

**Company Registration number:  
07848338 (England and Wales)**

**Campion Academy Trust  
(A Company Limited by Guarantee)**

**Annual report and financial statements**

**Year ended 31 August 2020**

# Campion Academy Trust

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## **Campion Academy Trust**

### **Reference and Administrative Details**

#### **Governors**

##### **Members**

F Durrant (Chair) \* \*\*\*

J Scheuer

S Gillespie (appointed 1 September 2020)

F Kratz (appointed 1 September 2020)

S Rose (appointed 1 September 2020)

##### **Parent governors**

R Clarke (Vice Chair) \*

R Episcopo \*\*

G Duncan (resigned 21 January 2020)

M Arthur (appointed 11 December 2019) \*

D Mitchell (appointed 11 November 2019)

J Gillmore-Caley (appointed 11 December 2019) \*

J Floyd (resigned 6 November 2019)

##### **Head teacher governor**

J Panesar (resigned as governor 14 January 2020)

##### **Elected staff governors**

T Collins ^^

R Fairbrother (resigned 22 January 2020)

R Ruddlesdin (resigned 22 January 2020)

##### **Governors appointed by the Trust**

R Crowther \*

K O'Reilly (resigned 12 October 2020)

P Rutland

V Pathak

F Darby ^

S Ashworth \*

##### **Co-opted governor**

J Falp ^^

\* Governors who sit on the Resources and Compliance Committee

\*\* Safeguarding governor

\*\*\* SEND governor

^ Careers guidance governor

^^ LAC governor

^^^ Website governor

## **Campion Academy Trust**

### **Reference and Administrative Details**

#### **Company Secretary**

C Henry

#### **Senior Leadership Team**

- Head teacher
- Deputy Head teacher
- Deputy Head teacher
- Assistant Head teacher
- Assistant Head teacher
- Associate Assistant Head teacher
- Associate Assistant Head teacher
- Business Manager
- Pastoral Manager

J Panesar  
S Bolsover  
P Forsey  
N Hawkins  
M Sandhu  
L Farr-Voller  
J Blower  
B Langley  
A Burden

#### **Principal and Registered Office**

Sydenham Drive  
Leamington Spa  
Warwickshire  
CV31 1QH

#### **Company Name**

Campion Academy Trust

#### **Company Registration Number**

07848338 (England and Wales)

#### **Independent Auditor**

Harrison, Beale & Owen Limited  
Highdown House  
11 Highdown Road  
Leamington Spa  
Warwickshire  
CV31 1XT

#### **Bankers**

Lloyds Bank  
73 Parade  
Leamington Spa  
Warwickshire  
CV32 4BB

#### **Solicitors**

Anthony Collins Solicitors LLP  
134 Edmund Street  
Birmingham  
B3 2ES

## **Campion Academy Trust**

### **Governors' Report**

The governors present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2019 to 31 August 2020. The annual report serves the purpose of both a trustees' report and a directors' report under company law.

The trust operates an academy for pupils aged 11 to 18 serving a catchment area in south Leamington Spa. It has a pupil capacity of 1,050 and had a roll of 902 in the school census in October 2020.

### **Structure, Governance and Management**

#### **Constitution**

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustee governors are also the directors of the charitable company for the purposes of company law. The charitable company operates as Campion Academy Trust and is also known as Campion School.

Details of the governors who served throughout the year except as noted are included in the Reference and Administrative Details on page 1.

#### **Members' Liability**

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

#### **Governors' Indemnities (see Companies Act 2006 s236)**

From 1 January 2015 the Academy opted into the risk protection arrangement with the Department of Education. The arrangement included Governors' liability insurance and this is considered to qualify as third party indemnity insurance, as defined by section 234 of the Companies Act 2006.

#### **Principal Activities**

The academy trust's principal activities are specifically restricted to advance, for the public benefit, education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

#### **Method of Recruitment and Appointment or Election of Governors**

The governing body consists of up to eighteen defined governors with up to three appointed by co-option and provision for the local authority to appoint one governor. Five of the Governors are parents of students who attend the school elected by the parent body to serve for a period of four years. Parents are notified via the school's newsletter that a vacancy has arisen and details of the election process. Expressions of interest are invited. Potential candidates are issued with an information pack that includes a nomination form. Ballot forms are issued on the basis of one per parent/ carer. Parents are asked to return forms to the clerk to the Governors at the school. There are up to three staff governors who are elected by the staff.

#### **Policies and Procedures Adopted for the Induction and Training of Governors**

Training and induction is provided for new Governors. This can take the form of reading induction materials provided by the Governors, participation in specific training courses, observation of aspects of the school at work, informal advice from the Chair of Governors and other governors, attendance as an observer at a Full Governing Body meeting before becoming a Governor and observation of staff training events. Relevant training and literature are disseminated to all governors regularly. All governors are provided with copies of the policies, procedures, minutes, budgets, plans and other documents necessary to undertake their role. All Governors join committees and attend Full Governing Body meetings.

## Campion Academy Trust

### Governors' Report

.....continued

#### Structure, Governance and Management (continued)

##### Organisational Structure

The management structure operates on two levels and is made up of the Governors and the Senior Leadership Team. The aim of the management structure is to devolve responsibility and encourage decision making at all levels. The governors are responsible for the strategic development of the Academy, adopting an annual development plan and budget, monitoring the Academy by the use of budgets and management accounts and making major decisions about the direction of the Academy and senior staff appointments.

To ensure an efficient and effective structure to support, monitor and evaluate the work and development of the school there were governor committees responsible for Pupils and Parents, Learning and Improvement, and Resources and Compliance (including Finance and Personnel). Since September 2020 the scheduled number of Full Governing Body meetings has increased to 6 per year (previously 4) with a focus to be rotated on matters previously considered by the Pupils and Parents Committee; and the Learning and Improvement Committee. The Resources and Compliance committee will, in future, meet 3 times per year (previously 6).

The Senior Leadership team consists of the Head teacher, two full time Deputy Head teachers, two Assistant Head teachers, two Associate Assistant Head teachers, the Pastoral manager and the Business manager. These leaders direct the Academy at an executive level implementing the policies laid down by Governors and reporting back to them. The Senior Leadership Team is responsible for the authorisation of spending within agreed budgets and the appointment of staff (appointment panels for all senior positions include at least one Governor).

Middle leadership positions include: Subject Leaders, House Learning Leaders and the Chief Finance Officer. These implement detailed day to day operational management for their area of responsibility.

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

The pay of the senior staff, including all Key management personnel, is reviewed by the Resources and compliance committee (at least annually) and increased in line with performance reviews and cost of living indicators. All increases are factored into the budget which is approved annually by the Full governing board. Key management personnel are considered to be comprised of the governors and the senior leadership team.

##### Trade union facility time

###### Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	0.19

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

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

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

Provide the total cost of facility time	£0
Provide the total pay bill	£3,849,394
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0%

## Campion Academy Trust

### Governors' Report

.....continued

#### Structure, Governance and Management (continued)

##### Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:  (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	0%
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##### Related Parties and other Connected Charities and Organisations

There are no formal connected organisations. However, the Academy has significant liaison and partnership with a range of organisations including the Local authority, the Warwickshire secondary schools Central Area Partnership, the Central Warwickshire School Sports Partnership, universities (including Warwick and Coventry), Mid counties Co-op and the National Grid.

##### Objectives and Activities

The school ceased its normal operations and functions in March 2020 due to the Covid-19 pandemic and the subsequent lockdown. There is also significant disruption in the academic year 2020-21 and it has, therefore, been decided to continue with the 2018-19 aims and objectives during this unprecedented period to maintain security and cohesion for both pupils and staff.

##### Objectives and Aims

To provide the highest possible quality of education for our students.

This will include emphasis on:-

- A whole school ethos promoting the virtues of developing oneself, respecting and caring for others, understanding of the rights of all to equal opportunity and the making of a strong contribution to the wider community;
- A curriculum which develops high levels of knowledge, understanding and skills to enable our students to become reflective and fulfilled individuals, and successful, in work, as future parents and as citizens;
- Continual improvement in the quality of teaching;
- Excellent standards in preparation of students for public examinations;
- Excellence in pastoral care, guidance, support and safeguarding;
- The provision of a wide range of curriculum enrichment opportunities;
- The provision of opportunity for our staff to enjoy, develop and lead;
- The creation of excellent relationships with parents; and
- Working in effective partnership with other schools, businesses and organisations in the community.

## Campion Academy Trust

### Governors' Report

.....continued

#### Objectives, Strategies and Activities

Priority area	Main activities
1. To enhance the professional development and capacity of staff	<ul style="list-style-type: none"><li>• To develop the practice of senior and middle leaders in working in partnership with other schools</li><li>• To increase internal leadership opportunities for middle leaders</li></ul>
2. To raise achievement at Key Stage 4	<ul style="list-style-type: none"><li>• Set and work towards highly ambitious and challenging targets for key attainment and progress indicators for Year 11 pupils</li><li>• Set and work towards challenging targets to raise the attainment of significant groups of Year 11 pupils</li></ul>
3. To raise achievement at Key Stage 5	<ul style="list-style-type: none"><li>• Set and work towards challenging targets for key attainment indicators for Year 12 and 13 students</li></ul>
4. To raise achievement at Key Stage 3	<ul style="list-style-type: none"><li>• To enhance students' basic skills through improving their capacity in literacy, numeracy and problem solving</li><li>• To deliver a broad and balanced curriculum providing knowledge, understanding and skills in academic, creative, technical and physical subjects</li><li>• To implement tracking, monitoring of students' performance and concomitant intervention to improve it</li></ul>
5. To enhance the personal and social development of pupils	<ul style="list-style-type: none"><li>• Set and work towards challenging targets for the increase of overall attendance and reduction of persistent absence</li><li>• Implement an enhanced range of opportunities for student leadership and the range of curriculum enrichment opportunities for students</li><li>• Further develop pastoral intervention practice and the range of support for students with personal difficulties</li></ul>
6. Teaching and Learning	<ul style="list-style-type: none"><li>• Further develop the quality of teaching through monitoring, appraisal intervention, training and dissemination of good practice</li><li>• Improve the acquisition of basic skills by key groups of pupils</li><li>• Enhance the consistency of setting of homework and quality of marking and feedback to students</li><li>• To implement tracking, monitoring of students' performance and concomitant intervention across the school</li></ul>



## Campion Academy Trust

### Governors' Report

.....continued

#### Objectives, Strategies and Activities (continued)

Priority area	Main activities
7. Curriculum development	<ul style="list-style-type: none"><li>• Plan for the long term adjustment of curriculum emphasis at national level by increasing time and attention to core academic subjects and qualifications</li></ul>
8. Administration, Finance and Buildings	<ul style="list-style-type: none"><li>• Develop the financial working practices necessary to thrive as an academy</li><li>• To ensure an in year surplus to enable investment in above activities</li><li>• To recruit pupils into the Sixth Form and year 7 up to the Published Admission Number (PAN)</li></ul>

#### Public Benefit

In drafting the above statements, the trustees have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charities Commission in exercising their powers or duties.

#### Strategic Report

##### Report on performance in relation to principal activities of Campion Academy Trust in 2019-2020

It should be noted that the activities of the Academy during the Academic Year 2019-20 were severely interrupted by the Covid-19 lockdown from mid-March to mid-July 2020, thus the pupils missed four months of formal schooling. The following are important points to note when reading this report:

- The school developed, at short notice, a free, online system for setting and monitoring homework, called *Firefly*, for the summer term – additional IT equipment was purchased, some of the costs being offset by a Government grant.
- Students who did not have suitable IT facilities at home were provided with hard copies, which had to be posted out, thus increasing the postage costs.
- The school has invested in a permanent online communication tool, *FROG*, for the setting and monitoring of homework (invoiced in August 2020).
- During shutdown the school continued to educate, and cater for, up to 30 vulnerable students and also those children of key workers on site, which had an effect on costs during this period. A skeleton staff administered the school systems and teaching staff came into school on a rota basis – additional costs were incurred from paying overtime, at double rate, over the three spring bank holiday periods to enable the school to remain open as required.
- Formal examinations for Year 10 (English Literature GCSE), Y11 and Sixth Form were cancelled and teacher assessments were undertaken to produce exam grades – no pupils were affected detrimentally.
- The introduction of a three-year GCSE exam course (Year 9 to Year 11) meant that pupils were well ahead and thus the impact of the shutdown on their ultimate results was minimal. Going forward the pupils are still six months ahead (instead of one year ahead as planned) despite missing four months of schooling. The school has continued to be robust in its approach to teaching the curriculum and monitoring of assessments, should the 2021 exam season be cancelled in favour of teacher assessment grades.
- Expansion has continued – the school took over the new maths and science block in October 2020 (as opposed to June 2020) and the planning for Phase 2, although the start date is delayed to July 2021, is progressing with Warwickshire County Council.
- Pupil numbers have continued to rise and, subsequently, the school's income, which has enabled it to ameliorate the worst effects of the additional costs of dealing with the pandemic.

## **Campion Academy Trust**

### **Governors' Report**

.....continued

#### **Strategic Report (continued)**

##### **Achievements and Performance**

##### **Report on performance in relation to principal activities of Campion Academy Trust in 2019-20**

##### **Students' Achievement: Year 11**

<b>Target</b>	<b>Actual performance</b>
To achieve a Progress 8 Score above the national average	0.91 (Well above national averages)
Increase the percentage of pupils entered for the EBACC qualification	65% (Above national average)
To achieve an Attainment 8 score of 45.0	51.75
To achieve 95% whole school attendance	Affected by Coronavirus*

\*National benchmarks ceased in March 2020 due to the Covid-19 pandemic so we are unable to comment effectively. However, usual attendance monitoring activities have continued on a daily basis to ensure that children are safe and that attendance is the best it can be in the continuing difficult climate.

We are very pleased with the performance of our Year 11 and Year 13 pupils this year. The internal data from September 2019 – March 2020 had projected a significant rise in attainment in both Year 11 and Year 13. Once the decision to use an algorithm and teacher predictions was made in the summer term, the staff at the school were able to award accurate grades.

From subsequent analysis of the results, no pupils were disadvantaged by the grades that were awarded and, so far, no parents or pupils have queried the decisions the school made.

Progress 8 has continued to improve. However, the most pleasing aspect of the Year 11 results is the number of pupils who are now entering for the EBACC. This is due to many more pupils taking GCSE French and Spanish. The expansion of languages at Campion School has taken five years and the plans for this faculty continue to progress well. GCSE Science results have also improved.

##### **Students' Achievement: Post 16**

<b>Target</b>	<b>Actual Performance</b>
Year 13 - 35.00 APS per academic entry (30=C, 40=B)	A –
To achieve positive Level 3 value added	0.91
Retention Rate 95%	96%

## Campion Academy Trust

### Governors' Report

.....continued

#### **Achievements and Performance (continued)**

Over the past five years the Year 13 academic results have been excellent. Again, the 2019-2020 cohort has performed above the national average and significant progress has been made in subjects including Mathematics, Physics, Chemistry, Geography and Psychology. The 2020 grades were award on teacher assessments and were very accurate due to the extensive mock examinations that took place early in 2020.

Although some Year 13 pupils decided to take a gap year, due to the Covid-19 pandemic, all of the pupils in Year 13 went to their first choice university. The Sixth Form value added figure is excellent.

Value added, average point scores in academic and vocational qualifications have remained strong. The academic value added score was “very high” but was only expected to be “high”. The assessment policies the school has introduced have led to a significant rise in achievement over the past 5 years but also supported the school in entering highly accurate assessments, the need to do so being a consequence of the pandemic.

The sixth form remains popular amongst Campion School pupils and we are currently developing a marketing strategy to attract pupils from neighbouring schools. The new Year 12 (from September 2020) is the largest cohort to enter the school for many years.

#### **Students' Achievement: Key stage 3**

The curriculum at Key Stage 3 is broad and balanced and it enables all pupils to make good to significant progress. Internal monitoring shows that all pupils are making good to excellent progress and, where pupils are not making rapid progress, the school has ensured interventions are in place to support their achievements.

The vast majority of pupils are above their functional level in spelling; no pupils are below their functional level in reading, and the vast majority of pupils are above their functional level in Maths. The vast majority of this year group are at functional levels in reading and writing and are, therefore, ready for their GCSE examinations.

As the school becomes more popular, the number of pupils at Key Stage 3 has grown and the Year 7, 8 and 9 cohorts are oversubscribed.

#### **Quality of Teaching and Leadership**

Teaching and learning continues to be a real strength at Campion. The teaching and non-teaching staff are supported with ongoing training to ensure that pupil progress is maximised. The CPD programme has been modified to include Cognitive Load Theory and all new teachers are attending an ongoing intensive development programme as part of their induction.

The school is fully staffed and will recruit newer staff as it expands. All staff participate in Performance Management reviews, which have fed into target setting and evaluation of performance.

- Throughout 2019-20 there were more than 120 hours of lesson observations and learning walks – including Governor learning walks
- All observations were followed up with feedback sessions to identify the strengths and weaknesses of the lessons, which has led to rapid improvement in the teaching staff
- Currently there are no staff on formal capability procedures due to poor performance in the classroom
- All new staff have received intensive differentiated support from the in-house Teaching and Learning Team

## Campion Academy Trust

### Governors' Report

.....continued

#### Achievements and Performance (continued)

##### Quality of Teaching and Leadership (cont'd)

- In the last round of formal observations over 93% of lessons were evaluated as Good/Outstanding
- Learning walks were used to inform leaders of the day-to-day teaching and learning standards
- There was considerable input during the year into teachers' professional development through: appraisal, observation, collaborative projects and formal training. An in-house team of high quality teachers was used to coach and to disseminate good practice.
- During the 2018-2019 academic year, the senior leadership team and governing body conducted a number of focus group discussions with pupils, which resulted in overwhelmingly positive feedback. The areas for development identified by the pupils were discussed (and actions agreed) at SLT meetings (including text book issues) and with the Chair of Governors, Bob Crowther. All the major issues were addressed and solutions implemented ready for the 2019-20 academic year, which included ensuring that pupils had access to text books during exam seasons. Fourteen Year 7 parents were interviewed at the 2019 parents evening and 100% of their replies were positive – some minor issues, identified by parents, were resolved successfully and included friendship difficulties and the setting of too much homework. All of the new Year 7 pupils were interviewed individually resulting in an overwhelmingly positive response from them regarding their experiences during the first term at Campion. However, due to the lockdown, parents' evenings and other contact with parents has been limited since March 2020.
- SLT members have conducted daily learning walks since September 2019, thus maintaining a culture of excellence at supervised and unsupervised times. All lesson observations and learning walks have resulted in positive feedback and no teachers or non-teachers are on capability procedures. Newly-qualified teachers and teachers on training programmes are making excellent progress.
- Behaviour has continued to improve with only one permanent exclusion during the last academic year. There were two permanent exclusions in the previous year. There were 40 ( $40/792 = 5\%$ ) fixed-term exclusions in 2019-2020 compared with 51 ( $51/744 = 7\%$ ) in the previous year. The number of pupils in the school is rising.
- Attendance has either been sustained or improved for all year groups. The only year group that has caused concern is the current Year 11 group, who were Year 10 2019-2020. There are approximately twenty-five persistently absent pupils in this year group along with six pupils who do not attend school at all and where there is no family support for the school. We are currently in contact and trying to work with all of these pupils and their parents to engage them in an educational provision. As the school has grown, we have not seen a rise in behaviour incidents or development of a poor attitude in classes. The school will self-evaluate as outstanding for behaviour in Ofsted evaluations.
- Three Associate Assistant Head teachers (AAHT) have been appointed since January 2020. All have made significant differences to school. The AAHT responsible for behaviour has re-developed the Focus area to ensure all pupils are punished and supported appropriately. He has created zones and ensured all pupils follow the curriculum when in isolation. We have seen a real clarity develop in the sanctions given to pupils for incidents of poor behaviour. The AAHT supporting pastoral care has re-developed the merit system so that pupils can be rewarded appropriately for their age through the award of badges, Amazon vouchers and Prom tickets. She has also taken charge of CLA pupils and has redeveloped our filing and recording systems to ensure greater communication between external agencies. Finally, our newly-appointed AAHT who is supporting the curriculum, developed the school's online learning platforms in response to the pandemic, which have so far been very successful. All AAHTs have senior SLT members attached to them in order to support their development as leaders. Feedback at review meetings has all been positive.

## Campion Academy Trust

### Governors' Report

.....continued

#### **Achievements and Performance (continued)**

##### **Personal and Social Development**

The attendance figures for the first term were in line with the trends shown over the previous year. The Year 10 cohort had more pupils who were persistently absent and, although we had implemented significant interventions for these pupils, we did expect this year group to have lower attendance.

The attendance of disadvantaged pupils has not improved when we look at the first term figures, but there are many reasons for this. We have found over the past few years that a number of pupils have opted out of school voluntarily and have, therefore, an extremely low attendance record. The pandemic has contributed in thwarting our interventions with these pupils.

There are now eight fully trained safeguarding officers at the school and includes all of the senior leadership team. At the most recent Governor Focus Group, pupils reported that they felt safe and well supported in school – even though it had a larger student body.

The school has made significant changes to the pastoral system to ensure that it is highly effective as the number of pupils grow. Safeguarding is excellent and all staff have continued to be CP trained including in the PREVENT strategy.

During 2019-20 the school continued to enhance its curriculum through extracurricular activities. All pupils take part in Life skills days, which deliver statutory Sex Education and Careers Education. All students at Key Stage 3 experienced at least one day of off-site learning and a significant number had several days. Significant numbers of students participated in long distance visits including to New York, Condover Hall and many participated in the Duke of Edinburgh Award Scheme.

There have been over 150 sporting fixtures during this academic year including:

- |              |                    |
|--------------|--------------------|
| • Football   | • Badminton        |
| • Basketball | • Street Dance     |
| • Netball    | • Girls football   |
| • Rugby      | • Indoor athletics |
| • Cricket    | • Swimming         |
| • Athletics  | • Biathlon         |
| • Tennis     | • Rowing           |
| • Rounders   | • Chess            |

##### **Site Development**

Phase 1 of the expansion programme was completed in October 2020 and Phase 2 is scheduled to commence in July 2021. Phase 1 has included a new Maths and Science Block, along with the re-development of the parking facilities at the front of the building, a fully refurbished school kitchen and new tarmac paths, complete with landscaping.

The Academy continued to meet its objective of improving the school environment through a large number of small scale improvements – for example significant numbers of classrooms and common areas were improved through the fitting of new doors, blinds, floor covering and redecoration. Further improvements to the external grounds and common areas were also prioritised and completed. Unplanned/emergency repairs and maintenance were also completed within budget.

## Campion Academy Trust

### Governors' Report

.....continued

#### Key performance indicators

The governors manage the academy on a funding stream basis and employ a number of key performance indicators to monitor the expenditure requirements of the Education and Skills Funding Agency and performance or position of the academy. Other key performance indicators have been assessed within the Achievements and Performance section above.

#### Going concern

After making appropriate enquiries, the Governing Body has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

#### Financial Review

The academy trust's accounting period for this period of operation is 1 September 2019 to 31 August 2020. The majority of the academy trust's income continues to be obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2020 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

This year the academy has recorded net income of £6,620,555 (2019: net expenditure £468,543), which includes donated fixed assets of £6,880,000 (2019: £nil) and FRS 102 pension adjustments of £261,000 (2019: £203,000). An additional actuarial loss of £261,000 (2019: £628,000) was also recorded for the year. The net income for the year was in line with the academy's budget. Additionally, it should be noted that the academy generated a net cash inflow from operating activities and that the restricted funds (excluding the pension and fixed assets funds) and unrestricted fund increased over the year. The impact of the defined benefit pension adjustment is expanded on more fully in the reserves policy and in note 22 to the financial statements.

#### Reserves Policy

The level of reserves held takes into account the nature of the income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The governors will keep the level of reserves under review.

Reserves at the end of the period were £10,359,660, which included a restricted fixed assets reserve of £12,587,683 and unrestricted reserves of £57,672. These were composed principally of a donation from the former Campion School and a donation in kind for the new building under construction, in respect of Phase 1 of the expansion project. Reserves will be used to fund the future development of the academy.

Under Financial Reporting Standard 102, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff. This results in reducing the reserves shown in the total funds of the academy. It should be noted that this does not present the academy with any current liquidity problem. The academy is currently paying increased employer contributions to reduce this deficit.

#### Investment Policy

In a period of financial uncertainty and low interest rates, the academy trust's policy has been to maximise liquidity and minimise risk. This policy will be kept under review.

## **Campion Academy Trust**

### **Governors' Report**

.....continued

#### **Principal Risks and Uncertainties**

The latest risk assessment was completed in December 2020 and includes Covid-related risk assessments. Whilst some financial risks surrounding the Local Government Pension Scheme, identified in the 2019 assessment still remain, control measures are in place to mitigate the risks. The impact of the Covid pandemic on the school has been the major, and totally unexpected, factor of 2019-20. The school remained open for the spring and summer terms (including through the spring Bank Holiday and school holiday periods) to educate pupils of vulnerable and key worker parents and then resourced the re-opening of the school to all staff and pupils in September 2020. The academy faced health and safety, reputational, budgetary, academic and staffing risks if it failed to manage the pandemic provision correctly.

Whilst the management of the pandemic has been successful so far, ongoing risks remain. Additional financial help has been received (and further promises made) from the Government, to offset the expenditure on additional staffing costs (staff absence, additional tutoring costs to maintain academic achievement and extra cleaning) and IT equipment. However, there are ongoing additional costs from the purchase of sanitizing products and PPE to offset the risk of widespread infection in the school. The profile of the school remains high; academic rigour has been maintained (results were as expected in summer 2020, although based on assessments). The SLT is maintaining the high standards of teaching and performance management and the school has further mitigated this risk by investing in an online homework monitoring system and additional IT equipment. To offset the risks of the 2021 exam series being cancelled, a rigorous system of maintaining pupil assessment records and mock exam results has been improved. Ofsted visits have been suspended until spring 2021, but in consultation with the school's SIP, the Head decided to continue to implement the parts of the SDP as could reasonably be expected during the Pandemic. Rigorous safeguarding and high academic achievement is maintained throughout the school, staff are performance managed and close monitoring of the pupils on the growing, unexplained absence list is a high priority. The management, communication and induction of the new Y7 group was highly efficient, maintaining the school's excellent reputation within the community (the school is heavily oversubscribed for its 2021 intake).

The Academy has a series of inspections and controls, which act effectively to identify and mitigate risks, which include a self-evaluation of financial procedures, which has been moderated by the Education and Skills Funding Agency, auditing processes, a series of external inspections of health and Safety, external inspection by our insurers and the work of Ofsted. Governors receive reports of this activity regularly. The academy has a series of internal financial controls, which are explained in more details elsewhere in this report. The Academy has appointed a new external assessor, from Warwickshire Education Services, to report to Governors due to the resignation of Karen Hanlan, the previous incumbent. The WES service offers a cover service, should our own assessor be unavailable, thus reducing the risk of any gaps opening up in the monitoring of the school's financial systems. Risk is a regular item for discussion at Governors' meetings.

#### **Fundraising**

As the academy trust does not incur any expenditure in respect of fundraising activities and any donations received are considered to be on a small scale, the governors believe that fundraising does not form part of the academy trust's principal activities. The academy trust neither participates in publicly marketed fundraising events nor in the active soliciting of donations from members of the general public. Accordingly, the academy trust is not registered with the Fundraising regulator.

## **Campion Academy Trust**

### **Governors' Report**

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#### **Plans for future periods (cont'd)**

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

##### **Key objectives for 2020-21:**

- Ensure outstanding leadership and management leads to outstanding outcomes for all pupils
- Ensure the development of outstanding teaching and learning throughout the school from Years 7 to 13
- Ensure safeguarding is outstanding throughout the school
- Ensure pupils are safe and secure
- Ensure all pupils make outstanding progress including disadvantaged and those with higher prior attainment
- Ensure Post-16 educational outcomes are outstanding
- Ensure 100% of pupils have positive destinations after leaving the school
- Ensure outstanding financial leadership results in outstanding pupil outcomes and a balanced budget
- To work with the Local Authority to secure funding for the expansion of Campion School
- To provide an outstanding education for all pupils during a time of expansion at the school.

In October 2020 the school formally took occupancy of a new Maths and Science block on the site of its long leasehold premises (Phase 1 of its wider expansion strategy), funded by Warwickshire County Council.

Funding for Phase 2 of the project was formally approved in late 2019 and, following further planning work already undertaken, these works are scheduled to commence in July 2021.

#### **Funds held as Custodian Trustee on behalf of others**

The academy trust holds no funds on behalf of others as custodian trustee.

#### **Auditor**

Insofar as the governors are aware:

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

The governors' report, incorporating a strategic report, was approved by order of the governing body, as the company's directors, on 21 January 2021 and signed on the governing body's behalf by:



**F Durrant**  
**Chair**



## Campion Academy Trust

### Governance Statement

#### Scope of Responsibility

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

The 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 Campion Academy Trust 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 Governors' Report and in the Statement of Governors' responsibilities. The governing body has formally met 3 times during the year. Attendance during the year at meetings of the governing body was as follows:

<b>Governor</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
R Crowther (Chair to 31 August 2020)	2	3
F Durrant (Chair from 1 September 2020)	3	3
R Clarke (Vice Chair from 1 September 2020)	1	3
J Panesar (resigned as governor 14 January 2020)	3	3
S Ashworth	0	3
F Darby	3	3
J Floyd (resigned 6 November 2019)	0	1
J Scheur	1	3
T Collins	3	3
K O'Reilly	2	3
P Rutland	2	2
R Fairbrother (resigned 22 January 2020)	2	2
R Ruddlesdin (resigned 22 January 2020)	2	2
V Pathak	2	3
G Duncan (resigned 21 January 2020)	0	2
J Falp	3	3
R Episcopo	0	3
M Arthur (appointed 11 December 2019)	2	2
J Gillmore-Caley (appointed 11 December 2019)	2	2
D Mitchell (appointed 11 November 2019)	1	2

## Campion Academy Trust

### Governance Statement

.....continued

#### Governance reviews

A fundamental review of the Trust's governance structure was undertaken in January 2020 in the light of current advice and with the help of trainers from Warwickshire Governors Service at a session for the whole board. This helped clarify the roles involved. Following this it was decided to make a clearer distinction between the "members of the trust" and the governors. To this end new Trust members have been recruited with only one member also being a governor/trustee. The governors accepted the use of the term "trustees" for clarity and that their full meetings should be termed as meetings of the Board of Trustees. Furthermore, a new pattern of meetings was adopted with the Board meeting twice a term with a planned schedule of focus on the agendas so that all areas of interest are covered over the year with all trustees, replacing the twice termly schedule of committee meetings. Specific tasks for individual trustees or groups will be allocated as required. A Resources and Compliance will meet on a planned schedule roughly termly and a Pay Committee will be established. The Board will review the working of the plan prior to the next set of annual accounts.

The restrictions due to Covid-19 measures instituted from March 2020 have meant that subsequent meetings have been held virtually using Teams and have meant that the new members were not in place until October 2020. In the summer term, the Chairs Steering Group met very frequently, weekly for a time, to keep in touch with the measures the school was taking to maintain learning for pupils at home through remote means as well as the arrangements for assessing students in place of the cancelled public examinations. Trustees were impressed by the speed at which leaders and staff as a whole established new working practices and successfully implemented them with great dedication. It was also important to keep up with progress to provide the accommodation for the growing numbers of pupils through the Phase 1 building project and the planning for Phase 2. We were relieved that Phase 1 was delivered with only minimal delay.

The Resources and Compliance Committee is a sub-committee of the main governing body. Its purpose is to monitor the finances and associated risks in order to ensure the ongoing compliance of the academy trust; and make recommendations to the Governors. Attendance at meetings in the year was as follows:

<b>Governor</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
S Ashworth (Chair)	2	2
R Crowther	0	2
F Durrant	2	2
K O'Reilly	1	2
R Fairbrother (resigned 22 January 2020)	1	2
G Duncan (resigned 21 January 2020)	0	2
R Clarke	2	2
M Arthur (appointed 11 December 2019)	1	1

A resources committee meeting was held, and minuted, in January/February 2020 as per the existing meeting schedule. However, the country went into lockdown in March 2020 and so it was decided to hold weekly Steering Committee Meetings to keep a close and constant watch on the running of the school. A new schedule of deferred deadlines was received from the DFE for the submission of the accounts and other information, which the school then abided by.

## **Campion Academy Trust**

### **Governance Statement**

.....continued

#### **Governance reviews (cont'd)**

Throughout the year, governors were regularly informed of progress with the plans for the new accommodation and the alteration to the existing accommodation. The construction of the first phase was due to be completed by summer 2020, but due to the effects of the pandemic, it was delayed and finally adopted by the school in October 2020. The start of the second phase has been delayed until summer 2021. Information continues to be circulated at every stage and the matter is a standing item at Full Governing Body, Resources Committee and Chairs Steering Group. Due to the pandemic, the Governor meeting schedule was postponed from March 2020 and a weekly Chairs Steering meeting took place, when the Head reported to the Governors on the management of the effects of the pandemic on the school. Covid-19 will continue to be a standing agenda item for the foreseeable future. The pupil admission number (PAN) was expanded to 195 for September 2020, due to the delay in the new building, but will be expanded to 210 for September 2021 (the school is currently oversubscribed in Y7, Y8 and Y9, with 195 in Y7).

#### **Review of Value for Money**

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

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

- From September 2019, pupil numbers rose significantly and it became clear that the Senior Leadership Team needed to re-structure and expand to accommodate the additional responsibilities and workload necessary to manage a larger school in both pupil and staff numbers. Also, the Behaviour Manager retired in January 2020, which is a significant post for the academy. After a recruitment process, the two volunteers on the SLT were appointed to the fixed-term posts of Associate Assistant Head teacher – Behaviour, and Associate Assistant Head teacher – Pastoral. They received an allowance each, which, when totalled, is a quarter of the cost of the previous Behavior Manager's full salary.
- The academy has continued with its policy of not marketing externally. The PAN for Y7 in 2020 was originally set at 180, but due to demand for places was increased to 195 in spring 2020 to be able to offer sufficient places. Applications are already above 300, at November 2020, and the PAN will increase to 210 in September 2021 to reflect and cope with demand.
- A decision was made not to make any new appointments for key technician roles when Phase 1 of the building programme was delayed due to the Covid pandemic. Recruitment for these key roles will remain on hold until normal teaching timetables resume and practical lessons can commence once again.

#### **The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Campion Academy Trust for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

## Campion Academy Trust

### Governance Statement

.....continued

#### Capacity to Handle Risk

The Governing Body has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 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 trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governing Body;
- regular reviews by the Resources and Compliance Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- identification and management of risks.

The Governing Body has considered the need for a specific internal audit function and has decided, from the Autumn term 2020 to buy in an internal audit service from Warwickshire Education Services. The governors had previously appointed K Hanlan, as Independent Examiner. The Independent Examiner's role included giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included:

- review of purchase ordering and payments procedures; &
- review of HR and payroll procedures

There were no material control issues arising as a result of the Independent examiner's work.

#### Review of Effectiveness

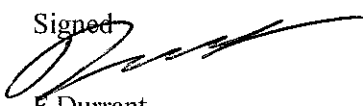
As accounting officer, the Head teacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the Independent Examiner;
- the work of the External Auditor;
- the financial management and governance self assessment process;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Governing Body on 21 January 2021 and signed on its behalf by:

Signed

  
F Durrant  
Chair

Signed

  
J Pafesar  
Accounting Officer

## **Campion Academy Trust**

### **Statement on Regularity, Propriety and Compliance**

As accounting officer of Campion Academy Trust I have considered my responsibility to notify the academy trust governing body and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy trust governing body are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2019.

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 governing body and ESFA.

Signed

A handwritten signature in black ink, appearing to read 'J Panesar', followed by a period.

J Panesar  
Accounting Officer

21 January 2021

## Campion Academy Trust

### Statement of Governors' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

Approved by order of the members of the Governing Body on 21 January 2021 and signed on its behalf by:

Signed



F Durrant  
Chair

## **Campion Academy Trust**

### **Independent Auditor's Report on the Financial Statements to the members of Campion Academy Trust**

#### **Opinion**

We have audited the financial statements of Campion Academy Trust for the year ended 31 August 2020, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard Applicable in the UK and Republic of Ireland", the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 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 trust's affairs as at 31 August 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

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

- the governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the academy trust'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.

## **Campion Academy Trust**

### **Independent Auditor's Report on the Financial Statements to the members of Campion Academy Trust (continued)**

#### **Other information**

The governors are responsible for the other information. The other information comprises the information included in the Governors' Annual Report, other than the financial statements and our auditor's report thereon. Other information includes the Governors' Report (incorporating the strategic report and the directors' report), the governance statement, and the Accounting Officer's statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

#### **Opinion on other matters prescribed by the Companies Act 2006**

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

- the information given in the Governors' Report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' 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 trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

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

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

#### **Responsibilities of governors**

As explained more fully in the Statement of Governors' Responsibilities set out on page 20, the governors (who are also the directors of the academy trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.



## **Campion Academy Trust**

### **Independent Auditor's Report on the Financial Statements to the members of Campion Academy Trust (continued)**

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

#### **Auditor's 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these 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: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### **Use of our report**

This report is made solely to the academy trust'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 trust's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and the academy trust's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Ashfield BA FCA (Senior Statutory Auditor)  
For and on behalf of Harrison, Beale & Owen Limited  
Chartered Accountants and Statutory Auditor  
Highdown House  
11 Highdown Road  
Leamington Spa  
CV31 1XT

21 January 2021

## **Campion Academy Trust**

### **Independent Reporting Accountant's Assurance Report on Regularity to Campion Academy Trust and the Education & Skills Funding Agency**

In accordance with the terms of our engagement letter dated 25 November 2020 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Campion Academy Trust during the period 1 September 2019 to 31 August 2020 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 Campion Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Campion Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Campion Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Campion Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Campion Academy Trust's funding agreement with the Secretary of State for Education dated 9 December 2011 and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 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 2019 to 2020 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 trust's income and expenditure.

## Campion Academy Trust

### Independent Reporting Accountant's Assurance Report on Regularity to Campion Academy Trust and the Education & Skills Funding Agency (continued)

The work undertaken to draw our conclusions includes:

- understanding the basis on which the Accounting Officer has made their statement on Regularity, Propriety and Compliance;
- considering (based on our understanding of the academy's internal controls) the risk of irregular transactions occurring;
- considering the evidence obtained by us to support the audit opinion; and
- conducting further substantive procedures as we considered to be appropriate.

#### Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Harrison, Beale & Owen Limited  
Highdown House  
11 Highdown Road  
Leamington Spa  
CV31 1XT

21 January 2021

**Campion Academy Trust**

**Statement of Financial Activities for the year ended 31 August 2020**  
**(including Income and Expenditure Account)**

	Notes	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2019/20 £	Total 2018/19 £
<b>Income and endowments from:</b>						
Donations and capital grants	2	-	76,026	6,897,230	6,973,256	126,405
Charitable activities:						
Funding for the academy trust's educational operations	3	-	4,840,860	-	4,840,860	4,197,917
Other trading activities	4	1,200	510	-	1,710	4,770
Investments	5	279	-	-	279	340
<b>Total</b>		1,479	4,917,396	6,897,230	11,816,105	4,329,432
<b>Expenditure on:</b>						
Charitable activities:						
Academy trust educational operations	6, 7	164	5,041,627	153,759	5,195,550	4,797,975
<b>Total</b>		164	5,041,627	153,759	5,195,550	4,797,975
<b>Net income/(expenditure)</b>		1,315	(124,231)	6,743,471	6,620,555	(468,543)
<b>Transfers between funds</b>	14	-	(34,436)	34,436	-	-
<b>Other recognised gains/(losses):</b>						
Actuarial (losses)/ gains on defined benefit pension schemes	22	-	(261,000)	-	(261,000)	(628,000)
<b>Net movement in funds</b>		1,315	(419,667)	6,777,907	6,359,555	(1,096,543)
<b>Reconciliation of funds</b>						
Total funds brought forward at 1 September 2019		56,357	(1,866,028)	5,809,776	4,000,105	5,096,648
<b>Total funds carried forward at 31 August 2020</b>		57,672	(2,285,695)	12,587,683	10,359,660	4,000,105

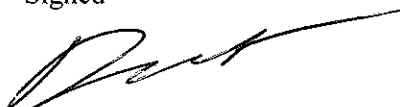
# Campion Academy Trust

## Balance sheet as at 31 August 2020

		2020		2019	
	Notes	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	11	12,536,059		5,759,063	
<b>Current assets</b>					
Debtors	12	72,271	69,807		
Cash at bank and in hand		420,527	286,086		
		<u>492,798</u>	<u>355,893</u>		
<b>Liabilities</b>					
Creditors: Amounts falling due within one year	13	(126,197)	(93,851)		
		<u></u>	<u></u>		
<b>Net current assets</b>		<u>366,601</u>		<u>262,042</u>	
Total assets less current liabilities		12,902,660		6,021,105	
<b>Net assets excluding pension liability</b>		<u>12,902,660</u>		<u>6,021,105</u>	
Defined benefit pension scheme liability	22	(2,543,000)	(2,021,000)		
<b>Total net assets</b>		<u>10,359,660</u>		<u>4,000,105</u>	
<b>Funds of the academy trust:</b>					
<b>Restricted income funds</b>					
Fixed asset fund	14	12,587,683	5,809,776		
Restricted income fund	14	257,305	154,972		
Pension reserve	14	(2,543,000)	(2,021,000)		
<b>Total restricted funds</b>		<u>10,301,988</u>	<u>3,943,748</u>		
<b>Unrestricted income funds</b>	14	<u>57,672</u>	<u>56,357</u>		
<b>Total funds</b>		<u>10,359,660</u>		<u>4,000,105</u>	

The financial statements on page 26 to 48 were approved by the Governors and authorised for issue on 21 January 2021 and are signed on their behalf by:

Signed



F Durrant  
Chair

**Campion Academy Trust**

**Statement of cash flows for the year ended 31 August 2020**

	Notes	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash provided by/ (used in) operating activities	17	167,687	(123,250)
<b>Cash flows from investing activities</b>	18	(33,246)	7,891
<b>Change in cash and cash equivalents in the reporting period</b>		134,441	(115,359)
<b>Cash and cash equivalents at 1 September 2019</b>		286,086	401,445
<b>Cash and cash equivalents at 31 August 2020</b>	19, 20	420,527	286,086

## **Campion Academy Trust**

### **Notes to the Financial Statements for the year ended 31 August 2020**

#### **1. Statement of Accounting Policies**

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

##### **Basis of Preparation**

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

##### **Going Concern**

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

Governors consider that various factors have assisted them in making their assessment on going concern, including: the growth plan of the school, which has already seen pupil numbers increase over the last few years and is expected to continue with capital projects both recently completed and planned for the future; continued adherence to budgetary discipline and careful monitoring of expenditure; and a level of reserves, including cash funds, to enable the school to absorb any deficits in the short to medium term, including those arising from the impact of the COVID-19 pandemic, as the school implements its expansion plan.

##### **Income**

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

- **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the 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 in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

## Campion Academy Trust

### Notes to the Financial Statements for the year ended 31 August 2020

.....continued

#### 1. Statement of Accounting Policies (continued)

- **Sponsorship income**

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

- **Donations**

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

- **Other income**

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

- **Donated goods, facilities and services**

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

- **Donated fixed assets**

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

- **Fixed assets donated on conversion to an academy trust**

Certain fixed assets were transferred from the governors on conversion to an Academy on 1 January 2012 and are recognised on the following bases,

- School buildings – recognised at depreciated replacement cost
- Furniture, equipment and computer equipment – at existing use value

#### **Expenditure**

All 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.



## Campion Academy Trust

### Notes to the Financial Statements for the year ended 31 August 2020

.....continued

#### 1. Statement of Accounting Policies (continued)

- **Expenditure on Raising Funds**

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

- **Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

#### **Tangible Fixed Assets**

Assets costing £1,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets, other than leasehold land where the lease is more than 20 years and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Long leasehold buildings	2%
Furniture and equipment	20%
Computer equipment	33.33%

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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

#### **Liabilities**

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

#### **Provisions**

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

## **Campion Academy Trust**

### **Notes to the Financial Statements for the year ended 31 August 2020**

.....continued

#### **1. Statement of Accounting Policies (continued)**

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.

#### **Leased Assets**

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

#### **Financial Instruments**

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 13. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### **Taxation**

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

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

#### **Termination Benefits**

Termination benefits are amounts payable as a result of a decision by the governors to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary severance and are shown on an accruals basis in the Statement of Financial Activities when the academy is demonstrably committed to the decision.

#### **Pensions Benefits**

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

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

## **Campion Academy Trust**

### **Notes to the Financial Statements for the year ended 31 August 2020**

.....continued

#### **1. Statement of Accounting Policies (continued)**

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

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

#### **Fund Accounting**

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

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.

#### **Agency Arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received and paid and any balances held over as amounts due to the ESFA are disclosed in note 25.

#### **Critical accounting estimates and areas of judgement**

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

#### *Critical accounting estimates and assumptions*

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

# Campion Academy Trust

## Notes to the Financial Statements for the year ended 31 August 2020

.....continued

### 1. Statement of Accounting Policies (continued)

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 22, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. 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.

<b>2. Donations and capital grants</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2019/20 £</b>	<b>Total 2018/19 £</b>
Capital grants	-	17,230	17,230	50,713
Donated fixed assets	-	6,880,000	6,880,000	-
Other donations	-	76,026	76,026	75,692
	-	6,973,256	6,973,256	126,405

The income from donations and capital grants was £6,973,256 (2019: £126,405) of which £76,026 (2019: £75,692) was restricted and £6,897,230 (2019: £50,713) was restricted fixed assets.

<b>3. Funding for Academy trust's educational operations</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2019/20 £</b>	<b>Total 2018/19 £</b>
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	4,149,069	4,149,069	3,770,417
Other DfE Group grants	-	438,732	438,732	237,153
	-	4,587,801	4,587,801	4,007,570
<b>Other Government grants</b>				
Local Authority grants	-	204,774	204,774	145,454
Special educational projects	-	48,285	48,285	44,893
	-	253,059	253,059	190,347
	-	4,840,860	4,840,860	4,197,917

All funding for the Academy trust's educational operations was restricted in both 2020 and 2019.

<b>4. Other trading activities</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2019/20 £</b>	<b>Total 2018/19 £</b>
Income from other charitable activities	1,200	510	1,710	4,770
	1,200	510	1,710	4,770

The income from other trading activities was £1,710 (2019: £4,770) of which £1,200 was unrestricted (2019: £Nil) and £510 was restricted (2019: £4,770).

# Campion Academy Trust

## Notes to the Financial Statements for the year ended 31 August 2020

.....continued

<b>5. Investment income</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2019/20 £</b>	<b>Total 2018/19 £</b>
Short term deposits	279	-	279	340
	<u>279</u>	<u>-</u>	<u>279</u>	<u>340</u>

All investment income is unrestricted in both 2020 and 2019.

## 6. Expenditure

	<b>Staff costs £</b>	<b>Non-pay expenditure</b>		<b>Total 2019/20 £</b>	<b>Total 2018/19 £</b>
		<b>Premises £</b>	<b>Other £</b>		
Academy's educational operations					
- Direct costs	3,156,464	112,082	403,781	3,672,327	3,441,443
- Allocated support costs	1,106,233	131,643	285,347	1,523,223	1,356,532
	<u>4,262,697</u>	<u>243,725</u>	<u>689,128</u>	<u>5,195,550</u>	<u>4,797,975</u>

Expenditure on educational operations comprised £5,041,627 (2019: £4,650,757) in restricted funds, £153,759 (2019: £147,106) in restricted fixed asset funds and £164 (2019: £112) in unrestricted funds.

<b>Net (income)/expenditure for the year includes:</b>	<b>2019/20 £</b>	<b>2018/19 £</b>
Operating lease rentals:		
- Equipment	14,307	12,556
Depreciation	153,759	147,046
Fees payable to auditor for:		
- audit	8,500	4,500
- other services	5,000	2,500

## 7. Charitable Activities

	<b>Total 2019/20 £</b>	<b>Total 2018/19 £</b>
<b>Direct costs – educational operations</b>	<b>3,672,327</b>	<b>3,441,443</b>
<b>Support costs – educational operations</b>	<b>1,523,223</b>	<b>1,356,532</b>
	<u><b>5,195,550</b></u>	<u><b>4,797,975</b></u>

<b>Analysis of support costs</b>	<b>Boarding £</b>	<b>Educational operations £</b>	<b>Total 2019/20 £</b>	<b>Total 2018/19 £</b>
Support staff costs	-	1,106,233	1,106,233	971,207
Technology costs	-	25,867	25,867	12,764
Premises costs	-	131,643	131,643	152,314
Legal costs - other	-	-	-	-
Other support costs	-	233,941	233,941	201,968
Governance costs	-	25,539	25,539	18,279
<b>Total support costs</b>	<u>-</u>	<u>1,523,223</u>	<u>1,523,223</u>	<u>1,356,532</u>

# Campion Academy Trust

## Notes to the Financial Statements for the year ended 31 August 2020

.....continued

### 8. Staff

	Total 2019/20 £	Total 2018/19 £
<b>a. Staff costs</b>		
Staff costs during the period were:		
Wages and salaries	2,992,134	2,914,441
Social security costs	271,726	255,870
Pension costs	958,431	712,741
	<u>4,222,291</u>	<u>3,883,052</u>
Agency staff costs	40,406	12,523
Staff restructuring costs	-	1,800
	<u>4,262,697</u>	<u>3,897,375</u>

Included within pension costs above are actuarial adjustments on the LGPS pension of £261,000 (2019: £203,000) of which £41,000 (2019: £35,000) related to net interest adjustments.

Staff restructuring costs comprise:

Redundancy payments	-	1,800
	<u>-</u>	<u>1,800</u>

### b. Staff numbers

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

	2019/20 No.	2018/19 No.
Teachers	53	54
Administration and support	64	59
Management	10	7
	<u>127</u>	<u>120</u>

### c. Higher paid staff

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

	2019/20 No.	2018/19 No.
£60,001 - £70,000	2	1
£70,001 - £80,000	1	1
	<u>3</u>	<u>2</u>

### d. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior leadership team as listed on pages 1 and 2. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £626,363 (2019: £514,168).

## **Campion Academy Trust**

### **Notes to the Financial Statements for the year ended 31 August 2020**

.....continued

#### **9. Related Party Transactions - Governors' remuneration and expenses**

One or more governors has been paid remuneration or has received benefits from an employment with the academy trust. The Principal and other staff governors only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

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

J Panesar (Principal and Accounting Officer; resigned as governor 14 January 2020):

Remuneration £75,000 - £80,000 (2019: £70,000 - £75,000)

Employer's pension contributions £15,000 - £20,000 (2019: £10,000 - £15,000)

T Collins (staff governor):

Remuneration £20,000 - £25,000 (2019: £20,000 - £25,000)

Employer's pension contributions £5,000 - £10,000 (2019: £0 - £5,000)

R Fairbrother (staff governor; resigned 22 January 2020):

Remuneration £15,000 - £20,000 (2019: £35,000 - £40,000)

Employer's pension contributions £0 - £5,000 (2019: £5,000 - £10,000)

R Ruddlesdin (staff governor; resigned 22 January 2020):

Remuneration £10,000 - £15,000 (2019: £25,000 - £30,000)

Employer's pension contributions £0 - £5,000 (2019: £5,000 - £10,000)

K O'Reilly (casual exam invigilator)

Remuneration £0 - £5,000 (2019: £0 - £5,000)

Employer's pension contributions £Nil (2019: £Nil)

During the period ended 31 August 2020 expenses of £Nil were reimbursed or paid directly to governors (2019: £Nil).

Other related party transactions involving the governors are set out in note 23.

#### **10. Governors' and Officers' Insurance**

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.

From 1 January 2015 the academy entered into the ESFA's Risk Protection Arrangements and these arrangements include protection for governors and officers of the academy. No separately identifiable premium for governors' and officers' protection is available for disclosure under these arrangements for the year ended 31 August 2020 and 2019.

The insurance provides cover up to £10,000,000 on any one loss and any one membership year.

The cost of this insurance is included in the total insurance cost.

**Campion Academy Trust**

**Notes to the Financial Statements for the year ended 31 August 2020**

.....continued

**11. Tangible Fixed Assets**

	<b>Leasehold Land and Buildings £</b>	<b>Assets under construction £</b>	<b>Furniture and Equipment £</b>	<b>Computer Equipment £</b>	<b>Total £</b>
<b>Cost or valuation</b>					
At 1 September 2019	6,537,906	-	168,384	233,153	<b>6,939,443</b>
Additions	-	6,880,000	12,386	38,369	<b>6,930,755</b>
At 31 August 2020	<u>6,537,906</u>	<u>6,880,000</u>	<u>180,770</u>	<u>271,522</u>	<u><b>13,870,198</b></u>
<b>Depreciation</b>					
At 1 September 2019	859,301	-	141,642	179,437	<b>1,180,380</b>
Charged in period	112,082	-	10,778	30,899	<b>153,759</b>
At 31 August 2020	<u>971,383</u>	<u>-</u>	<u>152,420</u>	<u>210,336</u>	<u><b>1,334,139</b></u>
<b>Net book values</b>					
At 31 August 2020	<u><b>5,566,523</b></u>	<u><b>6,880,000</b></u>	<u><b>28,350</b></u>	<u><b>61,186</b></u>	<u><b>12,536,059</b></u>
At 31 August 2019	<u>5,678,605</u>	<u>-</u>	<u>26,742</u>	<u>53,716</u>	<u>5,759,063</u>



# Campion Academy Trust

## Notes to the Financial Statements for the year ended 31 August 2020

.....continued

<b>12. Debtors</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Trade debtors	<b>200</b>	2,259
VAT recoverable	<b>16,167</b>	5,345
Prepayments and accrued income	<b>55,904</b>	62,203
	<b>72,271</b>	69,807
<hr/>		
<b>13. Creditors: amounts falling due within one year</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Trade creditors	<b>42,656</b>	36,158
Other creditors	<b>13,181</b>	2,587
Accruals and deferred income	<b>70,360</b>	55,106
	<b>126,197</b>	93,851
<hr/>		
<b>Deferred income</b>	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Deferred income at 1 September 2019	<b>21,972</b>	13,883
Released from previous years	<b>(21,972)</b>	(13,883)
Resources deferred in the year	<b>14,273</b>	21,972
Deferred income at 31 August 2020	<b>14,273</b>	21,972
<hr/>		

Deferred income includes grant income of £13,883 (2019: £21,427) and other income of £390 (2019: £545) that the Academy has received or invoiced in advance of entitlement of receipt.

# Campion Academy Trust

## Notes to the Financial Statements for the year ended 31 August 2020

.....continued

### 14. Funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains, Losses and Transfers £	Balance at 31 August 2020 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	402	4,149,069	(4,015,387)	(34,436)	99,648
Pupil premium	-	206,472	(206,472)	-	-
Other ESFA/ DfE grants	28,530	232,260	(252,430)	-	8,360
Other grants	126,040	329,595	(306,338)	-	149,297
Pension reserve	(2,021,000)	-	(261,000)	(261,000)	(2,543,000)
	(1,866,028)	4,917,396	(5,041,627)	(295,436)	(2,285,695)
<b>Restricted fixed asset funds</b>					
DfE Group capital grants	50,713	17,230	-	(16,319)	51,624
Capital expenditure from GAG	80,458	-	(41,677)	50,755	89,536
New Build – Phase 1 donation	-	6,880,000	-	-	6,880,000
Assets transferred from predecessor school	5,678,605	-	(112,082)	-	5,566,523
	5,809,776	6,897,230	(153,759)	34,436	12,587,683
<b>Total restricted funds</b>	3,943,748	11,814,626	(5,195,386)	(261,000)	10,301,988
<b>Unrestricted funds</b>					
Unrestricted funds	56,357	1,479	(164)	-	57,672
<b>Total unrestricted funds</b>	56,357	1,479	(164)	-	57,672
<b>Total funds</b>	4,000,105	11,816,105	(5,195,550)	(261,000)	10,359,660

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

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2020.

The pupil premium reserve represents grants funded by the DfE Group received and expended in the year.

Other ESFA/ DfE grants represent grants received and expended on support for teachers' pay and pension costs, free school meals and the Year 7 Catch up.

Other grants in restricted funds were funded by other government grants and donations and will be spent on specific projects in future years.

The pension reserve represents the Academy's share of the LGPS pension fund deficit.

The restricted fixed asset funds are not available for spending as they represent the net book value of fixed assets transferred from the predecessor school and subsequent additions thereto, including donated assets. Future depreciation will be charged against these funds.

Unrestricted funds include surpluses transferred on academy conversion, to be spent at the discretion of the governors.

# Campion Academy Trust

## Notes to the Financial Statements for the year ended 31 August 2020

.....continued

### 14. Funds (continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, Losses and Transfers £	Balance at 31 August 2019 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	13,247	3,770,417	(3,989,262)	206,000	402
Pupil premium	-	187,701	(187,701)	-	-
Other grants	105,103	320,261	(270,794)	-	154,570
Pension reserve	(1,190,000)	-	(203,000)	(628,000)	(2,021,000)
	(1,071,650)	4,278,379	(4,650,757)	(422,000)	(1,866,028)
<b>Restricted fixed asset funds</b>					
DfE Group capital grants	15,002	50,713	-	(15,002)	50,713
Capital expenditure from GAG	72,259	-	(35,023)	43,222	80,458
Assets transferred from predecessor school	5,790,688	-	(112,083)	-	5,678,605
	5,877,949	50,713	(147,106)	28,220	5,809,776
<b>Total restricted funds</b>	4,806,299	4,329,092	(4,797,863)	(393,780)	3,943,748
<b>Unrestricted funds</b>					
Unrestricted funds	290,349	340	(112)	(234,220)	56,357
<b>Total unrestricted funds</b>	290,349	340	(112)	(234,220)	56,357
<b>Total funds</b>	5,096,648	4,329,432	(4,797,975)	(628,000)	4,000,105

# Campion Academy Trust

## Notes to the Financial Statements for the Year Ended 31 August 2020

.....continued

### 15. Analysis of net assets between funds

Fund balances at 31 August 2020 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	12,536,059	12,536,059
Current assets	57,672	383,502	51,624	492,798
Current liabilities	-	(126,197)	-	(126,197)
Pension scheme liability	-	(2,543,000)	-	(2,543,000)
<b>Total net assets</b>	<b>57,672</b>	<b>(2,285,695)</b>	<b>12,587,683</b>	<b>10,359,660</b>

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

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	5,759,063	5,759,063
Current assets	56,357	248,823	50,713	355,893
Current liabilities	-	(93,851)	-	(93,851)
Pension scheme liability	-	(2,021,000)	-	(2,021,000)
<b>Total net assets</b>	<b>56,357</b>	<b>(1,866,028)</b>	<b>5,809,776</b>	<b>4,000,105</b>

# Campion Academy Trust

## Notes to the Financial Statements for the Year Ended 31 August 2020

.....continued

### 16. Commitments under operating leases

#### Operating leases

At 31 August 2020 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2019/20 £	2018/19 £
Amounts due within one year	13,447	9,798
Amounts due between one and five years	10,381	2,941
	<u>23,828</u>	<u>12,739</u>

17. Reconciliation of net expenditure to net cash flow from operating activities	2019/20 £	2018/19 £
Net income/ (expenditure) for the reporting period (as per the statement of financial activities)	6,620,555	(468,543)
Adjusted for:		
Depreciation (note 11)	153,759	147,046
Capital grants from DfE and other capital income	(17,230)	(50,713)
Donated fixed assets	(6,880,000)	-
Interest receivable (note 5)	(279)	(340)
Defined benefit pension scheme cost less contributions payable (note 22)	220,000	168,000
Defined benefit pension scheme finance cost (note 22)	41,000	35,000
(Increase)/ Decrease in debtors	(2,464)	15,517
Increase in creditors	32,346	30,783
<b>Net cash provided by/ (used in) operating activities</b>	<u>167,687</u>	<u>(123,250)</u>

# Campion Academy Trust

## Notes to the Financial Statements for the Year Ended 31 August 2020

.....continued

<b>18. Cash flows from investing activities</b>	<b>2019/20</b>	<b>2018/19</b>
	<b>£</b>	<b>£</b>
Dividends, interest and rent from investments	279	340
Purchase of tangible fixed assets	(50,755)	(43,162)
Capital grants from DfE/ESFA	17,230	50,713
<b>Net cash (used in)/ provided by investing activities</b>	<b>(33,246)</b>	<b>7,891</b>

### 19. Analysis of cash and cash equivalents

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Cash in hand and at bank	420,527	286,086
<b>Total cash and cash equivalents</b>	<b>420,527</b>	<b>286,086</b>

### 20. Analysis of changes in net funds

	<b>At 1 September 2019</b>	<b>Cash flows</b>	<b>Other non-cash changes</b>	<b>At 31 August 2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cash	286,086	134,441	-	420,527
Overdraft facility repayable on demand	-	-	-	-
<b>Total</b>	<b>286,086</b>	<b>134,441</b>	<b>-</b>	<b>420,527</b>

### 21. 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.

### 22. Pension and similar obligations

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

The latest actuarial valuation of the TPS was 31 March 2016 and of the LGPS 31 March 2019.

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

#### Teachers' Pension Scheme

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

**Notes to the Financial Statements for the Year Ended 31 August 2020**

.....continued

**22. Pension and similar obligations**  
**Teachers' Pension Scheme (continued)**

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

**Valuation of the Teachers' Pension Scheme**

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

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy);
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million;
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. Assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%

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

The employer's pension costs paid to the TPS in the period amounted to £455,321 (2019: £303,111).

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

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

## Campion Academy Trust

### Notes to the Financial Statements for the Year Ended 31 August 2020

.....continued

#### 22. Pension and similar obligations

##### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the period ended 31 August 2020 was £295,344 (2019: £259,923) of which employer's contributions totalled £237,834 and employees' contributions totalled £57,510. Estimated employer's contributions for the period to 31 August 2021 total £220,000.

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

From 2014 the academy entered into an agreement with the trustees of the scheme to make further deficit contributions in addition to normal funding levels. The rate relating to the deficit repayment is 5.7% based on a recovery period of 19 years.

Principal Actuarial Assumptions	2020	2019
Rate of increase in salaries	3.00%	2.90%
Rate of increase for pensions in payment/inflation	2.20%	2.30%
Discount rate for scheme liabilities	1.70%	1.90%
Commutation of pension to lump sums	50-75%	50%

##### Sensitivity analysis

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are:

Change in assumptions at 31 August 2020:	Approximate % increase to Employer Liability	Approximate monetary amount (£)
0.5% decrease in real discount rate	12%	676,000
0.5% increase in the salary increase rate	1%	71,000
0.5% increase in pension increase rate	11%	593,000

The principal demographic assumption is the longevity assumption regarding members' life expectancies. It is estimated that were there to be an increase of one year in life expectancy, there would be an approximate increase in the employer's defined benefit obligation by around 3-5%.

It must be appreciated in accordance with the Charity Commission publication, 'Charity Reserves and Defined Pension Schemes' that where, under FRS 102, a charity discloses a significant pension fund deficit, this does not mean that an immediate liability for this amount crystallises. Similarly, where a pension surplus is disclosed this does not create an immediately realisable asset that can be released straight away and expended on the purposes of the charity. In particular, the disclosure of a pension liability does not mean that an equivalent amount is already committed and is no longer available to the governors to further the charity's objectives.



# Campion Academy Trust

## Notes to the Financial Statements for the Year Ended 31 August 2020

.....continued

### 22. Pension and similar obligations

#### Local Government Pension Scheme (continued)

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

	2020	2019
Retiring today		
Males	21.6	21.4
Females	23.8	23.6
Retiring in 20 years		
Males	22.5	22.4
Females	25.4	25.0

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

	2020 £	2019 £
Equities	1,809,000	1,632,000
Bonds	754,000	695,000
Property	392,000	321,000
Cash	60,000	27,000
<b>Total market value of assets</b>	<b>3,015,000</b>	<b>2,675,000</b>

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

	2019/20 £	2018/19 £
Current service cost	(435,000)	(331,000)
Past service cost	-	(38,000)
Interest income	53,000	68,000
Interest cost	(94,000)	(103,000)
<b>Total operating charge</b>	<b>(476,000)</b>	<b>(404,000)</b>

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

	2019/20 £	2018/19 £
<b>At 1 September</b>	<b>4,696,000</b>	<b>3,495,000</b>
Current service cost	435,000	331,000
Interest cost	94,000	103,000
Employee contributions	58,000	53,000
Actuarial loss	316,000	710,000
Benefits paid	(41,000)	(34,000)
Past service cost	-	38,000
<b>At 31 August</b>	<b>5,558,000</b>	<b>4,696,000</b>

# Campion Academy Trust

## Notes to the Financial Statements for the Year Ended 31 August 2020

.....continued

### 22. Pension and similar obligations

#### Local Government Pension Scheme (continued)

Changes in the fair value of the academy's share of scheme assets:	2019/20	2018/19
	£	£
At 1 September	2,675,000	2,305,000
Interest income	53,000	68,000
Actuarial gain	55,000	82,000
Employer contributions	215,000	201,000
Employee contributions	58,000	53,000
Benefits paid	(41,000)	(34,000)
At 31 August	<u>3,015,000</u>	<u>2,675,000</u>

### 23. Related Party Transactions

Owing to the nature of the academy trust and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions may take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures. No related party transactions took place in the period of account other than certain governors' remuneration already disclosed in note 9.

### 24. Events after the end of the reporting period

In October 2020 the school formally took occupancy of a new Maths and Science block on the site of its long leasehold premises, with this expansion (Phase 1) having been funded by Warwickshire County Council. In November 2019, funding for Phase 2 of the project was formally approved and released under Warwickshire County Council's Education and Learning (Schools) capital programme for 2019/20, amounting to a further £8.9 million (including developer contributions). Work is scheduled to commence on Phase 2 in July 2021.

### 25. Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2020 the trust received £12,278 and disbursed £2,884 from the fund. An amount of £11,981 is included in other creditors relating to total undistributed funds brought forward and unspent in the year that is repayable to the ESFA.