,478,259
Net expenditure		(5,970)	(243,139)	(291,661)	(540,770)	(613,528)
Transfers between funds	16	5,970	(23,860)	17,890	-	-
Net movement in funds before other recognised gains/(losses)		-	(266,999)	(273,771)	(540,770)	(613,528)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	22	-	(726,000)	-	(726,000)	493,000
Net movement in funds		-	(992,999)	(273,771)	(1,266,770)	(120,528)

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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

Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Reconciliation of funds:					
Total funds brought forward	-	(1,144,323)	9,252,042	8,107,719	8,228,247
Net movement in funds	-	(992,999)	(273,771)	(1,266,770)	(120,528)
Total funds carried forward	<u>-</u>	<u>(2,137,322)</u>	<u>8,978,271</u>	<u>6,840,949</u>	<u>8,107,719</u>

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

The notes on pages 35 to 61 form part of these financial statements.

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)
REGISTERED NUMBER: 07690250

BALANCE SHEET
AS AT 31 AUGUST 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible assets	12	8,936,407	9,224,178
		<u>8,936,407</u>	<u>9,224,178</u>
Current assets			
Stocks	13	20,509	17,465
Debtors	14	270,546	266,757
Cash at bank and in hand		51,972	219,559
		<u>343,027</u>	<u>503,781</u>
Creditors: amounts falling due within one year	15	(217,485)	(370,240)
Net current assets		<u>125,542</u>	<u>133,541</u>
Total assets less current liabilities		<u>9,061,949</u>	<u>9,357,719</u>
Net assets excluding pension liability		<u>9,061,949</u>	<u>9,357,719</u>
Defined benefit pension scheme liability	22	(2,221,000)	(1,250,000)
Total net assets		<u><u>6,840,949</u></u>	<u><u>8,107,719</u></u>

SIR ROBERT PATTINSON ACADEMY
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BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2019

	Note	2019 £	2018 £
Funds of the Academy			
Restricted funds:			
Fixed asset funds	16	8,978,271	9,252,042
Restricted income funds	16	83,678	105,677
Restricted funds excluding pension asset	16	<u>9,061,949</u>	<u>9,357,719</u>
Pension reserve	16	<u>(2,221,000)</u>	<u>(1,250,000)</u>
Total restricted funds	16	<u>6,840,949</u>	<u>8,107,719</u>
Unrestricted income funds	16	<u>-</u>	<u>-</u>
Total funds		<u><u>6,840,949</u></u>	<u><u>8,107,719</u></u>

The financial statements on pages 30 to 61 were approved by the governors, and authorised for issue on 16 December 2019 and are signed on their behalf, by:

Reverend Canon A Robson
Chair of Governors

The notes on pages 35 to 61 form part of these financial statements.

SIR ROBERT PATTINSON ACADEMY
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net cash used in operating activities	18	(875,594)	<i>(108,999)</i>
Cash flows from investing activities	19	708,007	<i>135,751</i>
Change in cash and cash equivalents in the year		(167,587)	<i>26,752</i>
Cash and cash equivalents at the beginning of the year		219,559	<i>192,807</i>
Cash and cash equivalents at the end of the year	20	<u>51,972</u>	<u><i>219,559</i></u>

The notes on pages 35 to 61 form part of these financial statements

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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

1. Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), 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, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Sir Robert Pattinson Academy meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

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

SIR ROBERT PATTINSON ACADEMY
(A company limited by guarantee)

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

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.

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.

• **Expenditure on raising funds**

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

• **Charitable activities**

These are costs incurred on the Academy'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.

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.5 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.

1.6 Tangible fixed assets

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

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

Freehold property	- 2% straight line
Furniture and equipment	- 10% - 20% straight line
Computer equipment	- 25% 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 Stocks

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

1.8 Debtors

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

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.9 Cash at bank and in hand

Cash at bank and in hand represents amounts held in current bank account facilities only and cash held at the Academy.

1.10 Liabilities

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

1.11 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.

Cash at bank and in hand - 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.

1.12 Operating leases

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

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.13 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.

1.14 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 governors.

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.

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Tangible fixed assets are recognised at cost, less accumulated depreciation and any impairment. Depreciation takes place over the estimated useful life, down to the assessed residual value. The carrying amount of the Academy's fixed assets is tested as soon as changed conditions show that a need for impairment has arisen.

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

3. Income from donations and capital grants

	Unrestricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations	385	-	385
Capital Grants	-	740,515	740,515
	385	740,515	740,900
	385	740,515	740,900
	<i>Unrestricted funds 2018 £</i>	<i>Restricted fixed asset funds 2018 £</i>	<i>Total funds 2018 £</i>
Donations	1,484	-	1,484
Capital Grants	-	306,301	306,301
	1,484	306,301	307,785
	1,484	306,301	307,785

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

4. Funding for the Academy's educational operations

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
ESFA Grants			
General Annual Grant (GAG)	-	5,444,806	5,444,806
Other ESFA Income	-	288,204	288,204
	-	5,733,010	5,733,010
Other Government Grants			
Local Authority Grants	-	93,957	93,957
	-	93,957	93,957
Other Funding			
Other Income	207,791	43,117	250,908
School Fund Income	-	87,099	87,099
	207,791	130,216	338,007
	207,791	5,957,183	6,164,974

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

	<i>Unrestricted funds 2018 £</i>	<i>Restricted funds 2018 £</i>	<i>Total funds 2018 £</i>
ESFA Grants			
General Annual Grant (GAG)	-	4,976,821	4,976,821
Other ESFA Income	-	205,087	205,087
	-	<u>5,181,908</u>	<u>5,181,908</u>
Other Government Grants			
Local Authority Grants	-	69,480	69,480
	-	<u>69,480</u>	<u>69,480</u>
Other Funding			
Other Income	189,966	9,298	199,264
School Fund Income	-	86,724	86,724
	<u>189,966</u>	<u>96,022</u>	<u>285,988</u>
	<u>189,966</u>	<u>5,347,410</u>	<u>5,537,376</u>

5. Income from other trading activities

	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Lettings Income	18,572	18,572	19,570
	<u>18,572</u>	<u>18,572</u>	<u>19,570</u>

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

6. Expenditure

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £
Expenditure on other trading activities:				
Direct costs	-	-	733	733
Educational operations:				
Direct costs	4,222,767	-	576,348	4,799,115
Support costs	1,000,415	987,175	677,778	2,665,368
	<u>5,223,182</u>	<u>987,175</u>	<u>1,254,859</u>	<u>7,465,216</u>
	<i>Staff Costs 2018 £</i>	<i>Premises 2018 £</i>	<i>Other 2018 £</i>	<i>Total 2018 £</i>
Expenditure on other trading activities:				
Direct costs	-	-	588	588
Educational operations:				
Direct costs	3,935,698	-	452,649	4,388,347
Support costs	976,705	507,956	604,663	2,089,324
	<u>4,912,403</u>	<u>507,956</u>	<u>1,057,900</u>	<u>6,478,259</u>

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

7. Analysis of expenditure by activities

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Educational operations	4,799,115	2,665,368	7,464,483

	<i>Activities undertaken directly 2018 £</i>	<i>Support costs 2018 £</i>	<i>Total funds 2018 £</i>
Educational operations	4,388,347	2,089,324	6,477,671

Analysis of direct costs

	Total funds 2019 £	Total funds 2018 £
Staff Costs	3,947,545	3,802,090
Educational Materials and Supplies	167,364	118,486
Supply Staff	271,227	114,911
Exam Costs	113,354	96,746
Direct ICT Costs	55,176	54,748
Other Direct Staff Costs	36,224	35,244
Other Direct Costs	208,225	166,122
	4,799,115	4,388,347

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2019 £	<i>Total funds 2018 £</i>
Pension Finance Cost	38,000	40,000
Staff Costs	1,000,415	976,705
Depreciation	349,601	342,845
Other Support Staff Costs	19,417	15,507
Rates	51,325	42,000
Utilities	114,638	103,348
Maintenance and Cleaning	796,019	335,556
Insurance	25,193	27,052
Catering	104,198	90,912
Transport	2,429	2,589
Support ICT Costs	57,990	43,695
Legal Costs	26,431	7,275
Governance Costs	12,126	8,598
Other Support Costs	67,586	53,242
	2,665,368	<i>2,089,324</i>

8. Net expenditure

Net expenditure for the year includes:

	2019 £	<i>2018 £</i>
Operating lease rentals	15,494	18,267
Depreciation of tangible fixed assets	349,601	342,845
Fees paid to auditors for:		
- audit	4,000	4,000
- other services	3,950	3,250

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

9. Staff costs

a. Staff costs

Staff costs during the year were as follows:

	2019 £	2018 £
Wages and salaries	3,775,993	3,652,815
Social security costs	344,407	338,286
Pension costs	827,560	787,694
	<u>4,947,960</u>	<u>4,778,795</u>
Agency staff costs	271,227	114,911
Staff restructuring costs	-	15,310
Apprenticeship levy	3,995	3,387
	<u>5,223,182</u>	<u>4,912,403</u>

Staff restructuring costs comprise:

	2019 £	2018 £
Redundancy payments	-	15,310
	<u>-</u>	<u>15,310</u>

b. Staff numbers

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

	2019 No.	2018 No.
Teachers	62	70
Admin and Support	80	81
Management	7	7
	<u>149</u>	<u>158</u>

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

9. Staff costs (continued)

b. Staff numbers (continued)

The average headcount expressed as full-time equivalents was:

	2019	<i>2018</i>
	No.	<i>No.</i>
Teachers	57	<i>62</i>
Admin and Support	51	<i>52</i>
Management	7	<i>7</i>
	115	<i>121</i>

c. Higher paid staff

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

	2019	<i>2018</i>
	No.	<i>No.</i>
In the band £100,001 - £110,000	1	<i>1</i>

The above employees participated in the Teachers' Pension Scheme.

d. Key management personnel

The key management personnel of the Academy comprise the governors and the senior leadership team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy was £526,000 (2018 - £495,000).

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

10. Governors' remuneration and expenses

One or more governors has been paid remuneration or has received other benefits from an employment with the Academy. The Head Teacher and other staff governors only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff members under their contracts of employment. The value of governors' remuneration and other benefits for the period they were Governors was as follows:

		2019	<i>2018</i>
		£	£
Mr D Hardy	Remuneration	100,000 -	<i>nil</i>
		105,000	
	Pension contributions paid	15,000 -	<i>nil</i>
		20,000	
Mrs T Gibson	Remuneration	20,000 -	<i>15,000 -</i>
		25,000	<i>20,000</i>
Mr P Ward	Pension contributions paid	0 - 5,000	<i>0 - 5,000</i>
	Remuneration	55,000 -	<i>40,000 -</i>
		60,000	<i>45,000</i>
	Pension contributions paid	5,000 -	<i>5,000 -</i>
		10,000	<i>10,000</i>
Mrs H Renard	Remuneration	nil	<i>105,000 -</i>
			<i>110,000</i>
	Pension contributions paid	nil	<i>15,000 -</i>
			<i>20,000</i>
Mrs A Kotek	Remuneration	nil	<i>0 - 5,000</i>
	Pension contributions paid	nil	<i>0 - 5,000</i>

During the year ended 31 August 2019, no governor expenses have been incurred (*2018 - £nil*).

11. Governors' and Officers' insurance

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

SIR ROBERT PATTINSON ACADEMY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

12. Tangible fixed assets

	Freehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2018	9,441,395	1,576,691	283,606	11,301,692
Additions	-	14,317	47,513	61,830
At 31 August 2019	<u>9,441,395</u>	<u>1,591,008</u>	<u>331,119</u>	<u>11,363,522</u>
Depreciation				
At 1 September 2018	1,087,484	761,614	228,416	2,077,514
Charge for the year	153,527	157,200	38,874	349,601
At 31 August 2019	<u>1,241,011</u>	<u>918,814</u>	<u>267,290</u>	<u>2,427,115</u>
Net book value				
At 31 August 2019	<u>8,200,384</u>	<u>672,194</u>	<u>63,829</u>	<u>8,936,407</u>
At 31 August 2018	<u>8,353,911</u>	<u>815,077</u>	<u>55,190</u>	<u>9,224,178</u>

Included within Freehold Property is land with a cost of £1,765,031 (2018 - £1,765,031) which is not depreciated.

13. Stocks

	2019 £	2018 £
Academy resources	<u>20,509</u>	<u>17,465</u>

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

14. Debtors

	2019 £	2018 £
Due within one year		
Trade debtors	7,002	9,061
Other debtors	92,648	42,443
Prepayments and accrued income	170,896	215,253
	270,546	266,757
	270,546	266,757

Included in other debtors is £89,812 (2018 - £41,954) relating to VAT recoverable.

15. Creditors: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	22,190	36,177
Other taxation and social security	90,916	77,290
Other creditors	35,769	32,824
Accruals and deferred income	68,610	223,949
	217,485	370,240
	217,485	370,240
	2019 £	2018 £
Deferred income		
Deferred income at 1 September	63,851	34,410
Resources deferred during the year	34,401	63,851
Amounts released from previous periods	(63,851)	(34,410)
	34,401	63,851
Deferred income at 31 August	34,401	63,851

At the year-end, the Academy has deferred income in respect of rates relief and school fund / trips income received in advance.

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

16. Statement of funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
General Funds	-	226,748	(232,718)	5,970	-	-
Restricted general funds						
General Annual Grant (GAG)	44,146	5,444,806	(5,487,929)	-	-	1,023
Other ESFA Grants	48,911	288,204	(254,563)	(17,890)	-	64,662
Other Government Grants	-	93,957	(93,957)	-	-	-
Other Income	12,620	43,117	(37,744)	-	-	17,993
School Funds	-	87,099	(81,129)	(5,970)	-	-
Pension Reserve	(1,250,000)	-	(245,000)	-	(726,000)	(2,221,000)
	<u>(1,144,323)</u>	<u>5,957,183</u>	<u>(6,200,322)</u>	<u>(23,860)</u>	<u>(726,000)</u>	<u>(2,137,322)</u>
Restricted fixed asset funds						
NBV of Fixed Assets	9,224,178	-	(349,601)	61,830	-	8,936,407
Unspent ESFA Capital Grants	23,980	733,118	(671,294)	(43,940)	-	41,864
Unspent LA Capital Grants	3,884	7,397	(11,281)	-	-	-
	<u>9,252,042</u>	<u>740,515</u>	<u>(1,032,176)</u>	<u>17,890</u>	<u>-</u>	<u>8,978,271</u>
Total Restricted funds	<u>8,107,719</u>	<u>6,697,698</u>	<u>(7,232,498)</u>	<u>(5,970)</u>	<u>(726,000)</u>	<u>6,840,949</u>
Total funds	<u><u>8,107,719</u></u>	<u><u>6,924,446</u></u>	<u><u>(7,465,216)</u></u>	<u><u>-</u></u>	<u><u>(726,000)</u></u>	<u><u>6,840,949</u></u>

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16. Statement of funds (continued)

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

Unrestricted Funds:

General Funds - those resources which may be used towards meeting any of the objects of the Academy at the discretion of the governors. It is now the policy of the Academy to use unrestricted funds in preference to GAG.

Restricted Funds:

General Annual Grant (GAG) - made up of a number of different funding streams from the ESFA, all of which are to be used to cover the running costs of the Academy.

Other ESFA Grants - represent ESFA grants received for specific purposes.

Other Government Grants - represents grants from the Local Authority received for specific purposes.

Other Income - represents grants from other bodies received for specific purposes.

School Funds - represents income received into the separate School Fund account maintained by the Academy.

Pension Reserve - represents the current deficit balance of the Local Government Pension Scheme (LGPS).

Transfers - the transfer from school funds represents the utilisation of funds from the separate school fund to cover costs paid out by the Academy. Other transfers represent the acquisition of fixed assets.

Restricted Fixed Asset Funds:

Unspent Capital Grants - represents unspent grants from the ESFA and Local Authority received for which the specific purposes of capital expenditure has been imposed by the funder.

NBV of Fixed Assets - represents the net book value of land, buildings and other assets transferred to the Academy on conversion and subsequently acquired from Academy funds.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2019.

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

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

	<i>Balance at 1 September 2017 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2018 £</i>
Unrestricted funds						
General Funds	-	204,770	(211,445)	6,675	-	-
Restricted general funds						
General Annual Grant (GAG)	170,188	4,976,821	(5,112,217)	9,354	-	44,146
Other ESFA Grants	40,339	205,087	(196,515)	-	-	48,911
Other Government Grants	-	69,480	(69,480)	-	-	-
Other Income	13,524	15,548	(2,928)	(13,524)	-	12,620
School Funds	-	86,724	(80,049)	(6,675)	-	-
Pension Reserve	(1,513,000)	-	(230,000)	-	493,000	(1,250,000)
	<u>(1,288,949)</u>	<u>5,353,660</u>	<u>(5,691,189)</u>	<u>(10,845)</u>	<u>493,000</u>	<u>(1,144,323)</u>
Restricted fixed asset funds						
NBV of Fixed Assets	9,509,531	-	(342,845)	57,492	-	9,224,178
Unspent ESFA Capital Grants	7,665	256,496	(232,780)	(7,401)	-	23,980
Unspent LA Capital Grants	-	49,805	-	(45,921)	-	3,884
	<u>9,517,196</u>	<u>306,301</u>	<u>(575,625)</u>	<u>4,170</u>	<u>-</u>	<u>9,252,042</u>
Total Restricted funds	<u>8,228,247</u>	<u>5,659,961</u>	<u>(6,266,814)</u>	<u>(6,675)</u>	<u>493,000</u>	<u>8,107,719</u>

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

16. Statement of funds (continued)

	<i>Balance at 1 September 2017</i> £	<i>Income</i> £	<i>Expenditure</i> £	<i>Transfers in/out</i> £	<i>Gains/ (Losses)</i> £	<i>Balance at 31 August 2018</i> £
Total funds	<u>8,228,247</u>	<u>5,864,731</u>	<u>(6,478,259)</u>	<u>-</u>	<u>493,000</u>	<u>8,107,719</u>

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	8,936,407	8,936,407
Current assets	301,163	41,864	343,027
Creditors due within one year	(217,485)	-	(217,485)
Provisions for liabilities and charges	(2,221,000)	-	(2,221,000)
Total	<u>(2,137,322)</u>	<u>8,978,271</u>	<u>6,840,949</u>

Analysis of net assets between funds - prior year

	<i>Restricted funds 2018</i> £	<i>Restricted fixed asset funds 2018</i> £	<i>Total funds 2018</i> £
Tangible fixed assets	-	9,224,178	9,224,178
Current assets	342,905	160,876	503,781
Creditors due within one year	(237,228)	(133,012)	(370,240)
Provisions for liabilities and charges	(1,250,000)	-	(1,250,000)
Total	<u>(1,144,323)</u>	<u>9,252,042</u>	<u>8,107,719</u>

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

	2019 £	2018 £
Net expenditure for the year (as per Statement of financial activities)	(540,770)	(613,528)
Adjustments for:		
Depreciation	349,601	342,845
Capital grants from DfE and other capital income	(769,837)	(193,243)
Defined benefit pension scheme cost less contributions payable	207,000	190,000
Defined benefit pension scheme finance cost	38,000	40,000
Increase in stocks	(3,044)	(14,392)
Increase in debtors	(3,789)	(117,495)
(Decrease)/increase in creditors	(152,755)	256,814
Net cash used in operating activities	(875,594)	(108,999)

19. Cash flows from investing activities

	2019 £	2018 £
Purchase of tangible fixed assets	(61,830)	(57,492)
Capital grants from DfE Group	762,440	143,438
Capital funding received from sponsors and others	7,397	49,805
Net cash provided by investing activities	708,007	135,751

20. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash in hand	51,972	219,559
Total cash and cash equivalents	51,972	219,559

21. Contingent liabilities

In the event of Sir Robert Pattinson Academy ceasing to operate as an academy, provisions are included in the funding agreement relating to the clawback of assets and monies paid to the Academy.

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22. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

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

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. 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 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

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

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2019.

The employer's pension costs paid to TPS in the year amounted to £418,000 (2018 - £416,000).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy 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 2019 was £260,000 (2018 - £234,000), of which employer's contributions totalled £203,000 (2018 - £183,000) and employees' contributions totalled £ 57,000 (2018 - £51,000). The agreed contribution rates for future years are 18.8% for employers and a maximum of 12.5% for employees.

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

Principal actuarial assumptions

	2019	<i>2018</i>
	%	%
Salary Increase Rate	2.7	2.8
Pension Increase Rate	2.3	2.4
Discount Rate	1.8	2.8

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

	2019	<i>2018</i>
	Years	Years
<i>Retiring today</i>		
Males	21.2	22.1
Females	23.5	24.4
<i>Retiring in 20 years</i>		
Males	22.5	24.1
Females	25.2	26.6

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22. Pension commitments (continued)

Sensitivity analysis

	2019	<i>2018</i>
	£000	<i>£000</i>
0.5% decrease in Real Discount Rate	736,000	<i>552,000</i>
0.5% increase in Salary Increase Rate	95,000	<i>83,000</i>
0.5% increase in Pension Increase Rate	627,000	<i>462,000</i>
	=====	<i>=====</i>

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

	At 31	<i>At 31 August</i>
	August 2019	<i>2018</i>
	£	<i>£</i>
Equities	2,789,000	<i>2,491,000</i>
Bonds	611,000	<i>512,000</i>
Property	382,000	<i>375,000</i>
Cash	38,000	<i>34,000</i>
	=====	<i>=====</i>
Total market value of assets	3,820,000	<i>3,412,000</i>
	=====	<i>=====</i>

The actual return on scheme assets was £214,000 (2018 - £243,000).

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

	2019	<i>2018</i>
	£	<i>£</i>
Current service cost	(379,000)	<i>(373,000)</i>
Past service cost	(31,000)	<i>-</i>
Interest income	98,000	<i>77,000</i>
Interest cost	(136,000)	<i>(117,000)</i>
	=====	<i>=====</i>
Total amount recognised in the Statement of financial activities	(448,000)	<i>(413,000)</i>
	=====	<i>=====</i>

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22. Pension commitments (continued)

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

	2019 £	2018 £
At 1 September	4,662,000	4,515,000
Current service cost	379,000	373,000
Interest cost	136,000	117,000
Employee contributions	57,000	51,000
Remeasurements	842,000	(327,000)
Benefits paid	(66,000)	(67,000)
Past service costs	31,000	-
At 31 August	6,041,000	4,662,000

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

	2019 £	2018 £
At 1 September	3,412,000	3,002,000
Interest income	98,000	77,000
Return on assets excluding amounts included in net interest	116,000	166,000
Employer contributions	203,000	183,000
Employee contributions	57,000	51,000
Benefits paid	(66,000)	(67,000)
At 31 August	3,820,000	3,412,000

23. Operating lease commitments

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

	2019 £	2018 £
Amounts payable:		
Not later than 1 year	11,008	14,577
Later than 1 year and not later than 5 years	32,105	-
	43,113	14,577

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24. Members' liability

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

25. Related party transactions

Owing to the nature of the Academy's operations and the composition of the board of governors being drawn from local public and private sector organisations, transactions may take place with organisations in which a governor has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

Relatives of Governors:

A spouse of a governor is employed by the Academy. Their employment predates the appointment of the governor. The governors confirm that the individual was fairly recruited and their performance has been managed in the normal way; their employment is considered to be of benefit to the Academy.

26. Agency arrangements

During the year, the Academy acted as agent in respect of 16-19 Bursary funding received from the ESFA. The Academy received 16-18 Bursary funding of £16,003 and expended £24,001. A total balance of £10,072 is included within other creditors.