

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

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

Annual report and financial statements

Year ended 31 August 2022

Campion Academy Trust

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Campion Academy Trust

Reference and Administrative Details

Governors

Members

F Durrant (Chair) * ***

J Scheuer

S Gillespie

S Rose

V Pathak (appointed 1 October 2021)

Parent governors

R Clarke (Vice Chair) * (resigned 21 July 2022)

R Episcopo **

M Arthur * ^

D Mitchell

J Gillmore-Caley * *****

C Kempner (appointed 31 October 2022)

Head teacher governor

J Panesar *

Elected staff governors

T Collins ^^^

Governors appointed by the Members

R Crowther * ^^^^

P Rutland (resigned 25 November 2021)

V Pathak (resigned 1 October 2021)

F Darby (resigned 1 October 2021)

S Ashworth * (resigned 31 July 2022)

C Catto *****

Co-opted governor

J Falp ^^

* Governors who sit on the Resources and Compliance Committee

** Safeguarding governor

*** SEND governor

**** Post 16 governor

***** Health and safety governor

^ Careers guidance governor

^^ SMSC and LAC governor

^^^ Website governor

^^^^ Pupil Premium 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
- Pastoral Manager

J Panesar
S Bolsover
P Forsey
N Hawkins
M Sandhu
L Farr-Voller
D Liddar
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 2021 to 31 August 2022. The annual report serves the purpose of both a trustees' report and a directors' report and a strategic 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 1,400 and had a roll of 1,086 in the school census in October 2022.

Structure, Governance and Management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The 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 with 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 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. From September 2020 the Resources and Compliance committee meets 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 and the Pastoral 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	£4,698,338
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 schools' objectives and activities were affected by the ongoing impact of the Covid-19 pandemic and the governors' report (including the Strategic report) should be read in the context of that background.

Objectives and Aims

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

This will include the following:-

- 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.

Campion Academy Trust

Governors' Report

.....continued

Objectives, Strategies and Activities

The following are derived from the School development plan as key priorities and objectives:

Objective	Explanation and measurement
1. The quality of education is outstanding	<ul style="list-style-type: none">• The academy has continued to develop the quality of education during a period of rapid expansion and is very confident about the quality of education it provides. The school was rated Good at the last Ofsted inspection and it has built steadily on its successes and rectified any areas for development.• ECT staff are provided with extensive teacher training and more experienced staff have a differentiated CPD and support programme. The recruitment of staff has been highly effective, and experienced and newly qualified staff have been employed to ensure the additional pupils that have been accepted are given the highest level of education possible.• The number of pastoral houses has been expanded from four to five to support the wellbeing of pupils during these challenging times. This has been highly effective.• The school continues to enhance its broad and balanced curriculum with the introduction of cookery days for all Key Stage 3 pupils, the introduction of Computer Science and a commitment to maintain the development of Sixth Form provision with increased pastoral support. The school has also introduced Additional A levels in Economics and Environmental science. The number of pupils opting for academic A levels have risen along with the overall number of pupils in the school. <p>“Pupil Premium children are all provided with a one-to-one interview where they are asked what support they need. This can be practical or emotional and is very good practice to be commended. It is recognised that COVID 19 has hit pupil premium children the hardest and the school is working hard to recover them through investment in time, energy and money. The most recent pupil premium plan posted on the website indicates priorities in supporting literacy and numeracy, reducing permanent exclusion, careers advice and counselling. There is a significant hardship fund that supports PP students with barriers to learning.”</p> <p>Independent QA review – November 2021</p> <p>“On visiting classrooms there was much to commend both in terms of the teaching and the learning. A very large majority of classes were quiet and on task. Where there was more noticeable noise, this was usually a product of active engagement, for example in science practical and PE”</p> <p>Independent QA review – November 2021</p>

Campion Academy Trust

Governors' Report

.....continued

Objectives, Strategies and Activities (continued)

Objective

Explanation and measurement

2. Safeguarding is highly effective

- Safeguarding is outstanding. We have more than thirteen DSL trained staff including senior leaders, support staff and pastoral staff.
- We have evaluated security in the school and implemented new procedures to further improve the safety and safeguarding of all individuals who use the school.

“At the time of the review statutory duties appear to be in operation and safeguarding appears effective across the school. No safeguarding issues were observed or discussed whilst inspecting the SCR and safer recruitment processes.”

Independent QA review – November 2021

“Organisational practices ensure pupils can go about their school day confident and secure. The SCR is up to date and the requested samples were all in order. Teachers' identity check, a barred list check, an enhanced DBS, a prohibition from teaching check, further checks on people who have lived outside the UK, professional qualifications and the right to work in this country are scrutinised. All other non- teachers appeared to follow similarly close inspection in line with requirements. Staff responsible for the compilation of the SCR are diligent and well aware of the national requirements.”

Independent QA review – November 2021

3. Pupils are safe and secure

- The academy has introduced additional security measures as the school has expanded. This has included new gates, security cameras and additional site staff and is very pleased with the development of this area. Pupils, staff and parents regularly report that they feel safe and secure. The new measures support the school's ability to be strict with regard to the behaviour of pupils and parents, and a parental code of conduct has been introduced. However, in the latest parental survey 91% of respondents agreed with the statement that, ‘...their child felt safe at the school’. The Sixth Form is becoming more successful in academic subject areas and these areas are attracting more pupils.

4. All pupils make outstanding progress including pupils that are disadvantaged and pupils with higher prior attainment

- All pupils have made outstanding progress since 2015. Progress 8 and sixth form value added has been above national averages (or significantly above) in the pre-Covid years.
- Since the Covid pandemic, the education and progress of disadvantaged groups of pupils has been disproportionately affected.

Campion Academy Trust

Governors' Report

.....continued

Objectives, Strategies and Activities (continued)

Objective

Explanation and measurement

- Disadvantaged pupils have continued to be supported with one-to-one tuition and support with social, emotional and mental health issues. Pupils who arrive with higher prior attainment are being further supported with small class sizes in the sixth form, Saturday school for Year 11 pupils and extension classes in mainstream school.
- 5. Post 16 educational outcomes are outstanding for all pupils
 - Post 16 value added has been above or well above national average for the past five years. This has continued during the pandemic.
 - The Sixth Form is becoming more successful in academic subject areas and these areas are attracting more pupils.
- 6. CEIAG (Careers, Education, Information, Advice & Guidance)

The School adheres to the Gatsby Benchmark Framework
 - We have begun the rollout of the Campion careers website, www.campioncareers.com in addition to the weekly careers bulletin that is sent out to students, staff and parents. The bulletin aims to promote parent engagement and to ensure that our parents and students are equipped with up-to-date information regarding career opportunities, education and guidance that are available to them both locally and nationally. The emphasis this year is to ensure that parents are well informed of the career activities and support mechanisms that are in place to support both parent and child and to ensure that parents are fully aware of the Gatsby benchmarks. We have a dedicated webpage on the careers website that has downloadable booklets specifically designed to support parents with key transition points and additional information about support and well-being. The booklets cover a range of ways to support their child covering topics such as Home-life, exam revision, post-16 options, qualifications etc. In adherence with the Baker Clause, we have had Training Providers and Universities that have delivered assemblies, CWT (Coventry & Warwickshire Training), WCG (Warwickshire College), University of Sheffield and Warwick University, with more employers and employees timetabled to attend in lessons.
 - All Year 11 students have had the offer of a careers interview and have been supported with making informed decisions about their future career plans. In our latest evaluation of careers provision adhering to the Gatsby benchmark, using Compass + we have achieved 100% Benchmark 1, 80% Benchmark 2, 100% Benchmark 3, 81% Benchmark 4, 50% Benchmark 5, 87% Benchmark 6, 100% Benchmark 7, 100% Benchmark 8, 68%. However, we are currently addressing the need for benchmark 5, with the introduction of employer-led visits and assemblies. Particularly with Send and Pupil Premium students. The rollout of work experience to all year 10 and 12 students Will further support the take up for benchmark 6.

Campion Academy Trust

Governors' Report

.....continued

Objectives, Strategies and Activities (continued)

Priority area	Explanation and measurement
7. The school maintains its inclusive ethos while expanding in pupil numbers	<ul style="list-style-type: none">The school has continued to expand rapidly due to its popularity in the area. It has continued to support all staff to maintain the excellent ethos of inclusivity and diversity. In 2021, it continued to recruit well qualified staff to ensure expansion did not affect its ethos.
8. The school maintains its inclusive ethos while expanding in pupil numbers	<ul style="list-style-type: none">During 2021-2022, we were oversubscribed in Years 7-10 and Year 12 and 13. In 2022-23 it will be oversubscribed in all Years 7-11 with waiting lists across all year groups. In September 2022, over 500 parents have applied for 210 Year 7 places for September 2023. "91% of parents would recommend the school to other parents" Latest parental survey result.
9. Outstanding financial leadership that results in outstanding pupil outcomes and a balanced budget	<ul style="list-style-type: none">We have set another balanced budget for 2022-2023, with a three-year budget that is balanced against any savings earmarked for specific projects, which supports the pupil experience at the school. For example, Sixth Form class sizes will be capped to twenty pupils through the growth years to ensure pupil outcomes remain very high.
10. The school works with the Local Authority to secure funding for the expansion of Campion School	<ul style="list-style-type: none">Funding for Phase 2 expansion was secured, and the project was completed successfully by September 2022.The majority of the expansion is complete, and the school has introduced:<ul style="list-style-type: none">A new, seventeen-classroom STEM blockRefurbished dining areas and the introduction of two new eating areasA new Sixth Form blockNew Drama studiosRefurbished English teaching areasA new Sports HallA new, multi-use games area (MUGA)New parking areas.The expansion in pupil numbers will result in the school serving 1400 pupils by 2026, although it is currently oversubscribed with over 1000 pupils.
11. The school provided an outstanding education for all of its pupils during a time of expansion	<ul style="list-style-type: none">The physical expansion of the school has not disrupted the education of our pupils at all.The increase in pupil numbers has been managed very well by ensuring the curriculum is well designed, staffed and resourced.

Campion Academy Trust

Governors' Report

.....continued

Objectives, Strategies and Activities (continued)

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

Achievements and performance

Report on performance in relation to principal activities of Campion Academy Trust in 2021-2022

Following the Covid 19 pandemic and resulting lockdowns the school not only returned to its key objectives, but also ensured that all its stakeholders - staff, pupils and their families - continued to be supported. Addressing the gaps in the knowledge, skills and understanding of the affected pupils, has been the priority this year as did ensuring the staff body was appropriately trained to deliver the academy's objectives.

Additional challenges arose as parents and staff felt the effect of a challenging economic environment. The academy serves a very diverse community with a high proportion of pupils from disadvantaged backgrounds, which is well above the national average; 33% of pupils were eligible for free school meals and 28% of pupils came from backgrounds where English is not their first language.

The following are important points to note when reading this report:

- The school has continued to support pupils to address gaps in their learning due to the Covid 19 pandemic and the resulting lock downs and 'bubble' teaching. We have been supported with additional tutor funding from the Government.
- The school has developed further programmes to support ECT staff (Early Career Teachers) as their initial teacher training has been adversely affected by the lockdowns.
- The school has continued to work with charities and food banks (including Langan Aid) to support families in the area with the cost-of-living crisis.
- The school has continued to expand and, for the first time in its history, became fully subscribed in Years 7-11 and now has waiting lists in all of the year groups.
- Applications for entry to Year 7 in September 2023 will exceed 500 applications for 210 places.
- The building work project continued during 2021-2022. The new Sports Hall, refurbishment of new English classrooms and offices and the new Sixth form block were completed on time and highly efficiently – with minimum disruption.

Students' Achievement: Years 11 and 13

Due to the uneven impact of the pandemic on 2021/22 school and college performance data, the Department for Education made the following recommendations:

We recommend:

- **Not making direct comparisons** with data from previous years or between schools or colleges.
- **Discussing with the school or college** factors that may have influenced these results and consider a range of information when forming a view on how well a school or college is doing, including pupil/student population information.

Campion Academy Trust

Governors' Report

.....continued

Achievements and Performance (continued)

In the summer of 2022, the Year 10, 11 and 12 pupils sat their first external exams since the pandemic. We are very pleased with the performance of our Year 11 and Year 13 pupils this year. Pupils were supported with additional mock examinations, Saturday school, half term lessons and one-to-one tuition.

The vast majority of Year 11 pupils were able to engage successfully in the summer examination season, with more than 30% of the year group receiving intensive support.

9-4 Standard Pass in GCSE English and Mathematics

Indicator	2022
Both	59%
English	76%
Maths	62%

9-5 Strong Pass in GCSE English and Mathematics

Indicator	2022
Both	38%
English	63%
Maths	41%

Teaching and learning in 2021-2022 focussed on ensuring pupils were able to relearn basic skills and fill gaps in learning due to the lockdowns. This has been very successful and has ensured pupils were able to progress onto further education and training.

Pupils in the Sixth Form progressed very rapidly and performed very well. The small class sizes in our Post 16 were very helpful when plugging the gaps in learning due to the lockdowns. Pupils and teachers used advanced information very successfully to enable pupils to achieve well. The overall results appear to suggest that pupils were not affected by the pandemic. However, this does hide the efforts that were made by the school to ensure rapid learning took place in Year 13 – the first year this group of pupils took external examinations.

Academic Attainment

Academic	2022
A*-A	28%
A*-B	59%
A*-C	85%
A*-E	100%

A Levels Average Point Score	2022
National Average	NA
Campion A Level APS score per entry	B

Post 16 Vocational Attainment

Vocational	2022
A*-A	52%
A*-C	89%
A*-E	100%

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.

The Governing Body is not aware of any material uncertainties that exist in arriving at its conclusion on going concern.

Financial Review

The academy trust's accounting period for this period of operation is 1 September 2021 to 31 August 2022. 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 2022 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

This year the academy has recorded net expenditure of £595,718 (2021: £485,155), which includes FRS 102 pension adjustments of £443,000 (2021: £297,000). An additional actuarial gain of £3,316,000 (2021: actuarial loss of £441,000) 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 restricted fixed assets fund) 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 £12,153,787, which included a restricted fixed assets reserve of £12,162,200 and unrestricted reserves of £60,321. These were composed principally of a donation from the former Campion School on conversion and a donation in kind for the new buildings, as part of the school's 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

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Principal Risks and Uncertainties

The latest risk assessment was completed in October 2022 and includes Covid-related risk assessments. For the year ended 31 August 2022, the following significant risks have been identified and are being managed by the governors.

Risk	Mitigation
Continued impact of Covid-19 results in significant short term operational issues	<ul style="list-style-type: none">• Full risk assessment produced and re-visited with strong internal procedures based on national, regional, DfE, PHE and other agency guidelines.• Staffing cover plans and internal/ external links secured.• Budgetary resources set aside to mitigate risks and external financial support claimed and used as required.• Very clear communication channels developed and utilised with staff, pupils, parents and community links.• Academic achievement closely scrutinised and appropriate catch up and remote learning platforms developed and delivered.
Significant underachievement including failure to achieve floor standards set by government	<ul style="list-style-type: none">• Delegation of monitoring of floor standards to specific members of the SLT.• Continued monitoring of pupil performances and the design of intervention strategies to ensure results achieved.• Continued control over staffing recruitment, training and development to improve the quality of teaching.• Out of hours teaching support.
Insufficient resources in the long term	<ul style="list-style-type: none">• Regular reviews of plant and buildings preventative maintenance.• Monitoring of reserves to lessen impact.• Governor monitoring of outturn and forecasts.• Weekly business meetings held to monitor and maintain resources, the outcomes of which are communicated back to the Resources and Compliance (audit and risk) Committee.
Unidentified liabilities arise that threaten the financial position of the academy (pensions; redundancy; litigation and claims)	<ul style="list-style-type: none">• Ongoing monitoring of insurance cover.• Collaborative approach to addressing pension liabilities and review of assumptions by auditors.• Robust HR advice and good Trade Union relationships.• Upskilling of staff for redeployment.

Campion Academy Trust

Governors' Report

.....continued

Principal Risks and Uncertainties (continued)

Risk	Mitigation
Change in the national policy environment that adversely impacts the academy	<ul style="list-style-type: none">• Appropriate contracts employed and agreed working procedures and robust and fair allocation of teaching hours.• Maintenance of standards and management capacity to withstand national change.• Monitoring of national policy implications.• Maintain relationships with local MPs• Introduce incremental changes as national policy evolves.• Consideration given from changing from SAT to MAT
Major incident impacting on the academy's reputation	<ul style="list-style-type: none">• Maintain rigorous child protection policy.• Health and safety procedures reviewed by external consultants.• Maintenance of a firm behaviour policy.• Good relationship with local press and police authorities.• Proactive monitoring and appropriate staff support.
Failure to meet main funding conditions	<ul style="list-style-type: none">• Regular review of funding requirements and adherence to ESFA guidance.• Completion of year end accounts audits.• Maintain a good relationship with accountants and auditors.
Significant failure in academic performance	<ul style="list-style-type: none">• Rigorous and timely analysis of DfE regulations on an annual basis.• Consultation with national organisations to provide advice, guidance and support on curriculum and exam issues (Ofqual, DfE and Ofsted).

The Academy has a series of inspections and controls, which act effectively to identify and mitigate risks, which include: self-evaluation of financial procedures; auditing processes, including a programme of internal scrutiny; 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 detail elsewhere in this report.

Risk is a regular item for discussion at Governors' meetings.

Campion Academy Trust

Governors' Report

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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.

Plans for future periods

Given the continued impact of Covid-19 over the last school year, coupled with further uncertainty on its future impact, the key objectives set out below remain in effect unchanged from the previous year.

Key objectives for 2022-23:

- 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.

Funds held as Custodian Trustee on behalf of others

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

Auditor

Inssofar 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 6 December 2022 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.

As governors, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

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 6 times during the year. Attendance during the year at meetings of the governing body was as follows:

Governor	Meetings attended	Out of a possible
F Durrant (Chair)	5	6
R Clarke (Vice Chair) (resigned 21 July 2022)	5	6
M Arthur	6	6
R Crowther	6	6
J Panesar	6	6
S Ashworth (resigned 31 July 2022)	0	6
F Darby (resigned 1 October 2021)	1	1
T Collins	5	6
P Rutland (resigned 25 November 2021)	1	6
V Pathak (resigned 1 October 2021)	1	1
J Falp	3	6
R Episcopo	4	6
J Gillmore-Caley	6	6
D Mitchell	4	6
C Catto	5	6
C Kempner (appointed 31 October 2022)	0	0

Governance reviews

The Trust continues to be governed under the structure changes that took place in 2020 which has impacted school governance positively with all governors now being involved in holding senior leaders to account in all areas rather than split across committees. Governors have taken part in a full schedule of governor monitoring which has included English, Computer Science, Sixth Form, Careers, Looked after Children, SEN, and Safeguarding.

Governance continues to be reviewed and improved with the updating of its Articles of Association. Governors have worked with legal advisors and the ESFA to ensure that the revised Articles of Association remain in line with the latest government expectations, are relevant and able to provide the Trust with the necessary powers to fulfil their purpose. The process is underway, and a set of revised Articles has now been submitted to the ESFA and Charity Commission. This has also necessitated a change to the Trust's Funding Agreement which has been agreed and approved as part of the process.

Campion Academy Trust

Governance Statement

.....continued

Governance reviews (continued)

With the country returning to normal after the pandemic, meetings have now returned to be all face-to-face meetings and all scheduled meetings took place during this academic year. There has been a discussion over the reduction in the number of Chairs' Steering Group meetings to once per term (3 per year), from once per half term (6 per year) for 2022-2023, to both support work/life balance and also to reduce repetition at meetings. Further Chairs' Steering meetings can be scheduled at the request of governors, and the Headteacher continues to speak with the Chair on a regular basis in between meetings.

Phase 2 of the expansion project was delivered in August 2022 and the school is now in possession of a modern Sixth Form block. Pupils have had use of the new block from September 2022. This phase not only enhances the provision for Campion School pupils but also the general community as the school puts steps in place to return to offering a community lettings facility.

The school is now oversubscribed in all year groups and attends regular admission appeals for unsuccessful admission applications. The school has waiting lists in all year groups and is now the first choice for families in the area.

A self-review of the governors' skill sets was undertaken at the start of the academic year, to both identify any skill gaps to be addressed in a future recruitment strategy, and to ensure that current governors are allocated to oversee areas of governance appropriate to their relevant background and experience. The Resources and Compliance (including Audit and Risk) Committee have also completed an 'audit of effectiveness' to review their level of scrutiny and constructive challenge. Governors felt that the committee operates in an open environment in accordance with the culture and values of the school and in which different views are seen as constructive, and encouraged. It also stated that it received high quality information in a timely way. The audit did highlight that governors felt that the committee needed to recruit an additional governor(s) with the requisite diversity of skills, relevant experience, background and opinions, in the context of the challenges facing the school. Two governors who stepped down in July 2022 sat on the Resources and Compliance (including Audit and Risk) Committee and governors have already been successful in its recruitment of a governor who can support the committee and they will join in September 2022. The school will continue its recruitment drive to secure a co-opted governor that has the attributes and skills that would support the successful delegation of duties of the Committee.

The school continues to work on the actions put forward by the peer review that took place in the Autumn 2021 term. Governors reviewed the findings of the report and have challenged leadership to ensure that any suggested improvements in the report are reviewed and actioned in a timely way.

The Resources and Compliance (including Audit and Risk) 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:

Governor	Meetings attended	Out of a possible
M Arthur (Chair)	3	3
R Crowther	3	3
F Durrant	3	3
J Gillmore-Caley	3	3
R Clarke (resigned 21 July 2022)	3	3
S Ashworth (resigned 31 July 2022)	0	3

Campion Academy Trust

Governance Statement

.....continued

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 academy 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 or by using a framework where appropriate. The Accounting Officer for the academy trust has delivered improved value for money during the year by:

- The Academy has decided not to replace the Business Manager, who left at the end of January 2022, but opted, instead, to redefine the existing role of the Assistant Business Manager to become the school's Operations Manager. This has led to greater flexibility and has given opportunities to other existing members of the site team to support the running of the school. The Academy has made a significant saving as a result.
- The Academy opted to redefine the existing roles of the senior leadership team when it decided not to cover the maternity leave of an Associate Assistant Headteacher, from May 2022 to spring 2023, and did not renew the responsibilities of another Associate Assistant Headteacher, whose fixed-term project had finished. This has led to greater flexibility in the way the senior leadership team works and has given opportunities for other middle leaders to progress to senior leadership on a voluntary basis. The Academy has made a significant saving by implementing these effective decisions.
- During the 2021-2022 period the Academy developed and implemented plans to re-introduce after-school lettings, which included letting out the school's existing sports facilities, the school hall and the new sixth form block. The agreements made with local groups are anticipated to lead to a £15,000 profit for the school. In future years the school expects income in this area to increase steadily.

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 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Governing Body has reviewed the key risks to which the academy 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 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Governing Body.

Campion Academy Trust

Governance Statement

.....continued

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 continued, in the year under review, to buy in an internal audit service from Warwickshire Education Services.

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

- Review of GDPR compliance;
- Review of ICT security;
- Review of census data;
- Review of aged debtors and creditors;
- Review of the proper and regular use of public funds;
- Review of audit requirements;
- Review of income; &
- Review of the accounting system

There were no material control issues arising as a result of the Internal auditor'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 Internal Auditor;
- 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 6 December 2022 and signed on its behalf by:

Signed



F Durrant
Chair

Signed



J Panesar
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 and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

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 Academy Trust Handbook 2021.

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', written in a cursive style.

J Panesar
Accounting Officer

6 December 2022

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 and 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 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 6 December 2022 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 (the 'academy trust') for the year ended 31 August 2022, 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 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

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

In auditing the financial statements, we have concluded that the governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the academy trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the governors with respect to going concern are described in the relevant sections of this report.

Campion Academy Trust

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the 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 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 in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of governors

As explained more fully in the Statement of Governors' Responsibilities set out on page 21, the governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the governors are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Campion Academy Trust

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

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.

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

The audit process includes an assessment of the entity's risk environment, through enquiry of and discussion with management and those charged with governance, including an assessment of any key laws and regulations with which the charitable company must comply in the ordinary course of its operations.

Additionally, the overall risks of irregular transactions occurring are assessed following our observations and confirmation of the design and implementation of management's controls. Whilst we are mindful of these risks, our audit focus is geared towards the risk of material misstatement in the financial statements as a whole.

As such, our procedures cannot guarantee that all transactions have been fully compliant with all relevant laws and regulations, including those regulations relating to fraud, as our procedures are not designed to detect all instances of non-compliance. By definition, the risk of our detection of non-compliance is greater where compliance with a law or regulation is removed from the events and transactions reflected in the financial statements. The risk is also greater regarding irregularities due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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

6 December 2022

Campion Academy Trust

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

In accordance with the terms of our engagement letter dated 17 November 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Campion Academy Trust during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to 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 Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

Campion Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Campion Academy Trust and the Education and 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 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



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6 December 2022

Campion Academy Trust

Statement of Financial Activities for the year ended 31 August 2022 (including Income and Expenditure Account)

	Notes	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2021/22 £	Total 2020/21 £
Income and endowments from:						
Donations and capital grants	2	-	74,627	19,896	94,523	29,096
Charitable activities:						
Funding for the academy trust's educational operations	3	-	6,214,459	-	6,214,459	5,377,856
Other trading activities	4	1,463	20,698	-	22,161	14,686
Investments	5	89	-	-	89	75
Total		1,552	6,309,784	19,896	6,331,232	5,421,713
Expenditure on:						
Charitable activities:						
Academy trust educational operations	6, 7	114	6,608,894	317,942	6,926,950	5,906,868
Total		114	6,608,894	317,942	6,926,950	5,906,868
Net income/(expenditure)		1,438	(299,110)	(298,046)	(595,718)	(485,155)
Transfers between funds	14	-	(70,803)	70,803	-	-
Other recognised gains/ (losses):						
Actuarial gains/ (losses) on defined benefit pension schemes	22	-	3,316,000	-	3,316,000	(441,000)
Net movement in funds		1,438	2,946,087	(227,243)	2,720,282	(926,155)
Reconciliation of funds						
Total funds brought forward at 1 September 2021		58,883	(3,014,821)	12,389,443	9,433,505	10,359,660
Total funds carried forward at 31 August 2022		60,321	(68,734)	12,162,200	12,153,787	9,433,505

Campion Academy Trust

Balance sheet as at 31 August 2022

		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		12,142,304		12,371,634
Current assets					
Debtors	12	119,629		88,966	
Cash at bank and in hand		543,323		387,964	
		<u>662,952</u>		<u>476,930</u>	
Liabilities					
Creditors: Amounts falling due within one year	13	(243,469)		(134,059)	
Net current assets			<u>419,483</u>		<u>342,871</u>
Total assets less current liabilities			12,561,787		12,714,505
Net assets excluding pension liability			<u>12,561,787</u>		<u>12,714,505</u>
Defined benefit pension scheme liability	22		(408,000)		(3,281,000)
Total net assets			<u>12,153,787</u>		<u>9,433,505</u>
Funds of the academy trust:					
Restricted income funds					
Fixed asset fund	14		12,162,200		12,389,443
Restricted income fund	14		339,266		266,179
Pension reserve	14		(408,000)		(3,281,000)
Total restricted funds			<u>12,093,466</u>		<u>9,374,622</u>
Unrestricted income funds	14		<u>60,321</u>		<u>58,883</u>
Total funds			<u>12,153,787</u>		<u>9,433,505</u>

The financial statements on page 27 to 49 were approved by the Governors and authorised for issue on 6 December 2022 and are signed on their behalf by:

Signed



F Durrant
Chair

Campion Academy Trust

Statement of cash flows for the year ended 31 August 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	17	223,986	67,198
Cash flows from investing activities	18	(68,627)	(99,761)
Change in cash and cash equivalents in the reporting period		<u>155,359</u>	<u>(32,563)</u>
Cash and cash equivalents at 1 September 2021		387,964	420,527
Cash and cash equivalents at 31 August 2022	19, 20	<u>543,323</u>	<u>387,964</u>

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2022

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 2021 to 2022 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 having recently been completed and a consequent increase in capacity now realised; 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 or other costs pressures, 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 2022

.....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 2022

.....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, 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 2022

.....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.

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 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 2022

.....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.

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 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2022

.....continued

2. Donations and capital grants	Unrestricted Funds £	Restricted Funds £	Total 2021/22 £	Total 2020/21 £
Capital grants	-	19,896	19,896	17,809
Other donations	-	74,627	74,627	11,287
	-	94,523	94,523	29,096

The income from donations and capital grants was £94,523 (2021: £29,096) of which £74,627 (2021: £11,287) was restricted and £19,896 (2021: £17,809) was restricted fixed assets.

3. Funding for Academy trust's educational operations	Unrestricted Funds £	Restricted Funds £	Total 2021/22 £	Total 2020/21 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	5,383,975	5,383,975	4,507,553
Other DfE/ ESFA grants	-	-	-	23,400
FSM	-	264,087	264,087	232,450
Pupil Premium	-	169,226	169,226	228,726
Others	-	5,817,288	5,817,288	4,992,129
Other Government grants				
Local Authority grants	-	283,764	283,764	259,478
Special Educational projects	-	45,036	45,036	56,959
Covid-19 additional funding (DfE/ ESFA)				
Recovery/ Catch-up premium	-	57,071	57,071	40,400
5833Covid-19 additional funding (Non DfE/ ESFA)				
Other Covid-19 funding	-	11,300	11,300	28,890
	-	397,171	397,171	385,727
	-	6,214,459	6,214,459	5,377,856

All funding for the Academy trust's educational operations was restricted in both 2022 and 2021. The academy received £57,071 (2021: £40,400) of funding for the Recovery (formerly Catch-up) premium and costs incurred against this funding totalled £57,071.

4. Other trading activities	Unrestricted Funds £	Restricted Funds £	Total 2021/22 £	Total 2020/21 £
Income from other charitable activities	1,463	20,698	22,161	14,686
	1,463	20,698	22,161	14,686

The income from other trading activities was £22,161 (2021: £14,686) of which £1,463 was unrestricted (2021: £1,200) and £20,698 was restricted (2021: £13,486).

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2022

.....continued

5. Investment income	Unrestricted Funds	Restricted Funds	Total 2021/22	Total 2020/21
	£	£	£	£
Short term deposits	89	-	89	75
	<u>89</u>	<u>-</u>	<u>89</u>	<u>75</u>

All investment income is unrestricted in both 2022 and 2021.

6. Expenditure	Staff costs	Non-pay expenditure		Total 2021/22	Total 2020/21
	£	Premises	Other	£	£
		£	£		
Academy's educational operations					
- Direct costs	4,040,018	249,683	527,023	4,816,724	4,196,977
- Allocated support costs	1,417,293	211,069	481,864	2,110,226	1,709,891
	<u>5,457,311</u>	<u>460,752</u>	<u>1,008,887</u>	<u>6,926,950</u>	<u>5,906,868</u>

Expenditure on educational operations comprised £6,608,894 (2021: £5,624,734) in restricted funds, £317,942 (2021: £282,070) in restricted fixed asset funds and £114 (2021: £64) in unrestricted funds.

Net (income)/expenditure for the year includes:	2021/22	2020/21
	£	£
Operating lease rentals:		
- Equipment	16,123	15,755
Depreciation	317,942	282,070
Fees payable to auditor for:		
- audit	10,500	10,500
- other services	5,000	5,000

7. Charitable Activities

	Total 2021/22	Total 2020/21
	£	£
Direct costs – educational operations	4,816,724	4,196,977
Support costs – educational operations	2,110,226	1,709,891
	<u>6,926,950</u>	<u>5,906,868</u>

Analysis of support costs	Boarding	Educational operations	Total 2021/22	Total 2020/21
	£	£	£	£
Support staff costs	-	1,417,293	1,417,293	1,282,124
Technology costs	-	37,828	37,828	8,716
Premises costs	-	211,069	211,069	130,515
Other support costs	-	421,826	421,826	264,187
Governance costs	-	22,210	22,210	24,349
Total support costs	<u>-</u>	<u>2,110,226</u>	<u>2,110,226</u>	<u>1,709,891</u>

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2022

.....continued

8. Staff	Total 2021/22 £	Total 2020/21 £
a. Staff costs		
Staff costs during the period were:		
Wages and salaries	3,790,381	3,434,959
Social security costs	350,007	315,426
Pension costs	1,280,882	1,116,200
	<u>5,421,270</u>	<u>4,866,585</u>
Agency staff costs	36,041	22,448
	<u>5,457,311</u>	<u>4,889,033</u>

Included within pension costs above are actuarial adjustments on the LGPS pension of £443,000 (2021: £297,000) of which £57,000 (2021: £45,000) related to net interest adjustments.

b. Staff numbers

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

	2021/22 No.	2020/21 No.
Teachers	66	66
Administration and support	75	58
Management	12	10
	<u>153</u>	<u>134</u>

c. Higher paid staff

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

	2021/22 No.	2020/21 No.
£60,001 - £70,000	2	3
£80,001 - £90,000	1	1
	<u>3</u>	<u>4</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 £584,703 (2021: £679,525).

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2022

.....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):

Remuneration £80,000 - £85,000 (2021: £80,000 - £85,000)

Employer's pension contributions £15,000 - £20,000 (2020: £15,000 - £20,000)

T Collins (staff governor):

Remuneration £25,000 - £30,000 (2021: £25,000 - £30,000)

Employer's pension contributions £5,000 - £10,000 (2021: £5,000 - £10,000)

During the period ended 31 August 2022 expenses of £Nil were reimbursed or paid directly to governors (2021: £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 2022 and 2021.

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 2022

.....continued

11. Tangible Fixed Assets

	Leasehold Land and Buildings £	Furniture and Equipment £	Computer Equipment £	Total £
Cost or valuation				
At 1 September 2021	13,417,906	256,035	313,902	13,987,843
Additions	-	41,748	46,864	88,612
At 31 August 2022	13,417,906	297,783	360,766	14,076,455
Depreciation				
At 1 September 2021	1,198,132	168,522	249,555	1,616,209
Charged in period	249,683	27,468	40,791	317,942
At 31 August 2022	1,447,815	195,990	290,346	1,934,151
Net book values				
At 31 August 2022	11,970,091	101,793	70,420	12,142,304
At 31 August 2021	12,219,774	87,513	64,347	12,371,634

Campion Academy Trust

Notes to the Financial Statements for the year ended 31 August 2022

.....continued

12. Debtors	2022	2021
	£	£
VAT recoverable	38,483	16,336
Prepayments and accrued income	81,146	72,630
	<u>119,629</u>	<u>88,966</u>
13. Creditors: amounts falling due within one year	2022	2021
	£	£
Trade creditors	118,876	18,280
Other creditors	20,338	16,425
Accruals and deferred income	104,255	99,354
	<u>243,469</u>	<u>134,059</u>
Deferred income	2022	2021
	£	£
Deferred income at 1 September 2021	47,878	14,273
Released from previous years	(15,738)	(14,273)
Resources deferred in the year	4,491	47,878
Deferred income at 31 August 2021	<u>36,631</u>	<u>47,878</u>

Deferred income includes grant income of £35,870 (2021: £47,330) and other income of £761 (2021: £548) 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 2022

.....continued

14. Funds

	Balance at 1 September 2021	Income	Expenditure	Gains, Losses and Transfers	Balance at 31 August 2022
	£	£	£	£	£
Restricted general funds					
General Annual Grant (GAG)	93,246	5,383,975	(5,218,027)	(70,803)	188,391
FSM	7,200	-	(7,200)	-	-
Pupil premium	-	264,087	(264,087)	-	-
Catch-up premium	-	57,071	(57,071)	-	-
Other ESFA/ DfE grants	2,880	169,226	(167,215)	-	4,891
Other Covid-19 funding	-	11,300	(11,300)	-	-
Other grants	162,853	424,125	(440,994)	-	145,984
Pension reserve	(3,281,000)	-	(443,000)	3,316,000	(408,000)
	(3,014,821)	6,309,784	(6,608,894)	3,245,197	(68,734)
Restricted fixed asset funds					
DfE Group capital grants	17,809	19,896	-	(17,809)	19,896
Capital expenditure from GAG	151,861	-	(68,259)	88,612	172,214
New Build	6,765,333	-	(137,600)	-	6,627,733
Assets transferred from predecessor school	5,454,440	-	(112,083)	-	5,342,357
	12,389,443	19,896	(317,942)	70,803	12,162,200
Total restricted funds	9,374,622	6,329,680	(6,926,836)	3,316,000	12,093,466
Unrestricted funds					
Unrestricted funds	58,883	1,552	(114)	-	60,321
Total unrestricted funds	58,883	1,552	(114)	-	60,321
Total funds	9,433,505	6,331,232	(6,926,950)	3,316,000	12,153,787

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 2022.

The FSM reserve represents grants funded by the ESFA/ DfE on free school meals received and expended in the year.

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

Other ESFA/ DfE grants represent grants received and expended on the Covid recovery premium, mass testing, the supplementary grant and related funding.

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 2022

.....continued

14. Funds (continued)

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

	Balance at 1 September 2020	Income	Expenditure	Gains, Losses and Transfers	Balance at 31 August 2021
	£	£	£	£	£
Restricted general funds					
General Annual Grant (GAG)	99,648	4,507,553	(4,447,934)	(66,021)	93,246
FSM	8,360	23,400	(24,560)	-	7,200
Pupil premium	-	232,450	(232,450)	-	-
Catch-up premium	-	40,400	(40,400)	-	-
Other ESFA/ DfE grants	-	228,726	(225,846)	-	2,880
Other Covid-19 funding	-	28,890	(28,890)	-	-
Other grants	149,297	341,210	(327,654)	-	162,853
Pension reserve	(2,543,000)	-	(297,000)	(441,000)	(3,281,000)
	(2,285,695)	5,402,629	(5,624,734)	(507,021)	(3,014,821)
Restricted fixed asset funds					
DfE Group capital grants	51,624	17,809	-	(51,624)	17,809
Capital expenditure from GAG	89,536	-	(55,320)	117,645	151,861
New Build – Phase 1 donation	6,880,000	-	(114,667)	-	6,765,333
Assets transferred from predecessor school	5,566,523	-	(112,083)	-	5,454,440
	12,587,683	17,809	(282,070)	66,021	12,389,443
Total restricted funds	10,301,988	5,420,438	(5,906,804)	(441,000)	9,374,622
Unrestricted funds					
Unrestricted funds	57,672	1,275	(64)	-	58,883
Total unrestricted funds	57,672	1,275	(64)	-	58,883
Total funds	10,359,660	5,421,713	(5,906,868)	(441,000)	9,433,505

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2022

.....continued

15. Analysis of net assets between funds

Fund balances at 31 August 2022 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	12,142,304	12,142,304
Current assets	60,321	582,735	19,896	662,952
Current liabilities	-	(243,469)	-	(243,469)
Pension scheme liability	-	(408,000)	-	(408,000)
Total net assets	60,321	(68,734)	12,162,200	12,153,787

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	-	-	12,371,634	12,371,634
Current assets	58,883	400,238	17,809	476,930
Current liabilities	-	(134,059)	-	(134,059)
Pension scheme liability	-	(3,281,000)	-	(3,281,000)
Total net assets	58,883	(3,014,821)	12,389,443	9,433,505

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2022

.....continued

16. Commitments under operating leases

Operating leases

At 31 August 2022 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2021/22 £	2020/21 £
Amounts due within one year	12,127	15,730
Amounts due between one and five years	368	8,171
	<u>12,495</u>	<u>23,901</u>

17. Reconciliation of net expenditure to net cash flow from operating activities	2021/22 £	2020/21 £
Net expenditure for the reporting period (as per the statement of financial activities)	(595,718)	(485,155)
Adjusted for:		
Depreciation (note 11)	317,942	282,070
Capital grants from DfE and other capital income	(19,896)	(17,809)
Interest receivable (note 5)	(89)	(75)
Defined benefit pension scheme cost less contributions payable (note 22)	386,000	252,000
Defined benefit pension scheme finance cost (note 22)	57,000	45,000
Increase in debtors	(30,663)	(16,695)
Increase in creditors	109,410	7,862
Net cash provided by operating activities	<u>223,986</u>	<u>67,198</u>

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2022

.....continued

18. Cash flows from investing activities	2021/22	2020/21
	£	£
Dividends, interest and rent from investments	89	75
Purchase of tangible fixed assets	(88,612)	(117,645)
Capital grants from DfE/ESFA	19,896	17,809
Net cash used in investing activities	(68,627)	(99,761)

19. Analysis of cash and cash equivalents

	2022	2021
	£	£
Cash in hand and at bank	543,323	387,964
Total cash and cash equivalents	543,323	387,964

20. Analysis of changes in net funds

	At 1 September 2021	Cash flows	Other non-cash changes	At 31 August 2022
	£	£	£	£
Cash	387,964	155,359	-	543,323
Overdraft facility repayable on demand	-	-	-	-
Total	387,964	155,359	-	543,323

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 trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by 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.

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2022

.....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 2024.

The employer's pension costs paid to the TPS in the period amounted to £570,944 (2021: £524,851).

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

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

Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2022

.....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 2022 was £334,526 (2021: £333,541) of which employer's contributions totalled £266,727 and employees' contributions totalled £67,799. Estimated employer's contributions for the period to 31 August 2023 total £265,000.

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	2022	2021
Rate of increase in salaries	3.85%	3.70%
Rate of increase for pensions in payment/inflation	3.05%	2.90%
Discount rate for scheme liabilities	4.25%	1.65%
Commutation of pension to lump sums	50-75%	50-75%

Sensitivity analysis

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

Change in assumptions at 31 August 2022:	Approximate % increase to Employer Liability	Approximate monetary amount (£)
0.1% decrease in real discount rate	2%	106,000
0.1% increase in the salary increase rate	0%	10,000
0.1% increase in pension increase rate	2%	97,000
1 year increase in life expectancy	4%	184,000

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 2022

.....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:

	2022	2021
Retiring today		
Males	21.6	21.8
Females	24.1	24.2

Retiring in 20 years		
Males	22.7	23.0
Females	25.9	26.1

The academy trust's share of the assets in the scheme were:	2022 £	2021 £
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Equities	2,513,000	2,536,000
Bonds	1,131,000	981,000
Property	461,000	450,000
Cash	84,000	123,000
Total market value of assets	4,189,000	4,090,000

Amounts recognised in the statement of financial activities	2021/22 £	2020/21 £
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Current service cost	(651,000)	(517,000)
Past service cost	-	-
Interest income	70,000	54,000
Interest cost	(127,000)	(99,000)

Total operating charge	(708,000)	(562,000)
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Changes in the fair value of present value of defined benefit obligations were as follows:	2021/22 £	2020/21 £
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At 1 September	7,371,000	5,558,000
Current service cost	651,000	517,000
Interest cost	127,000	99,000
Employee contributions	67,000	68,000
Actuarial (gain)/ loss	(3,563,000)	1,172,000
Benefits paid	(56,000)	(43,000)

At 31 August	4,597,000	7,371,000
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Campion Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2022

.....continued

22. Pension and similar obligations

Local Government Pension Scheme (continued)

Changes in the fair value of the academy's share of scheme assets:	2021/22	2020/21
	£	£
At 1 September	4,090,000	3,015,000
Interest income	70,000	54,000
Actuarial (loss)/ gain	(247,000)	731,000
Employer contributions	265,000	265,000
Employee contributions	67,000	68,000
Benefits paid	(56,000)	(43,000)
At 31 August	<u>4,189,000</u>	<u>4,090,000</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 July 2021, construction work formally began on Phase 2 of the school's expansion project, as funded by Warwickshire County Council's Education and Learning (Schools) capital programme. The funds released for the project amount to £8.9 million (including developer contributions). Phase 2 comprised a new 6th Form block and this came into use in the academic year commencing September 2022.

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 2022 the trust received £6,139 and disbursed £9,220 from the fund. An amount of £12,144 is included in other creditors relating to total undistributed funds carried forward and unspent in the year that is repayable to the ESFA.