

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2018

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1
Trustees' Report	2 - 7
Governance Statement	8 - 11
Statement on Regularity, Propriety and Compliance	12
Statement of Trustees' Responsibilities	13
Independent Auditors' Report on the Financial Statements	14 - 16
Independent Reporting Accountants' Assurance Report on Regularity	17 - 18
Statement of Financial Activities Incorporating Income and Expenditure Account	19
Balance Sheet	20
Statement of Cash Flows	21
Notes to the Financial Statements	22 - 37

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS MEMBERS, TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2018

Members	Mr D Charles Mr P McLauchlan Mr R Sall
Governors/Trustees	Mrs S Pryor, Head Teacher Mr D Charles, Chair Mr D McLauchlan, Vice Chair Dr C Kilbride (resigned 24 November 2017) Mrs T Gruber-Miller Mr R Sall Mrs A Torrent (resigned 31 August 2018) Mr J Fox Mr B Jakhu Mrs D Sadeh Mrs S Procter Mr H Singh Mrs L Stephen (appointed 17 April 2018, resigned 31 August 2018) Ms S Caldwell
Company registered number	07570315
Company name	Swakeleys School For Girls
Registered and principal office	Clifton Gardens Uxbridge Middlesex UB10 0EJ
Company Secretary	Mrs H Y Manwaring
Chief Executive Officer	Mrs S Pryor
Senior Management Team	Mrs S Pryor, Head Teacher Mrs G Hare, Deputy Head Teacher Mrs C Devereux, Deputy Head Teacher Miss O Wall, Deputy Head Teacher Mrs H Y Manwaring, Business Manager
Independent Auditors	Price Bailey LLP Chartered Accountants Statutory Auditors Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT
Bankers	Lloyds Bank Plc 35 Swakeleys Rd Uxbridge Middlesex UB10 8DB

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2018

Swakeleys School For Girls (The Charitable Company, the Academy or the Trust) operates as an academy school for girls aged 11-16 with a mixed sixth form of pupils aged 17-19. In the 2018 school census the number of pupils on roll was 1,135.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are its primary governing documents. The Trustees of the Charitable Company are also the Directors for the purposes of company law. The terms Trustee, Director and Governor are interchangeable. The Charitable Company is also known as Swakeleys School For Girls (the School).

Details of the Trustees who served throughout the year are included in the Reference and Administrative Details section on page 1.

Member's 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.

Trustee and Officers' Indemnities

In accordance with normal commercial practice the Academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £2,000,000 on any one claim and details of the costs are disclosed in Note 11 to the accounts

Method of recruitment and appointment or election of Trustees

- Parent Governors are appointed by the election of parents of students attending the School.
- Staff Governors are appointed by election of staff employed by the Academy.
- Community Governors may be appointed by the Governing Body.
- Co-opted Governors may be appointed by those Governors who are not themselves co-opted Governors.
- Member Governors may be appointed directly by Members.
- The Headteacher automatically becomes an ex-officio Governor.
- Further Governors may be appointed by the Secretary of State.

Policies and Procedures adopted for the induction and training of Trustees

All Governors receive training on Academy Governance and Governor's responsibilities three times a year. Each training session is bespoke to meet the needs of the Academy. In addition, Governors visit the School throughout the year.

New Governors receive a comprehensive induction package tailored to the needs of the individual and, where necessary training is also provided on education, legal and financial matters. All new Governors will be given a tour of the School and chance to meet with staff and students.

All Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake the role as Governors.

Organisational Structure

The governance of the Academy is defined in the Memorandum and Articles of Association together with the funding agreement with the Department of Education.

The Governing Body, which meets on at least 3 occasions per year, is responsible for the strategic direction of the Academy. The Governing Body delegates certain functions to three committees: Pastoral and Curriculum, Finance and Health and Safety and Personnel. These meetings are attended by members of the Senior Leadership Team. The committees review progress towards educational objectives and results, approve major expenditure requests, set the budget for the following year, set the organisational staffing structure, and agree the performance objectives of the Headteacher. Any decisions that are made at committee level are taken to the Governing Body for ratification.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2018

The Headteacher is the designated Accounting Officer and has overall responsibility for the day to day financial management of the Charitable Company. The Headteacher has delegated responsibility for low values of expenditure to specific budget holders who are each responsible for managing their own departments within the constraints of their allocated budgets. A system of financial controls is in place to manage this process.

The Headteacher manages the Academy on a daily basis supported by a Senior Leadership Team. The Senior Leadership Team meets frequently to discuss emerging matters and to help to develop strategies for future development to be put to the Headteacher and the Governing Body as required for approval. Each member of the Senior Leadership Team has specific responsibilities to assist the Headteacher to manage certain aspects of the Academy.

Arrangements for setting pay and remuneration of key management personnel

The school pay policy determines the pay and remuneration of key management personnel by a number of factors. These include the pay scales for each role and the Individual Salary Range set for the school by the Governing Body. Additional consideration is given for retention and expansion of the role to meet the needs of the School. This is reviewed by the Pay Committee of the Governing Body every three years. The pay levels may be affected by nationally agreed pay awards and the ability to recruit and retain in post.

Trade Union Facility time

The Academy had more than 49 FTE employees throughout any 7 months within the accounting period.

The number of employees who were relevant trade union officials during the period (Headcount) - 2. The FTE Employee Number is 125.5.

The time spent on paid union activities as a percentage of total paid facility hours – 0% (No time). The time spent on facility time was in their own time.

Connected Organisations and Related Parties

Owing to the nature of the Academy's operations and the composition of the Governing Body 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.

The Academy maintains a register of pecuniary interests of the Governors which is regularly reviewed and updated.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal object and aim of the Charitable Company is the operation of Swakeleys School For Girls to provide free education and care for pupils of different abilities between the ages of 11 and 19.

Strategies and Activities

During the year the Academy has worked towards achieving these aims by:

- ensuring that every child enjoys the same high quality education in terms of resourcing, tuition and care;
- raising the standard of educational achievement of all pupils;
- improving the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- providing value for money for the funds expended;
- complying with all appropriate statutory and curriculum requirements; and
- conducting the Academy's business in accordance with the highest standards of integrity.

At Swakeleys School For Girls we aim to get the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative and physical potential and to develop positive social and moral values.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2018

Public Benefit

The Trustees believe that by working towards the objects and aims of the School as detailed above, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

STRATEGIC REPORT

Achievements and performance

In 2013, the School was graded by Ofsted as outstanding across all four key areas of the inspection namely, achievement of pupils, quality of teaching, behaviour and safety of pupils and leadership and management.

Our Inspection Data Summary Report for 2018 shows our Progress 8 score of +1.01 which is well above the national average for our GCSE results 2018. This places us top of all Hillingdon secondary schools and in the top 1% for progress against all schools nationally. The sixth form continues to be successful and our ALPS report places us in the top 10% of all sixth forms in the country. In addition, the School has also received two further awards from "The School's Network" relating to attainment and progress at GCSE.

As a National Support School with Teaching School Status, the work we have done to support two more schools, has resulted in a significant improvement in their Progress 8 scores. The support provided to one school was detailed in the most recent Parliamentary Review.

Our Specialist Leaders of Education continue to lead the NAML training for middle leaders in Hillingdon and we have now become a "Leading Edge" school which means that we will be showcasing an area of excellent practice to other schools across the country.

The School continues to achieve success and upon application to the Department of Education has been successful in the application to become an Academy Sponsor

The Head teacher has continued with her professional development and has undertaken a number of inspections this year as Lead Ofsted Inspector. She has also undertaken further training on the new framework which has enabled her to support other Head teachers to prepare for Ofsted inspections.

The Academy measures its success partly through a series of performance indicators. These indicators comprise:-

- Academy popularity/admissions.
- Examination results and other indicators of student performance.
- Staff and department performance monitoring.
- Financial health.
- Stakeholder survey outcomes.

Examination Results

Our examination results for 2017/18 were:-

GCSE

This year, the Government has introduced the new harder GCSE qualifications in almost all subjects. These are graded 9-1 with 9 being of an even higher standard than the previous A*. 121 girls achieved grade 9s. Our results reflect the hard work of both pupils and staff.

79% of our Year 11 cohort achieved grade 4 or above in both English and Maths and for the sixth year running, more than 25% of the girls achieved more than 9-7/5A*A grades. 45% secured the prestigious English Baccalaureate qualification which requires them to achieve passes in English, Maths, Science/Computer Science, a Modern Foreign Language and History or Geography.

Sixth Form

Students from our sixth form have achieved some impressive results in both academic and vocational qualifications and we are delighted with the results of Year 13 students who have achieved 61% A*/B, 88% A*/C grades and 100% pass rate once again.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2018

Key Performance Indicators

The Governors receive monthly information to enable them to monitor the performance of the Academy compared to aims, strategies and financial budgets. As funding is based on pupil numbers this is the key performance indicator. Pupils numbers were 1,134 against a forecast of 1,140.

The Governors compare costs as a percentage of income to monitor financial performance as these are commonly used and benchmarked within the sector. Attendance levels have been sustained at 95.6% and retention from year 11 going into Sixth Form over the past three years has been 60%.

Another key performance indicator is staffing cost as a percentage of income. For 2017/18 this was between 79%-81% against set parameters of 80 - 85% The Governors are confident that staffing levels are closely monitored to agreed full time equivalent and staffing structures which have been approved by the Governing Body.

The Finance and Health and Safety Committee also monitor premises costs to General Annual Grant (GAG) income, curriculum department allocations to GAG income, total income less grants and cash flow on a regular basis to ensure that the budget is set and managed appropriately.

Going concern

After making appropriate enquiries, the Governing Body 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 Statement of Accounting Policies.

FINANCIAL REVIEW

The principal source of funding for the Academy is the General Annual Grant (GAG) and other grants that it receives from the ESFA. In addition, the Academy generates additional income from lettings to the local community. For the year ended 31 August 2018, the Trust received £6,486,801 of GAG and other funding and unrestricted income. A high percentage of this income is spent on wages and salaries and support costs to deliver the Academy's primary objective of the provision of education. The move to a purpose built building in November 2017 within the financial year, has generated costs associated with the old building and additional costs with the new due to the high specification of the building's plant and equipment that require maintenance. This has resulted in the Academy spending 100% of its income for the year. This is £16,000 below the projected overspend when the budget was set.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Academy is recognising a significant pension fund of £1,397,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years.

Reserves policy

The Governors are aware of the requirement to balance current and future needs. The Governors always aim to set a balanced budget with annual income balancing annual expenditure.

The Academy's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £317,132. This has been built up from a mixture of locally raised income.

The Governors review the reserves levels of the Academy annually. This review encompasses the nature of income and expenditure together with the need to match income with commitments and the nature of the reserves. The Governors have taken the decision that the appropriate level of free reserves should be available to be equivalent to one month's gross salary expenditure which is currently £450k. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a buffer to deal with in expected emergencies such as urgent maintenance and repairs.

Investment policy

An Investment Policy was approved by the Governing Body in November 2015.

The aim of the policy is to ensure funds that the Academy does not immediately need to cover anticipated expenditure are invested in such a way as to maximise the Academy's income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Academy does not consider the investment of surplus funds as a primary activity, rather as a result of good stewardship and as and when circumstances allow.

PRINCIPAL RISKS AND UNCERTAINTIES

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2018

The Governors maintain a risk register identifying the major risks to which the Academy is exposed, and identifying actions and procedures to mitigate those risks. A formal review of the risk management process is undertaken on an annual basis and the internal control systems and the exposure to said risks are monitored on behalf of the Governors at each Finance Committee meeting. The principal risks facing the Academy are outlined below; those facing the School at an operational level are addressed by its systems and by internal financial and other controls.

The Governors report that the Academy's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

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

As an academy school, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and this is relatively stable with contingencies in place to cover such items as sickness and maternity.

The Governors assess the other principal risks and uncertainties facing the Academy as follows:

- The Academy has considerable reliance on continued Government funding through the ESFA and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.
- Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Governors continue to review and ensure that appropriate measures are in place to mitigate these risks.
- Reputational - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Governors ensure that student success and achievement are closely monitored and reviewed.
- Safeguarding and child protection - the Governors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.
- Staffing - the success of the Academy is reliant on the quality of its staff and so the Governors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.
- Fraud and mismanagement of funds - The Academy has appointed a Responsible Officer to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

The Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

FUNDRAISING

The Academy only held small fundraising events during the year including cake sales and non uniform days. The Academy does not work with professional fundraisers or companies who carry out fundraising on its behalf. During the year no complaints or issues have arisen as a result of the fundraising events.

PLANS FOR FUTURE PERIODS

The Academy plans to expand the numbers of pupils on roll for September 2018 to 240 from 180 in Year 7 and will therefore have 8 forms of entry from this date. This will mean that the School will be at full capacity by September 2023. In addition the expanded roll will provide capacity for 350 pupils in the Sixth Form from September 2018. The old buildings have now been demolished save for the Maths Block and Sports Hall. The Academy has put into place financial planning to equip the new build and for the predicted increases in costs as far as it is able to. The School has made application to the Local Authority's growth fund to support the increase in pupil numbers as the funding generated by the School Census is lagged.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2018**

PROVISION OF INFORMATION TO AUDITORS

Insofar as the Governors are aware:

There is no relevant audit information of which the Charitable Company's Auditors are 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.

AUDITORS

The Auditors, Price Bailey LLP, are willing to continue in office and a resolution to appoint them will be proposed at the Annual General Meeting.

This Report was approved by the governing body on 10 December 2018 and signed on its behalf by:

Mr D Charles
Chair of Governors

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

As Trustees, we acknowledge we have overall responsibility for ensuring that Swakeleys School For Girls 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 Governing Body 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 Swakeleys School For Girls and the Secretary of State for Education. They are also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Governing Body has formally met 3 times during the year. Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mrs S Pryor, Head Teacher	3	3
Mrs A Torrent	3	3
Mrs T Gruber-Miller	3	3
Mr P McLauchlan	3	3
Mr D Charles	2	3
Dr C Kilbride	0	0
Mr R Sall	3	3
Mr B Jakhu	2	3
Mrs D Sadeh	1	3
Mrs S Procter	1	3
Mr H Singh	1	3
Mrs L Stephen	1	2
Ms S Caldwell	3	3
Mr J Fox	2	3

The Governing Body's focus this year has been on the move to our new building in November 2017. The new building is being funded by the Education and Skills Funding Agency, however part of the planning permission for the building requires the School to pay a contribution to Transport for London for a bus stop improvement contribution of £15,000 for the next five years. In addition, the School will not receive any additional funding towards the costs of the move and disposal of unwanted items save for a contribution towards ICT and furniture for the increase in the pupil roll over the next five years. The School has ear marked the reserves in previous years to fund the move as a number of assets are beyond life but the Governing Body are concerned that the proposed changing to school funding arrangements, increase in staffing costs and national insurance will require the use of the reserve funding to sustain.

The Finance and Health and Safety Committee is a sub-committee of the Governing Body. Its purpose is to address financial matters.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mrs A Torrent	3	3
Mr P McLauchlan	1	3
Mr D Charles	2	3
Mr R Sall	2	3
Mrs S Procter	1	3

The Finance and Health and Safety Committee is responsible for the audit of the Academy. The committee fulfils the functions of an Audit Committee, reviewing the risks to internal control to inform the statement of internal control and, so far as is possible, provide assurance to the external Auditors. A Risk Register has been produced to enable principal risks and uncertainties facing the Academy to be regularly reviewed and addressed.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

The Trustees reappointed Mr Dean Charles as Responsible Officer for the period 1st September 2017 to 31st August 2018. The Responsible Officer's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. The Responsible Officer conducted 3 visits during the accounting period. No significant risk features have been identified or reported on and the Responsible Officer has given high assurance in all areas of financial control.

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

1. Raising student attainment

The Academy has used its resources together with the additional support of the Pupil Premium for targeted intervention, to secure examination results for 2017-18 which show at GCSE, 121 girls achieved grade 9s. 79% of our Year 11 cohort achieved grade 4 or above in both English and maths and for the sixth year running, more than 25% of the girls achieved more than 9-7/5A*A grades. 45% secured the prestigious English Baccalaureate qualification which requires them to achieve passes in English, Maths, Science/Computer Science, a Modern Foreign Language and History or Geography. At Key Stage 5, Year 13 students achieved 61% A*/B, 88% A*/C grades and 100% pass rate once again.

2. Robust governance and oversight of Academy Trust finances

The Academy benefits from services of a suitably qualified Responsible Officer (RO). The RO reviews key financial policies, systems and procedures, including the use of the tendering process and presents reports on compliance to the Finance and Health and Safety Committee of the Governing Body. The Committee receive termly budget monitoring reports from the Business Manager and report to the Governing Body on compliance in all areas of the Academy's Finance Policy.

The Governing Body approves the budget each year and are mindful of the need to balance expenditure against income to ensure that the Academy is sustainable. The Academy regularly reviews the Development Plan to ensure that financial planning reflects any changes made. Governors review and challenge spending before decisions are made.

The Governing Body also receives and approves the Annual Accounts and the external Auditors Management Report each year.

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

The Academy regularly benchmarks financial performance against other academy trusts to demonstrate that the Academy provides good value for money. Tender exercises are regularly undertaken to ensure that high value contracts are assessed against the marketplace on a regular basis to ensure that contracts remain competitive.

For purchases above £10,000 but below the tender limit 3 quotes are required.

4. Maximising income generation

The Academy explores every opportunity to generate income through the letting of Academy facilities and provision of services to other educational providers and the community. In addition, the Academy provides consultancy services to neighbouring schools and nationally as a support school.

5. Reviewing controls and managing risks.

Monthly budget monitoring reports are produced and reviewed by the Headteacher and the Business Manager and any necessary remedial action taken to address any significant variances that may have an impact on the budget out-turn. The Academy ensures that all surplus cash balances are invested in interest bearing accounts to maximise interest earning potential.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

6. Reviewing operation to maximise use of resources.

The Senior Leadership Group review expenditure within each area of the budget annually and make adjustments based on the effectiveness of strategies introduced in previous years, curriculum offer and any new strategies identified in the Academy Development Plan.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Swakeleys School For Girls for the year 1 September 2017 to 31 August 2018 and up to the date of approval of the Annual Report and financial statements.

CAPACITY TO HANDLE RISK

The Governing Body 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 Governing Body 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 2017 to 31 August 2018 and up to the date of approval of the Annual Report and financial statements. This process is regularly reviewed by the Governing Body.

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 Governing Body;
- regular reviews by the Finance and Health and Safety Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Governing Body has considered the need for a specific Internal Audit function and has decided not to appoint an Internal Auditor. However, the Trustees have appointed Mr D Charles, a Trustee, to carry out a programme of internal checks.

The Responsible Officer's role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. On a termly basis, the reviewer reports to the Governing Body through the Finance and Health and Safety Committee on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities.

Mr D Charles delivered his schedule of works as planned and no material control issues were identified.

SWAKELEYS SCHOOL FOR GIRLS

(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 Responsible Officer;
- the work of the external Auditors;
- the financial management and governance self-assessment process;
- 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 by the Finance and Health and Safety Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by the Governing Body on 10 December 2018 and signed by:

Mr D Charles
Chair of Trustees

Mrs S Pryor
Accounting Officer

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Swakeleys School For Girls I have considered my responsibility to notify the Board of Trustees 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 2017.

I confirm that I and the Board of Trustees are able to identify any material irregular or improper use of 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 2017.

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

Mrs S Pryor
Accounting Officer

Date: 10 December 2018

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2018

The Trustees (who act as Governors of Swakeleys School For Girls and are also the Directors of the Charitable Company for the purposes of company law) are responsible for preparing the Strategic Report, the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction issued by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UKGAAP Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by the Board of Trustees on 10 December 2018 and signed on its behalf by:

Mr D Charles
Chair of Governors

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SWAKELEYS SCHOOL FOR GIRLS

OPINION

We have audited the financial statements of Swakeleys School For Girls (the 'Academy') for the year ended 31 August 2018 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, 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 2017 to 2018 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 2018 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 2017 to 2018 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 Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees 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.

OTHER INFORMATION

The Trustees 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. 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.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SWAKELEYS SCHOOL FOR GIRLS

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

RESPONSIBILITIES OF TRUSTEES

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

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

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.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
SWAKELEYS SCHOOL FOR GIRLS**

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 the Academy's Members, as a body, for our audit work, for this Report, or for the opinions we have formed.

Mr Gary Miller (Senior Statutory Auditor)

for and on behalf of

Price Bailey LLP

Chartered Accountants
Statutory Auditors

Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT
18 December 2018

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO SWAKELEYS SCHOOL FOR GIRLS AND THE EDUCATION & SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 23 October 2017 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2017 to 2018, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Swakeleys School For Girls during the year 1 September 2017 to 31 August 2018 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 Swakeleys School For Girls and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Swakeleys School For Girls and the 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 Swakeleys School For Girls and the ESFA, for our work, for this Report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF SWAKELEYS SCHOOL FOR GIRLS'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The Accounting Officer is responsible, under the requirements of Swakeleys School For Girls's funding agreement with the Secretary of State for Education dated 28 March 2011, and the Academies Financial Handbook extant from 1 September 2017, 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 2017 to 2018. 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 2017 to 31 August 2018 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 2017 to 2018 issued by the 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:

- Consideration and corroboration of the evidence supporting the Accounting Officers' statement on regularity, propriety and compliance.
- Evaluation of the general control environment of the Academy, extending the procedures required for financial statements to include regularity.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, propriety and compliance in particular checking that selected items were appropriately authorised, and appropriate.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO SWAKELEYS
SCHOOL FOR GIRLS AND THE EDUCATION & SKILLS FUNDING AGENCY (continued)**

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2017 to 31 August 2018 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Price Bailey LLP

Chartered Accountants

18 December 2018

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2018**

	Note	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	Total funds 2017 £
INCOME FROM:						
Donations and capital grants	2	50,599	25,247	24,043,971	24,119,817	418,020
Charitable activities	5	117,606	6,226,291	-	6,343,897	6,418,908
Other trading activities	3	42,671	-	-	42,671	45,644
Investments	4	365	-	-	365	559
Other income		-	24,022	-	24,022	75,066
TOTAL INCOME		211,241	6,275,560	24,043,971	30,530,772	6,958,197
EXPENDITURE ON:						
Charitable activities		120,688	6,822,856	473,566	7,417,110	6,931,443
TOTAL EXPENDITURE	6	120,688	6,822,856	473,566	7,417,110	6,931,443
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS						
		90,553	(547,296)	23,570,405	23,113,662	26,754
Transfers between funds	15	(362,296)	362,296	-	-	-
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES						
		(271,743)	(185,000)	23,570,405	23,113,662	26,754
Actuarial gains on defined benefit pension schemes	20	-	412,000	-	412,000	828,000
NET MOVEMENT IN FUNDS		(271,743)	227,000	23,570,405	23,525,662	854,754
RECONCILIATION OF FUNDS:						
Total funds brought forward		588,875	(1,624,000)	10,387,489	9,352,364	8,497,610
TOTAL FUNDS CARRIED FORWARD		317,132	(1,397,000)	33,957,894	32,878,026	9,352,364

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

REGISTERED NUMBER: 07570315

**BALANCE SHEET
AS AT 31 AUGUST 2018**

	Note	£	2018 £	£	2017 £
FIXED ASSETS					
Tangible assets	12		33,953,477		10,051,007
CURRENT ASSETS					
Debtors	13	100,943		108,554	
Cash at bank and in hand		234,636		828,240	
		<u>335,579</u>		<u>936,794</u>	
CREDITORS: amounts falling due within one year	14	(14,030)		(11,437)	
NET CURRENT ASSETS			321,549		925,357
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>34,275,026</u>		<u>10,976,364</u>
Defined benefit pension scheme liability	20		(1,397,000)		(1,624,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			<u><u>32,878,026</u></u>		<u><u>9,352,364</u></u>
FUNDS OF THE ACADEMY					
Restricted income funds:					
Restricted income funds excluding pension liability	15	33,957,894		10,387,489	
Pension reserve		(1,397,000)		(1,624,000)	
Total restricted income funds			<u>32,560,894</u>		<u>8,763,489</u>
Unrestricted income funds	15		317,132		588,875
TOTAL FUNDS			<u><u>32,878,026</u></u>		<u><u>9,352,364</u></u>

The notes on pages 19 to 37 were approved by the Trustees, and authorised for issue, on 10 December 2018 and are signed on their behalf, by:

Mr D Charles
Chair of Governors

SWAKELEYS SCHOOL FOR GIRLS**(A Company Limited by Guarantee)****STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2018**

	Note	2018 £	2017 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	17	(237,496)	168,897
Cash flows from investing activities:			
Interest received		365	559
Purchase of tangible fixed assets		(356,473)	-
Net cash (used in)/provided by investing activities		(356,108)	559
Change in cash and cash equivalents in the year		(593,604)	169,456
Cash and cash equivalents brought forward		828,240	658,784
Cash and cash equivalents carried forward		234,636	828,240

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

1. ACCOUNTING POLICIES

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2017 to 2018 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Swakeleys School For Girls constitutes a public benefit entity as defined by FRS 102.

1.2 Company status

The Academy is a company limited by guarantee in England, United Kingdom. The address of the registered office is Clifton Gardens, Uxbridge, Middlesex UB10 0EJ. Members are noted on page 1. In the event of the Academy being wound up, the liability in respect of the guarantee is limited to £ 10 per Member.

1.3 Fund accounting

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

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

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

1.4 Income

All income is recognised once the Academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities incorporating Income and Expenditure Account 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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

1. ACCOUNTING POLICIES (continued)

1.5 Expenditure

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

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

All expenditure is inclusive of irrecoverable VAT.

1.6 Going concern

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements 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

1.7 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised 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 incorporating Income and Expenditure Account 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 incorporating Income and Expenditure Account .

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% straight line
Furniture and fixtures	-	25% straight line
Plant and equipment	-	25% straight line
Motor vehicles	-	25% 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 incorporating Income and Expenditure Account .

1.8 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating Income and Expenditure Account on a straight line basis over the lease term.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

1. ACCOUNTING POLICIES (continued)

1.9 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 Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.10 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.

1.11 Cash at Bank and in hand

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

1.12 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.13 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 basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 14. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instruments.

1.14 Pensions

Retirement benefits to employees of the Academy are provided by the Teachers' Pension Scheme ("TPS") and the Local Governments 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. As stated in note 20, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

1. ACCOUNTING POLICIES (continued)

The LGPS is a funded 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 incorporating Income and Expenditure Account 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.

1.15 Critical accounting estimates and areas of judgment

Estimates and judgments 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 Trustees make 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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, 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 2018. 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.

2. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £	Total funds 2017 £
Donations and trip income	50,599	25,247	24,019,563	24,095,409	57,040
Capital grants	-	-	24,408	24,408	360,980
	<u>50,599</u>	<u>25,247</u>	<u>24,043,971</u>	<u>24,119,817</u>	<u>418,020</u>
Total 2017	<u>18,426</u>	<u>38,614</u>	<u>360,980</u>	<u>418,020</u>	

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

3. OTHER TRADING ACTIVITIES

	Unrestricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Lettings	22,683	22,683	28,050
Other income	19,988	19,988	17,594
	<u>42,671</u>	<u>42,671</u>	<u>45,644</u>
Total 2017	<u><u>45,644</u></u>	<u><u>45,644</u></u>	

4. INVESTMENT INCOME

	Unrestricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
Investment income	365	365	559
Total 2017	<u><u>559</u></u>	<u><u>559</u></u>	

5. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £	Total funds 2017 £
General Annual Grant (GAG)	-	6,145,612	6,145,612	6,233,716
	<u>-</u>	<u>6,145,612</u>	<u>6,145,612</u>	<u>6,233,716</u>
Other government grants				
Local Authority grants	-	80,679	80,679	64,066
	<u>-</u>	<u>80,679</u>	<u>80,679</u>	<u>64,066</u>
Other funding				
Catering Income	117,606	-	117,606	121,126
	<u>117,606</u>	<u>-</u>	<u>117,606</u>	<u>121,126</u>
	<u><u>117,606</u></u>	<u><u>6,226,291</u></u>	<u><u>6,343,897</u></u>	<u><u>6,418,908</u></u>
Total 2017	<u><u>121,126</u></u>	<u><u>6,297,782</u></u>	<u><u>6,418,908</u></u>	

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

6. EXPENDITURE

	Staff costs 2018 £	Premises 2018 £	Other costs 2018 £	Total 2018 £	Total 2017 £
Education:					
Direct costs	4,630,084	-	300,342	4,930,426	4,959,663
Support costs	917,090	985,552	584,042	2,486,684	1,971,780
	<u>5,547,174</u>	<u>985,552</u>	<u>884,384</u>	<u>7,417,110</u>	<u>6,931,443</u>
Total 2017	<u>5,613,099</u>	<u>374,879</u>	<u>943,465</u>	<u>6,931,443</u>	

In 2017, of total expenditure, £295,461 was to unrestricted funds, £6,584,462 was to restricted funds and £51,520 was to restricted fixed asset funds.

7. CHARITABLE ACTIVITIES

	2018 £	2017 £
Direct costs	4,930,426	4,959,663
Support costs	2,486,684	1,971,780
Total	<u>7,417,110</u>	<u>6,931,443</u>

Analysis of support costs

	2018 £	2017 £
Support staff costs	917,090	847,756
Premises	511,986	347,857
Depreciation	473,566	27,022
Other support costs	572,842	737,945
Governance costs	11,200	11,200
Total	<u>2,486,684</u>	<u>1,971,780</u>

8. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2018 £	2017 £
Depreciation of tangible fixed assets: - owned or leased by the Academy	473,566	27,022
Auditors' remuneration	6,695	6,500
Auditors' non-audit costs	4,845	4,700
Operating lease rentals	136,810	65,330
	<u>621,916</u>	<u>103,552</u>

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

9. STAFF COSTS

a. Staff costs

Staff costs were as follows:

	2018 £	Restated 2017 £
Wages and salaries	4,167,314	4,150,146
Social security costs	404,911	400,130
Operating costs of defined benefit pension schemes	824,426	812,968
	<hr/>	<hr/>
Agency staff costs	5,396,651	5,363,244
Supply teacher costs	150,523	231,534
Apprenticeship levy	-	9,663
	-	8,658
	<hr/>	<hr/>
	<u>5,547,174</u>	<u>5,613,099</u>

b. Staff numbers

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

	2018 No.	2017 No.
Teachers	68	66
Administration and support	57	57
Management	11	11
	<hr/>	<hr/>
	<u>136</u>	<u>134</u>

c. Higher paid staff

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

	2018 No.	2017 No.
In the band £ 60,001 - £ 70,000	2	1
In the band £ 70,001 - £ 80,000	2	2
In the band £180,000 - £190,000	1	1

Four of the above employees participated in the Teachers' Pension Scheme (2017: three) and one in the Local Government Pension Scheme (2017: one). During the period ended 31 August 2018 pension contributions for these staff amounted to £66,826 and £16,703 respectively (2017: £54,866 and £16,040 respectively).

d. Key management personnel

The key management personnel of the Academy comprise the Trustees and the Senior Management Team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy was £622,754 (2017: £679,026).

Included in the above is employer pension contributions of £83,529 (2017: £90,799).

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

10. TRUSTEES' REMUNERATION AND EXPENSES

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Head Teacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

Mrs S Pryor (Head Teacher and Trustee)

Remuneration £180,000 - £185,000 (2017: £180,000 - £185,00)

Employer's pension contributions paid £25,000 - £30,000 (2017: £25,000 - £30,000)

Mrs A Torrent (Staff Trustee)

Remuneration £5,000 - £10,000 (2017: £30,000 - £35,000)

Employer's pension contributions paid £0 - £5,000 (2017: £5,000 - £10,000)

Ms S Caldwell (Staff Trustee)

Remuneration £35,000 - £40,000 (2017: £15,000 - £20,000)

Employer's pension contributions paid £5,000 - £10,000 (2017: £0 - £5,000)

During the period 31 August 2018, no Trustees received any reimbursement of expenses for their role as Trustees (2017: £NIL).

Other related party transactions involving the Trustees are set out in note 22.

11. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2018 was included in the total insurance cost.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

12. TANGIBLE FIXED ASSETS

	Freehold property £	Furniture and fixtures £	Plant and equipment £	Motor vehicles £	Computer equipment £	Total £
Cost						
At 1 September 2017	17,370,540	20,096	126,469	17,000	172,582	17,706,687
Additions	24,019,563	177,634	-	-	178,839	24,376,036
Disposals	(7,346,240)	-	-	-	-	(7,346,240)
At 31 August 2018	<u>34,043,863</u>	<u>197,730</u>	<u>126,469</u>	<u>17,000</u>	<u>351,421</u>	<u>34,736,483</u>
Depreciation						
At 1 September 2017	7,346,240	20,096	125,713	17,000	146,631	7,655,680
Charge for the year	400,326	29,853	756	-	42,631	473,566
On disposals	(7,346,240)	-	-	-	-	(7,346,240)
At 31 August 2018	<u>400,326</u>	<u>49,949</u>	<u>126,469</u>	<u>17,000</u>	<u>189,262</u>	<u>783,006</u>
Net book value						
At 31 August 2018	<u>33,643,537</u>	<u>147,781</u>	<u>-</u>	<u>-</u>	<u>162,159</u>	<u>33,953,477</u>
At 31 August 2017	<u>10,024,300</u>	<u>-</u>	<u>756</u>	<u>-</u>	<u>25,951</u>	<u>10,051,007</u>

Included in freehold property is freehold land at a valuation of £10,024,300 which is not depreciated.

13. DEBTORS

	2018 £	2017 £
VAT recoverable	65,516	52,813
Prepayments and accrued income	35,427	55,741
	<u>100,943</u>	<u>108,554</u>

14. CREDITORS: Amounts falling due within one year

	2018 £	2017 £
Trade creditors	2,616	23
Other creditors	214	214
Accruals and deferred income	11,200	11,200
	<u>14,030</u>	<u>11,437</u>

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

15. STATEMENT OF FUNDS

	Balance at 1 September 2017 £	Income £	Expenditure £	Transfers in/out £	Transfers/ gains/ (losses) £	Balance at 31 August 2018 £
Unrestricted funds						
Unrestricted funds	588,875	211,241	(120,688)	(362,296)	-	317,132
Restricted funds						
General Annual Grant (GAG)	-	6,145,612	(6,507,908)	362,296	-	-
Special educational needs	-	80,679	(80,679)	-	-	-
Educational visits	-	25,247	(25,247)	-	-	-
Other restricted funds	-	24,022	(24,022)	-	-	-
Pension reserve	(1,624,000)	-	(185,000)	-	412,000	(1,397,000)
	(1,624,000)	6,275,560	(6,822,856)	362,296	412,000	(1,397,000)
Restricted fixed asset funds						
Restricted fixed assets	10,051,007	-	(473,566)	24,376,036	-	33,953,477
DFC	-	24,408	-	(24,408)	-	-
Other DfE capital grant	336,482	24,019,563	-	(24,351,628)	-	4,417
	10,387,489	24,043,971	(473,566)	-	-	33,957,894
Total restricted funds	8,763,489	30,319,531	(7,296,422)	362,296	412,000	32,560,894
Total of funds	9,352,364	30,530,772	(7,417,110)	-	412,000	32,878,026

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

Unrestricted Funds

This represents income received that does not have restrictions.

General Annual Grant (GAG)

This represents funding from the ESFA to cover the costs of recurrent expenditure.

Under the Funding Agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2018.

Special educational needs

This represents allocated funding for special educational needs pupils.

Educational visits

This represents contributions made by parents to the running of educational visits for the pupils of the School and the associated costs of running the trips.

Other restricted funds

This represents funding received from other national and local bodies, public and private, that is restricted in nature.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

15. STATEMENT OF FUNDS (continued)

Pension reserve

This fund represents the Academy's share of the deficit on the Local Government Pension Scheme (LGPS) transferred to the Academy on conversion from a state controlled school.

Restricted fixed asset funds

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

Devolved formula capital (DFC) fund

The Academy is to use the DFC allocation to maintain and improve its buildings and facilities.

Other DfE capital grant

The Academy is to use the capital grant on capital items for the new school building.

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 September 2016 £	Income £	Expenditure £	Transfers in/out £	Transfers/ gains/ (losses) £	Balance at 31 August 2017 £
General funds						
Unrestricted funds	698,581	185,755	(295,461)	-	-	588,875
Restricted funds						
General Annual Grant (GAG)	-	5,925,939	(5,925,939)	-	-	-
Special educational needs	-	64,066	(64,066)	-	-	-
Educational visits	-	38,614	(38,614)	-	-	-
Pupil premium	-	287,921	(287,921)	-	-	-
Other restricted funds	-	94,922	(94,922)	-	-	-
Pension reserve	(2,279,000)	-	(173,000)	-	828,000	(1,624,000)
	<u>(2,279,000)</u>	<u>6,411,462</u>	<u>(6,584,462)</u>	<u>-</u>	<u>828,000</u>	<u>(1,624,000)</u>
Restricted fixed asset funds						
Restricted fixed assets	10,078,029	-	(27,022)	-	-	10,051,007
DFC	-	24,498	(24,498)	-	-	-
Other DfE capital grant	-	336,482	-	-	-	336,482
	<u>10,078,029</u>	<u>360,980</u>	<u>(51,520)</u>	<u>-</u>	<u>-</u>	<u>10,387,489</u>
Total restricted funds	<u>7,799,029</u>	<u>6,772,442</u>	<u>(6,635,982)</u>	<u>-</u>	<u>828,000</u>	<u>8,763,489</u>
Total of funds	<u><u>8,497,610</u></u>	<u><u>6,958,197</u></u>	<u><u>(6,931,443)</u></u>	<u><u>-</u></u>	<u><u>828,000</u></u>	<u><u>9,352,364</u></u>

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	33,953,477	33,953,477
Current assets	335,579	-	-	335,579
Creditors due within one year	(14,030)	-	-	(14,030)
Provisions for liabilities and charges	-	(1,397,000)	-	(1,397,000)
	<u>317,132</u>	<u>(1,397,000)</u>	<u>33,957,894</u>	<u>32,878,026</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2017 £	Restricted funds 2017 £	Restricted fixed asset funds 2017 £	Total funds 2017 £
Tangible fixed assets	-	-	10,051,007	10,051,007
Current assets	600,312	-	336,482	936,794
Creditors due within one year	(11,437)	-	-	(11,437)
Provisions for liabilities and charges	-	(1,624,000)	-	(1,624,000)
	<u>588,875</u>	<u>(1,624,000)</u>	<u>10,387,489</u>	<u>9,352,364</u>

17. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2018 £	2017 £
Net income for the year (as per Statement of Financial Activities)	23,113,662	26,754
Adjustment for:		
Depreciation charges	473,566	27,022
Interest	(365)	(559)
Decrease/(increase) in debtors	7,611	(27,542)
Increase/(decrease) in creditors	2,593	(29,778)
Fixed assets donated from ESFA	(24,019,563)	-
Pension adjustments	185,000	173,000
Net cash (used in)/provided by operating activities	<u>(237,496)</u>	<u>168,897</u>

18. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2018 £	2017 £
Cash in hand	234,636	828,240
Total	<u>234,636</u>	<u>828,240</u>

19. MEMBERS' LIABILITY

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

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2018

20. PENSION COMMITMENTS

The Academy's employees belong to two principal pension schemes: the Teacher's 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 London Borough of Hillingdon. Both are Multi-Employer Defined Benefit Pension 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

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, 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; and
- 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%.

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 April 2019.

The employer's pension costs paid to TPS in the period amounted to £ 486,416 (2017 - £487,875).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2018 was £250,000 (2017 - £255,000), of which employer's contributions totalled £196,000 (2017 - £203,000) and employees' contributions totalled £54,000 (2017 - £52,000). The agreed contribution rates for future years are 13% for employers and 5.5% - 12.5% for employees.

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

20. PENSION COMMITMENTS (continued)

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:

	2018	2017
Discount rate for scheme liabilities	2.80 %	2.50 %
Rate of increase in salaries	2.80 %	2.80 %
Rate of increase for pensions in payment / inflation	2.40 %	2.40 %

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

	2018	2017
Retiring today		
Males	22.6	22.6
Females	24.6	24.6
Retiring in 20 years		
Males	24	24.0
Females	26.5	26.5

As at the 31 August 2018 the Trust had a pension liability of £1,397,000 (2017 - £1,624,000). The sensitivity analysis detailed below would increase/ (decrease) the closing defined benefit obligation in the following way:

Sensitivity movement	At 31 August 2018 £	At 31 August 2017 £
Discount rate +0.1%	(111,540)	(109,142)
Discount rate -0.1%	111,540	109,142
Mortality assumption - 1 year increase	40,560	29,766
Mortality assumption - 1 year decrease	(40,560)	(29,766)
CPI rate +0.1%	91,260	69,454
CPI rate -0.1%	(91,260)	(69,454)

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

	Fair value at 31 August 2018 £	Fair value at 31 August 2017 £
Equities	1,800,000	2,069,000
Other bonds	1,028,000	801,000
Property	441,000	400,000
Cash	404,000	67,000
Total market value of assets	3,673,000	3,337,000

The actual return on scheme assets was £ 136,000 (2017 - £266,000).

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

20. PENSION COMMITMENTS (continued)

The amounts recognised in the Statement of Financial Activities incorporating Income and Expenditure Account are as follows:

	2018 £	2017 £
Current service cost	(339,000)	(329,000)
Interest income	86,000	59,000
Interest cost	(128,000)	(106,000)
	<hr/>	<hr/>
Total	(381,000)	(376,000)
	<hr/> <hr/>	<hr/> <hr/>
Actual return on scheme assets	136,000	266,000
	<hr/> <hr/>	<hr/> <hr/>

Movements in the present value of the defined benefit obligation were as follows:

	2018 £	2017 £
Opening defined benefit obligation	4,961,000	5,141,000
Current service cost	339,000	329,000
Interest cost	128,000	106,000
Employee contributions	54,000	52,000
Actuarial gains	(362,000)	(621,000)
Benefits paid	(50,000)	(46,000)
	<hr/>	<hr/>
Closing defined benefit obligation	5,070,000	4,961,000
	<hr/> <hr/>	<hr/> <hr/>

Movements in the fair value of the Academy's share of scheme assets:

	2018 £	2017 £
Opening fair value of scheme assets	3,337,000	2,862,000
Interest income	86,000	59,000
Actuarial gains	50,000	207,000
Employer contributions	196,000	203,000
Employee contributions	54,000	52,000
Benefits paid	(50,000)	(46,000)
	<hr/>	<hr/>
Closing fair value of scheme assets	3,673,000	3,337,000
	<hr/> <hr/>	<hr/> <hr/>

21. OPERATING LEASE COMMITMENTS

At 31 August 2018 the total of the Academy's future minimum lease payments under non-cancellable operating leases was:

	2018 £	2017 £
Amounts payable:		
Within 1 year	135,559	65,330
Between 1 and 5 years	316,490	132,555
After more than 5 years	-	31,973
	<hr/>	<hr/>
Total	452,049	229,858
	<hr/> <hr/>	<hr/> <hr/>

SWAKELEYS SCHOOL FOR GIRLS

(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2018**

22. RELATED PARTY TRANSACTIONS

No related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 10.

Owing to the nature of the Academy's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a Trustee 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.