

Registered number: 10562182
Charity number: 1175704

ACKWORTH SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

ACKWORTH SCHOOL
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details of the Charitable Company, its Trustees and Advisers	1
Headteacher's Annual Report	2 - 7
Trustees' Report (including Directors' Report and Strategic Report)	8 - 18
Independent Auditor's Report on the Financial Statements	19 - 21
Consolidated Statement of Financial Activities	22
Consolidated Balance Sheet	23 - 24
Charitable Company Balance Sheet	25 - 26
Consolidated Statement of Cash Flows	27
Notes to the Financial Statements	28 - 52

ACKWORTH SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2020

Trustees and School Committee	Susan Allan (Bursar) Christopher Allen (appointed 1 September 2019) David Bunney (Clerk) Robert Lincoln Anton Maree (Head) Carol Rayner (Treasurer) Charles Nicholas Seed Andrew Whiteley
Company registered number	10562182
Charity registered number	1175704
Registered office	Ackworth School Ackworth Pontefract West Yorkshire WF7 7LT
Company secretary	Susan Allan
Independent auditors	BHP LLP Rievaulx House 1 St Mary's Court Blossom Street York North Yorkshire YO24 1AH
Bankers	Barclays Bank Plc 5 Market Place Pontefract West Yorkshire WF8 1AD
Solicitors	Weightmans LLP Westgate Point Westgate Leeds West Yorkshire LS1 2AX

HEADTEACHER'S ANNUAL REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Annual Report for 2020

COVID-19 will dominate any attempt to report on this academic year. It is, however, important to begin by looking back at the normal cycle of academic, cultural and sporting events that dominate the school calendar and reveal the full extent of the wonderful education provided by Ackworth School.

The academic performance of our GCSE and A-Level pupils in previous years contributed to our continuing success. The results in 2019 were once again very good allowing our students access to the best universities in the United Kingdom. This certainly contributed towards the surge in numbers attending the school this year which reached a height of 534, the most for more than 10 years. This included an increase in the number of pupils attending Coram House and in Boarding, which at one stage reached 134. This enabled the school to start a considerable program of refurbishment in the Boys Boarding House and add a new fitness suite for our sports academies, pupils and staff.

In September 2019, just prior to the beginning of the term, teachers throughout the school were provided with iPad Pro's and training was provided to help them master their devices. This was a preparatory step before the roll out of devices to pupils. These iPads made an immediate difference in our classrooms together with impressive 65" TV screens and Apple TV devices. With an iPad in the classroom, teachers were able to access content online and introduce creative processes that accelerated and levelled the playing field with regards to learning. Whilst teachers were given iPads, a MacLab was installed in the Music Centre to further encourage the increased interest in Music at the school. Such modernisation is not possible without considerable investment.

Education technology contributes in a meaningful way to children with SEN and those in our Autism Resource. Research has proven its use as a means of improving learning for EAL pupils of which there are many at Ackworth School. Next year will see the introduction of iPads across the school, including Autism Resource and our junior school Coram House.

Our Drama Department excelled again with its production of Blue Stockings. Written by Jessica Swale, the play encounters inequality in terms of education. The casting was superb and the play offered pupils the opportunity to excel beyond the classroom. Together with our Music Department the school continues to provide excellence and our reputation as a school for performing arts continues to grow.

All of our academic departments enable access to higher learning. The Art Department took students to the Hepworth gallery in Wakefield to explore abstract forms and expressive art through the use of alternative art media. Through regular Field Trips to the Malham and Whitby the Geography Department introduced students to landforms and coastal erosion. The English Department regards trips to theatres to watch Shakespearean productions an essential part of revising key themes. The Modern Languages Department have regular visitors, including PHD students from Leeds University. The History Department takes pupils to museums to help with their understanding of topics such as the Feudal System.

Our Sixth Form pupils are given regular access to expertise outside of the school. Not only do we have visiting lecturers and PhD students providing lectures, we also organise trips to universities such as Leeds, York, Sheffield, Manchester and Nottingham and further afield. The visits are appreciated and add to the academic focus.

Our Autism Resource remains one of the best facilities in the country for the provision of mainstream education. Now successfully occupying the newly refurbished building it has 17 pupils with highly qualified staff and access to new technology.

HEADTEACHER'S ANNUAL REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Pandemic

The closure of schools in March 2020 was expected as the pandemic surged across the world. This necessitated the introduction of complex administrative tasks, implementing procedural changes and ensuring that school-wide communication continued. All of this whilst maintaining positivity in the face of uncertainty. The school faced and dealt with challenges on a daily basis. Fortunately, we did not have many cases and were able to adopt procedures that kept staff and pupils safe and reassured.

A staggered re-introduction of certain year groups meant that everything regarded as normal was affected from drop offs in the car park to the way our pupils were being taught. Fortunately, the teachers were all able to make use of iPads to provide blended learning with some pupils at school and some at home and even further afield in the case of our international boarders. Those pupils allowed to return to school in April had to remain in their year groups at all times which necessitated changes to Morning Meetings, registration, meals, activities, school sport and frankly everything we considered normal. Hand sanitiser and foot operated wash basins were placed about the site to ensure good hygiene was maintained and strict cleaning regimes were imposed.

Much of the Quaker ethos was captured within the Morning Readings and Meeting for Worship which continued online with the Head and teachers contributing on a daily basis. This enabled the public expression of ideas and thoughts that give meaning to our lives to continue. Staff Briefings on a Monday were online. The classroom became the place where one works; meets colleagues online; delivers pastoral care; drinks tea; and where some staff take their breaks and meals. On the whole the pupils and staff adapted well to the arrangements that were put into place. School sport stopped which was difficult for pupils but the focus had to be the education and pastoral care that pupils were receiving online. We managed to deliver education and pastoral care of such a high standard that our pupils progressed whilst pupils in the state sector regressed.

Our relationship with our community continued but our programme of direct sports coaching which had been so successful had to stop. Tennis was the only sport given approval to continue and our partnership with Ackworth Tennis Club was allowed. The club membership continues to grow and is a great example of how a community partnership can function.

Internal assessment for our public examination groups became a priority with the decision to cancel public examinations and use Centre Assessed Grades. This underlined the importance of regular assessments of our pupils and staff were in a position to ensure that pupils received a valid grade which allowed them to progress unimpeded.

The Old Scholars' Cup

This Cup is awarded each year in recognition of outstanding service to the community and it is awarded to the student whose time in School has been supportive of its aims, ethos and routines. Under normal circumstances, Madison Cusworth would have been presented with the Cup on Open Day. Madison had been a key member of the Sixth Form and wider community and was a very effective School Officer, always prepared to look after the interests of others and to make sure that even the most vulnerable was given a voice and their needs attended to.

She gave her time generously within school and contributed in a number of different ways; our Junior School resilience day; the Post-18 options evening; and she volunteered for one-off events such as a Senior Citizens Christmas lunch and the local Food Bank. She actively put herself out of her comfort zone - appearing in the school production, or by performing the senior vocal solo in the House Music competition because no other candidates were available from her House. Madison was an exceptional role model, she was open and approachable, with a calm, considered and kind nature about her that was respected by staff, peers and younger students. She was committed to a role in the Autism Resource where she worked as a mentor to a younger girl during Home Economics sessions, including a practical element.

Although she did not take A-level PE in 2020, she was awarded the PE prize in recognition of her commitment to school

HEADTEACHER'S ANNUAL REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

teams in both hockey and netball, including captaining the senior team and coaching the juniors. Madison was quietly determined and would always go above and beyond to do her absolute best. She will succeed at whatever she does because she never gives up!

GCSE and A-Level Results 2020

Results day 2020 was incredibly complex. Owing to the COVID-19 pandemic and the changes made to A level results post publication (and the late decision to transition to centre assessed grades), many of our pupils had accepted offers and then had the opportunity to re-consider following amendments to their grades.

We had 41 pupils who left Ackworth in 2020, 39 of whom made an application for Higher Education either in the UK or overseas. Following A-Level Results Day in August, 95% of our students will be starting university in September 2020; 68% of those who made an application were successful in gaining a place at their firm or insurance institution, or in adjusting to an even better offer. One pupil decided to take a GAP year and another started in employment in a family business overseas.

A further 27% were placed through the clearing system within a two week of Results Day. This is testament to the excellent careers advice and guidance which our students receive. Of those students who will begin their degree courses at UK institutions this Autumn Term, 34% will be attending one of the top 25 UK universities (as per an independent league produced by The Complete University Guide).

Staff News

By comparison to the previous academic year, we have been rewarded with a much greater degree of staff stability, particularly amongst our academic staff. In a year where we have had to amend our recruitment processes, selecting from a distance does not lend itself well to a robust interview process, where we would naturally wish to see candidates interacting with our pupils.

We only lost three of our academic staff; our SENCO, after only three months, a teacher in the Autism Resource and Daniel Marks, Director of Music. We have successfully replaced two of these, prior to lockdown, and we have a temporary holding arrangement for the SENCO post that suits us internally. Oliver McCarthy-Bell was appointed as Director of Music on the 1st September 2020 and Emma Sissons as a specialist teacher in the Autism Resource.

Our new Head of Mathematics, Emma Garland returned from maternity leave to take up her promotion in June 2020. This had been covered by Ben Watts who remains in the department. Polly Hollingsworth also returned to Coram House in a part time role after her period of maternity leave.

We continued to see a demand for teaching support in all areas. Our ongoing demand for nursery places has created another role in Coram House and there is an increased need for Learning Support Mentors in the senior school. The Autism Resource continues to be in high demand, however it remains difficult to recruit and fill roles that we have had to cover through agencies and this has also been complicated by a number of staff absences.

In the summer we said goodbye to our Finance Manager, Alaina Logan and she was replaced by Alison Hallas in October. Jill Palmer also replaced Katie Firth on Reception and Rebecca Edgington joined the marketing team as the Alumni and Development Assistant. Jackie Utley achieved 35 years' service as secretary to the Bursar in this academic year and she decided to retire during her furlough leave.

Our Domestic department experienced the most change with a high level of turnover after years of stability. Jenny Chambers retired after 25 years, at the age of 71, and a further five staff, who had experienced a period of time on furlough leave, decided not to return.

HEADTEACHER'S ANNUAL REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Creative Arts – Drama

The school production *Blue Stockings*, by Jessica Swale, was performed in late November 2019. Over 20 students, from 1st Form through to Upper Sixth, told the true story of four young women of Girton College, Cambridge - which was the first college in Britain to admit women - who fought for education and self-determination against the larger backdrop of women's suffrage.

Despite studying ferociously and matching their male peers grade for grade, the men graduate, while the women leave with the stigma of being a 'blue stocking' – an unnatural, educated woman. They are denied degrees and go home unqualified and unmarried.

In Swale's play, Tess Moffat and her fellow first years are determined to win the right to graduate. But there are hurdles in the way: the distractions of love, the cruelty of the class divides, and the strength of the male opposition, who will do anything to stop them. The play follows them over one tumultuous academic year, in their fight to change the future of education.

In the Autumn Term, Alistair Boucher, Head of Drama, organised trips to see three productions in the region, all of which were completely different and distinct from one another. The first production was a physical theatre piece with its roots in the practice of the theatre group Frantic Assembly. *How Not to Drown*, performed at Huddersfield's Lawrence Batley, told the story of a child asylum seeker escaping the Kosovan war and was given extra resonance by the fact that the story was performed by the refugee himself - Dritan Kastrati.

The second play was an adaptation of *The Last King of Scotland* at the Sheffield Crucible. A dizzying portrayal of the Ugandan dictator Idi Amin, was captured by the astonishing performance of Tobi Bamtefa.

The third play was "Flight" performed in the Lincoln Performing Arts Centre. The theatre was a shipping container, decked out as an aircraft; the actors were voices transmitted through headphones, and indeed, us - protagonists in their sound play. It was a wonderful new experience for the audience.

In January 2020, a trip was organised to see John Godber's updated version of "Bouncers" at the Theatre Royal in Wakefield. In February, at the West Yorkshire Playhouse in Leeds, we saw a production of Debbie Tucker Green's monologue, "Random". We were fortunate enough to be able to speak to the actor Kiza Deen afterwards in a post-show talk: not only was it a wonderful experience for our GCSE students to hear about her process, but the opportunity to speak to a dyslexic actor talk about the challenges in preparing for a one-hour monologue was especially inspiring.

Prior to Lockdown students visited Hull's Northern Academy of Performing Arts and saw the former Director of Drama, Richard Vergette, who was played the role of "Sir" in Ronald Harwood's acclaimed play, "The Dresser". Second Form students attended on the March trip to Bradford's Alhambra Theatre to see "Matilda the Musical". The final theatre trip was a visit to Manchester's Exchange Theatre to see the National Theatre's revival of Inua Elam's virtuosic "Barber Shop Chronicles".

Football Academy

We have had excellent commitment throughout all age groups for training sessions and the attitude of all players involved has been outstanding. The U19 Academy have played regular fixtures each Wednesday and are working hard with their programme. The Academy also visited a football training camp in Marbella, Spain during the Spring half-term.

Coram

The Nursery has expanded to allow 25 pupils to attend for either a half-day session or for a full-day. We have, as a result, increased staffing to five full-time members of staff.

HEADTEACHER'S ANNUAL REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Once again this year Reception has reported a healthy number; with numbers looking to expand in September 2021.

The Early Years have operated as 'one bubble' over the course of the pandemic under the care and responsibility of the Head of Early Years, Ben Barker. We have continued with specialist teaching – French, Forest School and PE. These lessons make our Early Years provision a unique and sought after resource.

In Coram House, Years 1-6 have also seen slightly increased numbers owing to both Virtual and live Open Mornings. "Zoom" has enabled us to carry on recruiting and Saturday Open Mornings via bookable appointments have been a great success.

On 1st June we returned to school, as per Government guidance, and opened Coram House up to Nursery, Reception, Year 1 and Year 6 pupils. We operated a staggered week with all four 'bubbles' being in school by Wednesday 3rd June. In addition to this we continued to teach the children of key workers and as restrictions became more relaxed there was an inevitable increase in the number of key worker children coming into school.

After 3 weeks, following the guidance for primary schools, we opened up school on a rota basis enabling all year groups to experience 2 or 3 days back in school. These days enabled pupils to end their academic year and were very much appreciated by parents.

Children's work during Lockdown was submitted daily via the Seesaw App and a daily "Teams" meeting took place with the Form Teacher. Pupils were asked to submit their remote learning log at the end of each week. Reading assessments took place online and tests results were added to the end of year reports to parents. These reports were slightly adapted and parent consultation was offered and conducted via email, telephone or "Teams".

Daniel Wiseman worked with the Year 6 children on transition into First Form. Dan reported that he thoroughly enjoyed his time with the Year 6s and found them to be engaged and inquisitive. Children's IT skills and independent learning have improved as a result of Lockdown.

On our return after months of Lockdown, we constructed a curriculum which wrapped around the children, helping them to become learners again in a school environment. We recognised that owing to Lockdown children suffered five losses – routine; structure; friendships; opportunities and freedom. School, which was once a very safe environment had, for some pupils, become a place that felt a little less safe. We looked at how to re-engage the disengaged, adjusting lesson times and introduced the Recovery Curriculum into our lessons. A secure attachment to the school environment makes our children better problem solvers, more curious, increases the quality and duration of learning and improves academic achievement. We were all desperate to move on and in many ways unable to do so. COVID sits at the heart of everything we do, but we are concentrating on the positives. We have had challenges this academic year but we are looking forward to returning to routine and structure within our school, families and homes.

Autism Resource

The academic year 2019/20 was, for us, the 'year of the move!' Having enjoyed being in Shed Court for many years and with a previous expansion into Richardson House, Autism Resource moved over the summer into newly refurbished accommodation in the West Wing.

This allowed us to offer far more individual rooms for pupils (previously most had shared a room). The use of the Tutorial Room and an office and meeting space has enabled us to host meetings and reviews, and we have incorporated an additional staff office for the use of our growing staff team. We have gone some way towards catering for pupils' sensory needs with sensory lighting installed in rooms on one side of the Resource, and an evolving Sensory Room which will support the learning, social and relaxation needs of our pupils.

HEADTEACHER'S ANNUAL REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

We said 'farewell' to two pupils who had been with us for some years; one left to join Wakefield College to study Science, and the second opted to study Mathematics at York University. Both are missed, and we wish them every success for the future. We were able to take on three new older pupils; all had struggled to access education at their previous schools and had been out of formal education for some time, and all have benefited from our ability to offer them a bespoke curriculum, flexibility and a more therapeutic input into their timetables. They are very different one from another; one joined mainstream GCSE classes as a slightly older pupil, one is on a reduced timetable working towards accessing some GCSEs, and one is studying ASDAN Short Courses with a view to achieving the Certificate of Personal Effectiveness.

Being a part of the wider life of the School is so important to our pupils, as a group and as individuals they have enjoyed the shared environmentally-friendly activities of Founders' Day, being able to help with PSA events, Charity Week, and the occasional trip out to the supermarket or wider afield. Moved by the plight of those caught up in the Australian Fires, the Resource raised a marvellous £175 towards the whole school initiative. We have sent a regular group up to a local community coffee morning, and it has been lovely to see how they have been accepted and befriended by group leaders, attenders, and visitors from another local school.

Mainstream education presents a huge challenge for the majority of our pupils, and we are grateful to the School for the welcome it gives our pupils and its respect for difference. Teachers, Sixth Form mentors, catering staff and office staff have all offered their support which is very much appreciated.

The pandemic made it very difficult to work with our partner schools. Although Ackworth Tennis Club increased its numbers and Alice Robson was awarded the Lawn Tennis Association (LTA) Coach of the Year and Don Saul the LTA Volunteer of the Year, we were only able to run our community sports programme until March 2020. Before this we had reached over 1,800 pupils through tennis and table tennis.

During the Lockdown we provided a continuous point of contact for those self-isolating owing to COVID-19 via the main school reception telephone number. This enabled those in need, and requiring help, to be matched with volunteers who made contact with them. The support was co-ordinated by Ackworth Churches Together, Ackworth Parish Council, "This is Ackworth" and Ackworth School. We also provided food to those members in the local community who needed support and this was very much appreciated.

I would like to thank everyone involved in the smooth running of Ackworth and for their continuing commitment and support during what has been an extremely difficult academic year. I would like to take this opportunity of thanking David Bunney as Clerk to School Committee and members of the School Committee for their on-going support. I am fortunate enough to have a hard working, supportive and proactive Senior Management Team and a conscientious and hard-working school community of teaching staff; support staff; administration staff; pupils; parents; the PSA and Old Scholars. Their support is immense, generous, caring and thoughtful. They and the children in our care make this an extraordinary community.

Anton Maree
Headteacher

Date: 5 March 2021

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees present their report and the audited financial statements of the charity for the year ended 31 August 2020. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published in October 2019.

The directors of the charitable company are its trustees for the purpose of charity law.

GENERAL OVERVIEW

At the time of writing the Covid 19 vaccination programme has just started in the UK, bringing with it the hope that all our lives will return to some normality, or continuity, of life even if this is not quite the same as at the end of 2019.

In December 2019 the outlook for Ackworth School was very promising as it sought to build upon a modest trading surplus in the previous financial year. The year had started with a large increase in the school roll, especially amongst boarders, leading to an increase in revenue. In addition, there was the prospect of a successful launch of the Ackworth Summer School, all of which would lead to a significantly stronger financial position as the management team looked to take the School beyond mere economic survival.

Whilst the reported surplus this year is the largest for a number of years, it should be seen in the context of "what might have been". Cancelled plans for 2019/20 and nervousness from overseas boarders as the Covid 19 virus took hold have reduced our expectations and funds that might have been used to propel the school even further forward must now be used to prop up reserves for the current year.

The lockdown on 23rd March 2020 led to a reduction in pupil numbers for the Summer term as well as preventing any of the summer let programme taking place. Whilst this was hugely frustrating in terms of future developments, Ackworth School has so far escaped the serious impact of Covid 19 felt by so many families and organisations. This owes much to the quality of leadership shown throughout the crisis by Anton Maree and Susan Allan, respectively Head and Bursar, and the deep, and unstinting, support that they have received from so many of their colleagues. The calmness with which all staff faced the sudden imposition of the lockdown despite the many uncertainties encountered, many of which are still continuing, has meant that the School has been able to continue to operate as a place of learning. The decision taken in 2019 to introduce information technology to the classroom proved to be significant as it meant that teachers were able to offer virtual learning almost from the start of the crisis. As we write this narrative, at the start of the second period in which the Government have instructed all schools to transfer to remote learning, we are delighted that our pupils from year 5 in Junior School are now able to work remotely on school iPads with key worker children throughout the age groups all accessing on line lessons whilst in school.

Nationally, there has been an increased awareness of the impact of the Covid crisis on mental health and well-being. A number of people within the School community have had moments of stress and personal crisis but the support that they have needed from their colleagues and our health professionals has always been available.

As 2021 begins we look forward to a revival of our plans for a sound financial future built on providing a challenging curriculum within a caring environment. The School has not stood still during the crisis of 2020 because opportunities for development can always be found but we do not forget our School motto; Non Sibi Sed Omnibus, translated as 'not for oneself but for all' but interpreted as 'Caring for Others'.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

REFERENCE AND ADMINISTRATIVE INFORMATION

The Charity was founded in 1779 and was registered with the Charity Commission under charity number 529280. In January 2017 the school incorporated and from 1st September 2018 has traded as a company limited by guarantee under the charity number 1175704. The charitable objects of this new charity remain unchanged from the objects of the old charity. The Directors, Governors (also the Trustees), executive officers and principal address of the Charity, along with the particulars of the Charity's professional advisers for the reporting period, are given on page 1.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is governed by its Trust Deed dated 20th April 1799 as amended by a subsequent deed dated 9th August 1873 and its Articles of Association dated 11th August 2017.

Organisation, Governance and Management

Ackworth School was founded by John Fothergill (and others) on behalf of the Religious Society of Friends (Quakers) in the latter part of the 1770's, the first pupils arriving on 18th October 1779, a day still traditionally celebrated as Founders' Day. The Founders intended that the school should provide an education for the children of Friends who were "not in affluence". Much has changed since then, but Quaker values still underpin the school which now educates children of all faiths, denominations and backgrounds.

The School company continues to be monitored by Ackworth General Meeting of the Religious Society of Friends (Quakers) which appoints the School's Governing Body, known as the School Committee. Ackworth General Meeting meets at the School in May each year to receive the annual accounts and to hear reports from the School Committee and the Head.

As previously mentioned, incorporation took effect from 1st September 2018. In support of this process Directors were appointed as follows to reflect their position on the School Committee:

- Clerk to the School Committee
- Deputy Clerk
- Treasurer
- Clerk of the Education and Pastoral Sub Committee
- Clerk of the Estate and Domestic Sub Committee
- Clerk of the Compliance and Policies Sub Committee
- Head (Executive Director)
- Bursar (Executive Director)

It is intended that Ackworth General Meeting remains the responsible body for spiritual matters and will continue to be drawn from all the Area Meetings in Britain Yearly Meeting.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

The School Committee carries out its responsibilities in accordance with the published Rules for Government which Ackworth General Meeting has the power to amend on the recommendation of the School Committee.

The directors of the school are legally responsible for the overall management and control of the school, but they take their guidance from the wider School Committee who meet six times a year, three times in full session (when all Sub Committees meet) and three times as one Committee for a one-day session. The work of implementing Committee policies is carried out by six Sub Committees:

- The Finance Sub Committee (Clerk – Carol Rayner) scrutinises revenue, the budget and capital expenditure. This Committee also supervises and finalises the audited financial statements and annual report for approval by the Governing Body.
- The Education and Pastoral Sub Committee (Clerk – Robert Lincoln) considers educational and pastoral strategy, issues and policies.
- The Planning Sub Committee (Clerk - David Bunney) considers proposals for the development of the School and the risk associated with the operation of the school as well as advising senior management of the strengths and weaknesses of strategic options.
- The Estate and Domestic Sub Committee (Clerk – Andrew Whiteley) oversees and monitors capital building projects, and reviews maintenance programmes, as well as those activities not related to teaching.
- The Compliance and Policies Sub Committee (Clerk – Nick Seed) reviews the School's policies ensuring that they are updated regularly and appropriately as legislation and regulations require.
- The Salaries and Wages Sub Committee (Clerk – David Bunney) makes recommendations to the full Committee about the pay of senior executives as well as considering the pay award across the wider staff.

Whilst the School Committee is responsible for governing the School it delegates the day to day management of the School to the Head, supported by his Senior Management Team. The Head and the Bursar attend all meetings of the Governing Body and Deputy Heads attend as required. Delivery of Ackworth School's charitable vision and purpose is primarily dependent on our key management personnel and staff costs are the largest single element of the School's expenditure.

All meetings are conducted in accordance with the Quaker Business method as described in Quaker Faith and Practice. Individual members of the Committee with a special interest have linked themselves with the school department to reflect such interest. The Clerk to the School Committee maintains regular contact with the Head and the Bursar and other staff members, either by email, telephone or personal visits; similarly, the Treasurer has regular contact with the Bursar. The Clerks of the main sub-committees (Education and Pastoral, Estate and Domestic, Compliance and Policies) keep in touch, as the need arises, with, respectively, the Head and the Bursar and others. Any Committee member is welcome in the School at any time, particularly at special school functions, it being understood that such visits shall be made in accordance with the usual courtesies and shall not be seen to be interfering with the management of the School. We remain very conscious of the separation of Governance and Management of the School.

Recruitment and training of Governors

As noted above, the members of the School Committee are appointed by Ackworth General Meeting. Nine members, who must be Friends, and the Treasurer, who need not be a Friend, are nominated by a Nominations Committee drawn from Ackworth General Meeting. In addition, four members are nominated by Ackworth Old Scholars, these names being approved at Ackworth General Meeting.

Induction into the workings of the Charity is carried out by Friends and Officers already serving on the Committee with ongoing training being undertaken through attendance at events organized by the Friends Schools' Council (FSC), the Association of Governing Bodies of Independent Schools (AGBIS), and other relevant organisations. In addition to the training provided for Committee members, FSC enables Ackworth School to be a part of the Quaker Schools network. The school encourages the creation of working relationships with members of other educational professional bodies such as HMC, Society of Heads, Independent Schools Bursars Association (ISBA), Independent Association of Primary Schools

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

(IAPS).

The School Committee maintains a record of the training received by each individual member of School Committee.

Related Parties

The Ackworth School 1950 Trust exists to hold funds of gifts, legacies, donations etc. for the benefit of Ackworth School, and to lend or gift these funds to the School. The Trustees of the 1950 Trust (being members of the School Committee who are Friends or Old Scholars) are also the holders of the whole of the issued share capital of Ackworth School Estates Limited (ASEL) which is a trading company with responsibility for the external letting of the School's land, premises and facilities. Any profit made by ASEL is donated to the School.

The Wennington School Bursary Fund provides bursary support to the School. This is administered by Trustees who are all current members of School Committee.

The Ackworth & Freshfield Educational Foundation provides grants and scholarships to pupils and is empowered to make grants to the School at the discretion of its Trustees who are appointed by School Committee. The finances of all the above trusts are incorporated into the School's consolidated accounts.

Risk Management

The School Committee continues to review the Risk Register at least three times a year to provide a formal element to the identification and assessment of risk. The Senior Management Team are the custodians of this document and ensure that this continues to be an effective working document.

The School Committee continues to consider the risks and uncertainties that may arise from the current global pandemic including the financial impact that this has had on some parents, the current political environment and the implications of BREXIT on pupil numbers and supplies. We remain alert to these and other issues even if we are unable to directly influence the course of events.

The School Committee had particular concern about the risk posed by the Government requirement for a 43% increase in the employer contribution to the Teachers Pension Scheme (TPS) from September 2019 and took the decision to begin formal consultation with the teaching staff members of TPS to withdraw from the scheme. Following the consultation process, the school formally withdrew from the TPS in May 2020.

Our plans and strategies for managing risk include maintaining effective internal controls, risk registers, succession planning, compulsory safeguarding training and procedures, incident reporting and monitoring systems and insurance cover wherever appropriate.

The School Committee is monitoring the coronavirus situation and are taking appropriate action to limit the risk to pupils and staff.

Cash flow is identified as one of the main areas of risk to the well-being of Ackworth School, as we have seen in more normal times in the recent past. However, the ability to offer online lessons for all scholars has also helped in the recruitment of pupils for the start of the 2020/2021 financial and academic year and we are grateful to parents for continuing to financially commit to the education offered by the School. Support has been given to parents who requested relief from hardship whilst boarders who were only able to access the School online paid the day pupil fee rates.

Pupils for the new academic year arrived for quarantine purposes from August 2020 and we were pleased to see that the School was well prepared for further spikes of infection during the Autumn term. The current forecast of pupil numbers is for similar levels to the financial year 2018/19 when a small trading surplus was achieved and we hope that we might yet break even in the financial year 2020/2021. Since then fees have increased and some staff costs have been reduced

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

through retirements.

We are fortunate to have good banking facilities and are able to access cash funds if required particularly as many banking products are available interest free for the next financial year. Should support be required it will be used to support the cash needs of the business although with further pupil recruitment opportunities in January and April 2021 we expect trading conditions to be difficult but workable.

Investment in, and partnerships for, our football, table tennis and tennis academies will further support our recruitment of increased boarding numbers in the 2021/22 financial year, and the introduction of the vaccine gives us the confidence to expect to re-introduce lettings to bring in additional revenue from hospitality activities.

The School's Governing Body continues to meet throughout the pandemic, and has been meeting as needed but at least in line with the regular School Committee timetable.

OBJECTIVES, AIMS AND ACTIVITIES

Charitable Object

The object of the Charity is to be a boarding school, with day pupils also attending, for the education of boys and girls of both the Religious Society of Friends, and others, operating on the principles of the Religious Society of Friends. It aims to create a happy and secure environment in which all pupils realise and develop their own special abilities in constant awareness of the needs and claims of others.

Public Benefit Aims and Intended Impact

In meeting its object, the public benefit aim of Ackworth School is to offer opportunities for an excellent independent education, by providing strong academic tuition, and developing wider sporting, artistic and social skills in all its pupils. It strives to develop in its young people a strong sense of self-worth and a recognition of the duties of citizenship required of us all in support of the wider community. The School seeks to provide the opportunity for every child to develop in the context of their own special gifts and abilities and each child is encouraged to develop a moral and spiritual framework for their future. We recognise the challenges of modern life after Ackworth School and seek to deliver a rounded and multifaceted education that prepares our students to meet these challenges.

As well as the provision of mainstream education, the School also maintains a resource for the support and education of children on the autistic spectrum whose needs cannot always be adequately accommodated by the broader education system. Demand for places continues to exceed our resources despite our recent investment in expanding our facilities within the school to accommodate up to 17 students. In addition, the School provides specialist support for those children within the mainstream who require specialist learning interventions. There is also a thriving Foundation programme which caters for overseas students who wish to develop English language skills prior to joining mainstream education.

Our young people, like so many in society are facing increasing pressures, some of which can be manifested in social media activities, amongst other things, which can lead to mental health issues. The presence of an on-site counsellor has, for a number of years made a significant difference to the wellbeing of our students. Our pastoral staff continue to provided unparalleled support for our young people. Our aspirations for a wellbeing centre have been realised and have proved invaluable throughout the Coronavirus pandemic.

The Trustees recognise the responsibilities placed on the School that arise from being the largest employer and landowner in the wider village community, a legacy left to us by previous generations of Trustees. Some of our facilities are unique within the village and when lockdown restrictions have permitted we have continued to provide access to these facilities for local schools as well as to other charitable organisations for leisure use. Membership of the Ackworth Tennis club continues to grow, thanks in no small part to the facilities provided by Ackworth School and the Schools contribution to the part funding of community tennis coach, who this year won the prestigious Lawn Tennis Association award of Community Tennis Coach of the Year. In a similar vein local schools benefit from the free use of the school swimming pool

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

and table tennis coaching whilst the local football club are grateful for the use of our pitches and facilities.

The School was delighted that through the lockdown what would otherwise have been empty kitchens were put to good use by the school's contract caterers Thomas Franks. They provided food and expertise to make and distribute meals as part of their feeding communities' initiative. On each occasion that the kitchens were used around 200 warm meals were provided to members of the local community who might otherwise have been unable to have a substantial meal that day. We continue to work with Thomas Franks on this initiative which will hopefully see some of our own pupils involved in the food preparations.

Ackworth School is one of three founding members of "This is Ackworth", a community group without any political affiliation that reaches out to the whole Ackworth community. Activities so far include road safety, regular litter picks and a community bus project. Regrettably, the national lockdown has restricted the meetings and opportunities for this group to operate during the last accounting period but we hope to return to the work of this group in the current year.

In pursuing these aims Ackworth School Committee, as the Charity Trustees, have given due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the Public Benefit requirements under the Charities Act.

Objectives for the year

The School's main objective continues to be the provision of a first-class education in a safe, supportive and nurturing environment. Such education is to be as broad as possible and tailored, to meet the needs of each individual student. The School Committee realises that the classroom experience for both staff and pupils is key to the success of our students, but in these ever changing times, it is vital that the educational provision can be delivered across other channels too. The School Committee are pleased that the decision was taken to invest in the appointment of a Deputy Head to lead on the introduction of Education Technology and ensure that the school remains at the forefront of modern teaching practices. The School takes care that the Quaker ethos, particularly in recognising and responding to "that of God in everyone", underpins the whole approach to education. From a business perspective the main objective for the year under review was to ensure that the declared trading surplus started to reverse the depletion of financial reserves seen in previous years, at the same time as investing in the fabric of the school and education of our pupils.

It is also recognised that the achievement of these objectives required the establishment of a sound financial platform based on increasing revenue and reducing costs. The year under review has been an important step in achieving that goal despite the challenges presented to us by the arrival of Covid -19. Our focus quickly turned to delivering the same quality of education for pupils, keeping the whole school community safe and maintaining adequate reserves to ensure the long term survival of the school.

Strategies to achieve the objectives

At each meeting, the School Committee reviews the strategic plan for the current year, this process being led by the Head. Details of the achievements in the year under review are contained in the Head's Report, on pages 2 to 7.

Spiritual Life in the School

Every year we seek evidence of Quakerism in action within the School Community and this may include testimony from students, teaching and non-teaching staff, parents, and School Committee members. We are content that Quakerism is evident and dynamic in all aspects of the life of the School. In saying this we are not complacent, and never should be, and we continue to find ways to expand the ethos of Quakerism in our lives. In particular, we are pleased that a visiting Friend has been appointed, who despite the restrictions on school visits this year has nevertheless provided staff with an external "listening ear" and has provided spiritual guidance to those in need. We welcome support from Quakers outside the direct School community who can help to give witness to the spiritual life of the School. The school would during "usual" times hold Meeting for Worship for the Senior School on Thursday mornings, and hold Meeting for Worship for Coram House on Wednesdays. However, the guidance restricting large gatherings has impacted on our ability to hold these meetings in person and as a result, the morning meetings and readings have been recorded for pupils to view on line.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Grant Making Policy

The School has, at its heart, the testament of equality espoused by Friends and encourages pupils to attend irrespective of their parents' ability to meet the fees. A significant portion of incoming charitable resources is expended on means-tested Bursaries and Scholarships each year; 16.1% of gross fee income was disbursed in this manner during the reporting period (12.8% in 2019).

In addition, the school had 17 pupils in the year who were in the main funded by governmental organisations (17 in 2019) who are educated in the School's Autism Resource.

Volunteering and Community Action

With its Quaker foundation and the motto 'Non Sibi Sed Omnibus' (not for oneself but for all) the School encourages in students, and staff, a sense of consideration for others and service to the wider community. With this in mind it is good to report the School's concern to be involved in local programmes that collect donations for the local food bank, and toys for disadvantaged children and these continue to play a significant part in charity activities.

A member of the teaching staff has been appointed as a community co-ordinator to link in with activities in the wider community as well as publicise school activities. A now regular event in the community diary is the Ackworth litter pick with participation from pupils' parents and staff

STRATEGIC REPORT

Student Numbers

Numbers in School rose during the first two terms of the year which seemed to go against the trend seen at other independent schools in our region, but of course like all schools the impact of the Coronavirus impacted on our summer term numbers. Forecasts had suggested that demand for places at Ackworth would see a further increased school roll for the academic year 2020/21 and whilst this has thus far proved to be satisfactory pupil numbers are far from the levels we had hoped.

The School Committee is ever mindful of the sacrifices made by parents to keep their children in School, particularly when establishing the School budget and setting fees.

Ackworth, like all independent schools, has to work hard in a competitive market to maintain its numbers and aim to balance its budget. We recognise the great effort being put in by our management team to continually evaluate the value derived from expenditure without endangering the quality of care and education at Ackworth at the same time as endeavouring to maintain or increase pupil numbers.

Education

In reducing costs care has been taken to avoid a diminution in the quality of education offered to students. We are committed to maintaining small class sizes and as some subject teachers have left others have replaced them. The quality of teaching and pastoral care is maintained at a high standard, but we are continually striving to enable pupils to achieve to their full capability. The introduction of individual iPads for pupils in senior school and in some parts of junior school has enabled us to ensure that the quality of educational provision has been maintained during the Covid crisis when pupils were restricted to on line learning and has proved invaluable in reducing other direct education costs. Anton Maree continues to make a significant positive impact on the life of the School and his vision and energy continue to be an inspiration to the whole School community.

New staff are introduced to our Quaker ethos early in their first term and this continues to make the atmosphere within the School generally happy and helpful.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Educational matters are not dealt with at any length in this part of the report as the Head's report gives detail of all aspects of education at Ackworth.

Policies and Welfare

The School is fully compliant with regards to statutory policies. Those staff who are involved in safeguarding of children work in close co-operation with the Clerk to the Compliance and Policies Sub Committee.

All Committee members and all Staff receive Child Protection training to at least level one. Regular updates are received by all Committee members and Staff.

The Compliance and Policies Sub Committee provides valuable support to the staff as they care for the School and the people in it. Their work has increased significance in improving the School Committee's understanding of the quality and effectiveness of policies and monitoring and to ensure that it is conversant with their content and effectiveness and can discuss any changes with senior staff. There are many statutory policies, and changes, which are regularly reviewed. These form the foundation of the School's approach to providing a safe environment for all and which we must demonstrate for any ISI inspections. This aspect of school governance and management is never ending and we must continue to keep abreast, if not ahead, of regulatory and statutory requirements

Estate

The nature of our estate together with Grade 1 listed buildings means that we have buildings in continual need of repair and an environment that must be protected. The maintenance system continues to work extremely well for shorter term needs, and we are very grateful to the maintenance team for their enthusiastic and flexible approach to their work whilst working within tight budget constraints. However, the budget constraints do not allow for full re-development of buildings. The School has engaged architects to formalise its ambitions for the future into a workable operating plan. A driving force for this work is the potential for use by the wider community in Ackworth and discussions have taken place with Wakefield Council and Ackworth Parish Council about the plans. At the same time, we are aware of the need to constantly upgrade many of our building services assets such as boilers and lights, which will help us to become a more sustainable school fit for the challenges of the 21st century.

Development Plan

The Planning Sub-Committee of the School Committee considers the development plan and its implementation each term. With resources always in demand, there is a need to balance priorities. The Head only considers plans to develop the school if they aid student retention and recruitment, improve the environment (health and safety), generate income or provide wider community use. There is also a focus on the use of existing buildings to meet a strategic need rather than considering new build options. The Head and his colleagues are encouraged to develop connections with outside bodies who can help to support our long-term ambitions for the School.

The School Committee continues to review the future of the School together with its Quaker heritage and connections in the long term. The forecast continued improvement in the School's annual financial situation will allow more certainty in this process.

The School Committee is continuing to review and update the School's longer term financial plan to ensure that we move forward with developments in the most prudent and effective manner, keeping a close eye on the likely effects of any decisions on our future role in the wider community as well as to our financial well-being.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Fundraising

Fundraising has been limited to raising funds for specific charities which are chosen by the pupils during the year. However, we welcomed Rebecca Edgington to the team early in 2020 who has joined us our alumni officer. We hope that Rebecca will be instrumental in keeping old scholars updated with our developments and assist us in engaging old scholars in helping us to raise funds for bursaries and estates developments.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Overview

The economic environment continues to be challenging particularly given the national lockdowns which have impacted so many families and our school. However, the School's results showed improvement in performance for the year ended 31 August 2020, due in no small part to the increased pupil numbers that we saw in the first two terms of the year.

Fee income has increased by 8.1% (2019: increased by 3.2%). Scholarships and bursaries represented 16.1% of fee income (2019: 12.8%). The results continue to demonstrate the Trustees' aspiration to promote accessibility by providing financial support where possible.

In considering whether it is correct to prepare the accounts on the going concern basis the Trustees have reviewed these annual accounts, the systems and processes currently in operation, together with a review of current banking arrangements (including the loan taken out in the year, and the ability to access an overdraft facility), future cash flows and forecasts and they have considered a range of potential outcomes as a result of the Covid-19 pandemic. Further details are given in note 1.2 to the accounts. Further, in accordance with Charity Commission Guidance note CC12, the Trustees are satisfied that they have reviewed their responsibilities and conduct the affairs of the school in such manner as to believe it appropriate to prepare the financial statements on the going concern basis.

Pension Liability

During the academic year 2019/20, the School ceased its participation in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff.

Following consultation the teaching staff joined a defined contribution pension scheme from May 2020 which was a new scheme based on the model prepared by ISBA and Aviva.

Reserves Policy

The School's business plan recognises the need to build up reserves to ensure the long term financial stability of the School. Whilst no specific level of reserves can be defined as ideal, the Trustees would hope to achieve a level of free reserves equivalent to one-half of budgeted annual expenditure (£4m). In this respect there is much work to be done: the School currently holds no free reserves in the accounting sense. However, unrestricted funds currently stand at £3.0m (2019: £2.8m). The School Committee have set a break even budget for 2020-21 which in light of the Coronavirus lockdown in place at the time of writing will prove to be challenging.

The total funds held by the School are £7,029,438 (2019: £6,740,127), of which £1,588,592 (2019: £1,554,299) are restricted and £140,415 (2019: £137,362) are endowed. £2,267,000 (2019: £2,267,000) are held in the revaluation reserve which will only be realised on the disposal of fixed assets.

Ackworth School Estates Limited Ackworth School Estates Limited (ASEL) continues to derive income from the letting of the School's land and buildings and has contributed £29,474 (2019 : £111,591) to the School under gift aid provisions. This is clearly somewhat reduced from previous years given the lockdown from March 2020 which reduced the lettings income for ASEL in the current year.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Future Plans

Reviews are regularly undertaken about the future shape of the School that focus on the efficiency of the whole organisation and the academic offering to prospective parents.

Our plans look at investments for the future sustainability of the school, the benefits we can offer to pupils in order to prepare them for the modern world, as well as constantly reviewing current practices to seek both cost and effectiveness improvements. The challenge of recognising and improving efficiencies also requires a provision of potential cost. An improvement in our efficiencies was starting to have a beneficial impact and this coupled with improved pupil recruitment and retention was starting to make a significant difference to our trading position. The impact of Covid-19 will impact on the school's finances for a couple of years but the School is relatively debt free save for continuing support with our bankers to assist our cash flow during the year, should this be necessary.

Investment Powers, Policy and Performance

The Trust Deed permits the School to invest the funds of the school in any way that it feels appropriate. The School Committee places restrictions upon investment by following ethical guidelines appropriate to the relationship between the School and the Religious Society of Friends. The Trustees remain confident that the School's investment partners will apply their ethical guidelines appropriately and hold this principle above setting a target for the performance of the portfolio. During the year the School's investments yielded 2.5%. (2019: 2.9%). Money laundering regulations now require banks and recipients of funds to undertake due diligence on the origins of donations.

Appointment of Auditors

The Governing Body of Ackworth School appointed BHP LLP of York to audit the accounts of the School and associated bodies for the year ended 31 August 2020.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Ackworth School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and the application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.
- Observe the methods and principles in the Charities SORP 2019 (FRS 102)

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

The Trustees are also responsible for the maintenance and integrity of the corporate and financial information 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.

ACKWORTH SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by the School Committee on 5 March 2021 and signed on its behalf by:

David Bunney
Clerk to the School Committee

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACKWORTH SCHOOL

Opinion

We have audited the financial statements of Ackworth School (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 August 2020 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charitable Company Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 August 2020 and of the Group's 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.

Basis for opinion

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

Conclusions relating to going concern

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACKWORTH SCHOOL (CONTINUED)

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report including the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 group and parent charitable company 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 Companies Act 2006 requires us to report to you if, in our opinion:

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACKWORTH SCHOOL (CONTINUED)

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent 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 Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

This report is made solely to the charitable company'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 Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Jane Marshall (Senior Statutory Auditor)

for and on behalf of

BHP LLP

Rievaulx House
1 St Mary's Court
Blossom Street
York
North Yorkshire
YO24 1AH

Date:

ACKWORTH SCHOOL
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Endowment funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income and endowments from:						
Donations and legacies	3	21,146	31,282	-	52,428	148,179
Charitable activities	4	7,786,356	-	-	7,786,356	7,215,550
Other trading activities	5	73,249	-	-	73,249	282,666
Investments	6	11,235	2,382	55	13,672	16,565
Other income	7	363,525	-	-	363,525	-
Total income and endowments		8,255,511	33,664	55	8,289,230	7,662,960
Expenditure on:						
Raising funds	8	346,414	-	-	346,414	297,394
Charitable activities	10	7,670,974	2,000	-	7,672,974	7,248,126
Total expenditure		8,017,388	2,000	-	8,019,388	7,545,520
Net gains on investments		13,842	2,629	2,998	19,469	28,440
Net movement in funds		251,965	34,293	3,053	289,311	145,880
Reconciliation of funds:						
Total funds brought forward		5,048,466	1,554,299	137,362	6,740,127	6,594,247
Net movement in funds		251,965	34,293	3,053	289,311	145,880
Total funds carried forward		5,300,431	1,588,592	140,415	7,029,438	6,740,127

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 28 to 52 form part of these financial statements.

CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Tangible assets	14		6,863,524		6,845,895
Investments	15		804,133		784,664
			7,667,657		7,630,559
Current assets					
Stocks	16	-		12,580	
Debtors	17	2,619,806		2,450,768	
Cash at bank and in hand		389,541		1,043,438	
		3,009,347		3,506,786	
Creditors: amounts falling due within one year	18	(3,582,865)		(4,266,709)	
Net current liabilities			(573,518)		(759,923)
Total assets less current liabilities			7,094,139		6,870,636
Creditors: amounts falling due after more than one year	19		(64,701)		(130,509)
Net assets excluding pension asset			7,029,438		6,740,127
Total net assets			7,029,438		6,740,127
Charity funds					
Endowment funds	20		140,415		137,362
Restricted funds	20		1,588,592		1,554,299
Unrestricted funds					
General funds	20	3,033,431		2,781,466	
Revaluation reserve		2,267,000		2,267,000	
Total unrestricted funds	20		5,300,431		5,048,466
Total funds			7,029,438		6,740,127

ACKWORTH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 10562182

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

David Bunney
Director
Date: 5 March 2021

The notes on pages 28 to 52 form part of these financial statements.

CHARITABLE COMPANY BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	14	6,863,524	6,845,895
Investments	15	278,463	273,386
		7,141,987	7,119,281
Current assets			
Stocks	16	-	12,580
Debtors	17	2,586,731	2,469,196
Cash at bank and in hand		187,681	777,590
		2,774,412	3,259,366
Creditors: amounts falling due within one year	18	(3,755,999)	(4,409,930)
Net current liabilities		(981,587)	(1,150,564)
Total assets less current liabilities		6,160,400	5,968,717
Creditors: amounts falling due after more than one year	19	(2,260,828)	(2,326,636)
Total net assets		3,899,572	3,642,081
Charity funds			
Restricted funds	20	327,363	299,363
Unrestricted funds			
General funds	20	1,305,209	1,075,718
Revaluation reserve	20	2,267,000	2,267,000
Total unrestricted funds	20	3,572,209	3,342,718
Total funds		3,899,572	3,642,081

ACKWORTH SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 10562182

CHARITABLE COMPANY BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

As permitted by S408 Companies Act 2006, the company has not presented its own profit and loss account and related notes. The company's profit for the year was £257,491 (2019: £68,489)

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

David Bunney
Director
Date: 5 March 2021

The notes on pages 28 to 52 form part of these financial statements.

ACKWORTH SCHOOL
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash used in operating activities	23	(560,922)	814,417
Cash flows from investing activities			
Dividends, interests and rents from investments		13,672	16,565
Purchase of tangible fixed assets		(106,647)	(135,316)
Net cash used in investing activities		(92,975)	(118,751)
Cash flows from financing activities			
Net cash provided by financing activities		-	-
Change in cash and cash equivalents in the year		(653,897)	695,666
Cash and cash equivalents at the beginning of the year		1,043,438	347,772
Cash and cash equivalents at the end of the year	24	389,541	1,043,438

The notes on pages 28 to 52 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice. The charity constitutes a public benefit entity as defined by FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. These financial statements have been prepared using the historical costs convention and are rounded to the nearest £.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

1.2 Going concern

The school has net current liabilities of £573,518 (2019: £759,923) and has no free reserves.

The Trustees have considered the impact of COVID-19 on the charity's income and operating cost base. Whilst it is not considered practical to accurately assess the duration and extent of the disruption, the Trustees are confident they have in place plans to deal with any financial losses that may arise.

The Trustees have prepared forecasts of income and expenditure and cash flow for the period to 31 August 2022. Ackworth School depends on its existing banking facilities and cash resources to meet its day to day working capital requirements. Current forecasts indicate that the School expects to be able to operate within these facilities for the whole of the foreseeable future. Furthermore the Trustees have received assurance from their bankers that should they require short term overdraft facilities these would be available as they have been in the past. The Trustees will continue to monitor the impact on income and take appropriate action as necessary. Accordingly, the School Committee believe it is appropriate to prepare the financial statements on the going concern basis.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.3 Income

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

Grants are included in the Consolidated 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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.4 Expenditure

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

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

1.5 Employee benefits

The costs of short-term employee benefits are recognised as an expense. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.6 Tangible fixed assets and depreciation (continued)

The freehold school land is not depreciated. In accordance with the terms of trust on which they are held, the original school buildings dating back to 1779 have to be maintained in good working order in perpetuity and accordingly the Trustees consider that the lives of these assets are so long and the residual values, based on prices prevailing at the time of valuation, are so high that any depreciation charge would be insignificant. Depreciation of other assets is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Plant and machinery	-	20%	per annum straight line
Motor vehicles	-	20%	per annum straight line
Fixtures and fittings	-	20%	per annum straight line

1.7 Heritage assets

Where heritage assets have been purchased, they are initially recognised at cost. After recognition, under the cost model, heritage assets are measured at cost less any accumulated depreciation and any accumulated impairment losses. All heritage assets have been fully depreciated in previous years.

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

1.9 Stocks

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

1.10 Debtors

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

1.11 Cash at bank and in hand

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

1.13 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.14 Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

The Group is a member of a multi-employer plan. Where it is not possible for the Group to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

1.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowed funds are held in the Ackworth & Freshfield Educational Foundation and the incoming resources are restricted.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. Critical accounting estimates and areas of judgment

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Income from donations and legacies

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	21,146	31,282	52,428	148,179
Total 2019	54,521	93,658	148,179	

4. Income from charitable activities

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
School fees	9,279,520	9,279,520	8,274,809
Less: Bursaries, scholarships and allowances	(1,493,164)	(1,493,164)	(1,059,259)
Total 2020	7,786,356	7,786,356	7,215,550
Total 2019	7,215,550	7,215,550	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

5. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
ASEL trading income	62,539	62,539	208,401
Other income	9,210	9,210	74,265
Rents receivable	1,500	1,500	-
	<u>73,249</u>	<u>73,249</u>	<u>282,666</u>
Total 2019	<u>282,666</u>	<u>282,666</u>	

6. Investment income

	Unrestricted funds 2020 £	Restricted funds 2020 £	Endowment funds 2020 £	Total funds 2020 £	Total funds 2019 £
UK quoted investments	9,334	2,317	55	11,706	11,631
Bank deposit interest	1,901	65	-	1,966	4,934
	<u>11,235</u>	<u>2,382</u>	<u>55</u>	<u>13,672</u>	<u>16,565</u>
Total 2019	<u>13,913</u>	<u>2,431</u>	<u>221</u>	<u>16,565</u>	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

7. Other incoming resources

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Government grants - CJRS	363,525	363,525	-
Total 2019	-	-	

8. Expenditure on raising funds

Other trading expenses

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Pupil recruitment commission	293,724	293,724	217,402
Bank overdraft interest	16,131	16,131	17,044
Interest on composition fees	3,503	3,503	2,398
Trading costs - subsidiary	33,056	33,056	60,550
	346,414	346,414	297,394
Total 2019	297,394	297,394	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. Analysis of grants

	Grants to Individuals 2020 £	Total funds 2020 £	Total funds 2019 £
Grants, awards and prizes	2,000	2,000	45,696
Total 2019	45,696	45,696	

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Teaching	3,968,106	2,000	3,970,106	3,823,067
Welfare	653,677	-	653,677	918,569
Management and Administration	1,536,846	-	1,536,846	1,158,258
Premises	1,493,855	-	1,493,855	1,324,959
Governance costs	18,490	-	18,490	23,273
	7,670,974	2,000	7,672,974	7,248,126
Total 2019	7,245,326	2,800	7,248,126	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

10. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type

	Staff costs	Depreciation	Other costs	Total funds	Total funds
	2020	2020	2020	2020	2019
	£	£	£	£	£
Teaching	3,769,611	-	200,495	3,970,106	3,823,067
Welfare	344,316	15,814	293,547	653,677	918,569
Management and Administration	590,772	13,179	932,895	1,536,846	1,158,258
Premises	646,915	60,025	786,915	1,493,855	1,324,959
Governance	-	-	18,490	18,490	23,273
	<u>5,351,614</u>	<u>89,018</u>	<u>2,232,342</u>	<u>7,672,974</u>	<u>7,248,126</u>
Total 2019	<u>5,268,434</u>	<u>64,493</u>	<u>1,915,199</u>	<u>7,248,126</u>	

11. Auditors' remuneration

	2020	2019
	£	£
For audit services	15,605	15,150
Fees payable to the Charitable Company's auditor in respect of:		
All non-audit services not included above	<u>620</u>	<u>600</u>

12. Staff costs

	Group	Group	Company	Company
	2020	2019	2020	2019
	£	£	£	£
Wages and salaries	4,412,685	4,345,359	4,412,685	4,345,359
Social security costs	339,064	334,730	339,064	334,730
Other pension costs	599,865	588,345	599,865	588,345
	<u>5,351,614</u>	<u>5,268,434</u>	<u>5,351,614</u>	<u>5,268,434</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

12. Staff costs (continued)

The average full time equivalent number of persons employed by the Charitable Company and Group during the year was as follows:

	Group 2020 No.	Group 2019 No.
Teaching	74	77
Teaching Support	17	21
Welfare	5	5
Nursery	3	2
Premises Staff	24	29
Management & Administration	17	19
	140	153

The average number of employees on the payroll during the year was 168 (2019: 177)

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

	Group 2020 No.	Group 2019 No.
In the band £70,001 - £80,000	1	1
In the band £80,001 - £90,000	1	1

The key management personnel consists of the Head Teacher, Bursar, the Heads of Departments and the Trustees. One or more trustees has been paid remuneration or has received other benefits from employment with the school. The head and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of head and staff members under their contracts of employment. Total emoluments paid to the key management personnel were £643,596 (2019: £507,512).

13. Trustees' remuneration and expenses

During the year, no Trustees other than the Head and other staff trustees (as detailed in note 12) received any remuneration or other benefits (2019: £nil).

During the year ended 31 August 2020, expenses totalling £1,766 were reimbursed or paid directly to 4 Trustees (2019: £2,065 to 9 Trustees). These out of pocket expenses were for travelling to meetings and training costs.

The school has arranged indemnity insurance cover for trustees at a cost of £3,327 (2019: £1,112).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

14. Tangible fixed assets

Group

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 September 2019	6,540,464	832,944	35,579	1,243,641	8,652,628
Additions	-	17,052	-	89,595	106,647
At 31 August 2020	6,540,464	849,996	35,579	1,333,236	8,759,275
Depreciation					
At 1 September 2019	-	665,873	35,579	1,105,281	1,806,733
Charge for the year	-	51,862	-	37,156	89,018
At 31 August 2020	-	717,735	35,579	1,142,437	1,895,751
Net book value					
At 31 August 2020	6,540,464	132,261	-	190,799	6,863,524
At 31 August 2019	6,540,464	167,071	-	138,360	6,845,895

Company

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation					
At 1 September 2019	6,540,464	832,944	35,579	1,238,524	8,647,511
Additions	-	17,052	-	89,595	106,647
At 31 August 2020	6,540,464	849,996	35,579	1,328,119	8,754,158

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

14. Tangible fixed assets (continued)

Company (continued)

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Total £
Depreciation					
At 1 September 2019	-	665,873	35,579	1,100,164	1,801,616
Charge for the year	-	51,862	-	37,156	89,018
At 31 August 2020	-	717,735	35,579	1,137,320	1,890,634
Net book value					
At 31 August 2020	6,540,464	132,261	-	190,799	6,863,524
At 31 August 2019	6,540,464	167,071	-	138,360	6,845,895

Heritage assets

The Meeting House, which is a listed Heritage asset circa 1847, is located on the School's site. The School maintains the property but a separate, reliable valuation is not readily available and therefore is included in the accounts at a written down value of £nil.

Revaluation

The land and buildings class of fixed assets was revalued on 1 August 2016 by Stephenson & Son who are external to the charity. The basis of this valuation was open market value. The class of assets has a current value of £6,540,464 (2019: £6,540,464) and a carrying amount at historical cost of £4,273,464 (2019: £4,273,464). The depreciation on this historical cost is £nil (2019: £nil).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

15. Fixed asset investments

<i>Group</i>	Listed investments £	Cash held in portfolio £	Total £
<i>Cost or valuation</i>			
At 1 September 2019	767,214	17,450	784,664
Additions	-	77	77
Revaluations	19,392	-	19,392
At 31 August 2020	786,606	17,527	804,133
<i>Net book value</i>			
At 31 August 2020	786,606	17,527	804,133
<i>At 31 August 2019</i>	<i>767,214</i>	<i>17,450</i>	<i>784,664</i>

At the balance sheet date, the Group held investments in the COIF Charities Investment fund with a valuation of £466,148 (2019: £462,993)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

15. Fixed asset investments (continued)

<i>Charitable Company</i>	Listed investments £	Unlisted investments £	Total £
<i>Cost or valuation</i>			
At 1 September 2019	255,936	17,450	273,386
Additions	-	77	77
Revaluations	5,000	-	5,000
<i>At 31 August 2020</i>	<u>260,936</u>	<u>17,527</u>	<u>278,463</u>
<i>Net book value</i>			
<i>At 31 August 2020</i>	<u>260,936</u>	<u>17,527</u>	<u>278,463</u>
<i>At 31 August 2019</i>	<u>255,936</u>	<u>17,450</u>	<u>273,386</u>

Principal subsidiaries

The following were subsidiary undertakings of the Charitable Company:

Names	Company number	Charity registration number	Class of shares	Holding	Included in consolidation
Ackworth School Estates Limited	0411440		Ordinary	100%	Yes
Ackworth School 1950 Trust		1056414		100%	Yes
Ackworth & Freshfield Educational Foundation		529275		100%	Yes
Wennington School Bursary Fund		810343		100%	Yes

ACKWORTH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

. Principal subsidiaries (continued)

The financial results of the subsidiaries for the period were:

Names	Income £	Expenditure £	Profit/(Loss)/ Surplus/ (Deficit) for the period £	Net assets £
Ackworth School Estates Limited	62,530	33,056	29,474	33,185
Ackworth School 1950 Trust	18,818	2,000	26,417	2,663,080
Ackworth & Freshfield Educational Foundation	410	-	4,040	347,836
Wennington School Bursary Fund	200	-	1,363	105,765

16. Stocks

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
School supplies	-	12,580	-	12,580

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

17. Debtors

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
	-	-	-	-
<i>Due within one year</i>				
Trade debtors	2,553,778	2,382,523	2,495,593	2,330,388
Amounts owed by group undertakings	-	-	27,738	76,573
Other debtors	30,773	4,125	30,398	4,125
Prepayments and accrued income	35,255	64,120	33,002	58,110
	2,619,806	2,450,768	2,586,731	2,469,196

18. Creditors: Amounts falling due within one year

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Trade creditors	408,045	372,846	408,045	357,063
Amounts owed to group undertakings	-	-	198,385	197,585
Other taxation and social security	80,528	89,706	80,528	89,416
Pension creditor	62,716	67,256	62,716	67,256
Other creditors	62,488	16,370	62,488	8,538
Accruals and deferred income	2,969,088	3,720,531	2,943,837	3,690,072
	3,582,865	4,266,709	3,755,999	4,409,930

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

18. Creditors: Amounts falling due within one year (continued)

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
<i>Accruals and deferred income includes:</i>				
Composition fees	178,637	249,616	178,637	249,616
Fees invoiced in advance	2,503,523	3,173,760	2,503,523	3,173,760
Fees received in advance	129,355	186,094	129,355	186,094
Acceptance fees	45,574	45,874	45,574	45,874
Accruals	176,700	195,696	151,449	165,237
	3,033,789	3,851,040	3,008,538	3,820,581

The majority of deferred income relates to fees for the forthcoming school term. Acceptance fees are refundable when the pupil leaves the School.

19. Creditors: Amounts falling due after more than one year

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Amounts owed to group undertakings	-	-	2,196,127	2,196,127
Composition fees	64,701	130,509	64,701	130,509
	64,701	130,509	2,260,828	2,326,636

Composition fees may be returned in certain, exceptional circumstances. Assuming pupils will remain in school, £64,701 will be due within two to five years (2019: £130,509).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds

Statement of funds - current year

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2020 £
<i>Unrestricted funds</i>					
General reserve	1,075,718	8,179,272	(7,954,858)	5,077	1,305,209
Ackworth School 1950 Trust	1,692,563	13,709	-	8,765	1,715,037
Non charitable trading funds	13,185	62,530	(62,530)	-	13,185
Revaluation reserve	2,267,000	-	-	-	2,267,000
	<u>5,048,466</u>	<u>8,255,511</u>	<u>(8,017,388)</u>	<u>13,842</u>	<u>5,300,431</u>

The General reserve, Revaluation reserve and School various funds are the funds of the company.

Endowment funds

Ackworth & Freshfield Educational Foundation	<u>137,362</u>	<u>55</u>	<u>-</u>	<u>2,998</u>	<u>140,415</u>
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Endowment funds

Ackworth and Freshfield Educational Foundation

Monies held for the generation of income to support the provision of scholarships for Ackworth School with the residual being applied for providing financial assistance to those pupils going into further education.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds (continued)

Statement of funds - current year (continued)

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2020 £
<i>Restricted funds</i>					
School various funds	299,363	28,000	-	-	327,363
Wennington School Bursary Fund	104,402	200	-	1,163	105,765
Ackworth & Freshfield Educational Foundation	206,434	355	-	632	207,421
Ackworth School 1950 Trust	944,100	5,109	(2,000)	834	948,043
	<u>1,554,299</u>	<u>33,664</u>	<u>(2,000)</u>	<u>2,629</u>	<u>1,588,592</u>
<i>Total of funds</i>	<u><u>6,740,127</u></u>	<u><u>8,289,230</u></u>	<u><u>(8,019,388)</u></u>	<u><u>19,469</u></u>	<u><u>7,029,438</u></u>

Restricted funds

School various funds

This balance is comprised of historic donations and legacies from numerous individual donors. The terms and conditions of the funds relate to specific requests at the time of receipt by the School, however these have been lost over time.

Wennington School Bursary Fund

This fund is for the provision of financial support to those under 25 attending or about to attend Ackworth School through the provision of scholarships and bursaries.

Ackworth & Freshfield Educational Foundation

The provision of special benefits for Ackworth School with the residual being applied for the awarding of bursaries and providing financial assistance to those pupils going into further education or travelling.

Ackworth School 1950 Trust

This relates to various restricted donations lent to the School for specific use. During the year the Trust lent the School money to refurbish the swimming pool, this has now been spent. Since the money has been spent on the appropriate project these funds have now been transferred to unrestricted.

ACKWORTH SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2019 £
<i>Unrestricted funds</i>					
General reserve	1,041,543	7,317,792	(7,291,423)	7,807	1,075,719
Ackworth School 1950 Trust	1,675,634	40,457	(42,896)	19,367	1,692,562
Non charitable trading funds	13,185	208,401	(208,401)	-	13,185
Revaluation reserve	2,267,000	-	-	-	2,267,000
	<u>4,997,362</u>	<u>7,566,650</u>	<u>(7,542,720)</u>	<u>27,174</u>	<u>5,048,466</u>
<i>Endowment funds</i>					
Ackworth & Freshfield Educational Foundation	<u>137,331</u>	<u>221</u>	<u>-</u>	<u>(190)</u>	<u>137,362</u>
<i>Restricted funds</i>					
School various funds	265,050	34,313	-	-	299,363
Wennington School Bursary Fund	104,481	267	-	(346)	104,402
Ackworth & Freshfield Educational Foundation	207,458	375	(800)	(599)	206,434
Ackworth School 1950 Trust	882,565	61,134	(2,000)	2,401	944,100
	<u>1,459,554</u>	<u>96,089</u>	<u>(2,800)</u>	<u>1,456</u>	<u>1,554,299</u>
<i>Total of funds</i>	<u><u>6,594,247</u></u>	<u><u>7,662,960</u></u>	<u><u>(7,545,520)</u></u>	<u><u>28,440</u></u>	<u><u>6,740,127</u></u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

21. Summary of funds

Summary of funds - current year

	Balance at 1 September 2019 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2020 £
General funds	5,048,466	8,255,511	(8,017,388)	13,842	5,300,431
Endowment funds	137,362	55	-	2,998	140,415
Restricted funds	1,554,299	33,664	(2,000)	2,629	1,588,592
	6,740,127	8,289,230	(8,019,388)	19,469	7,029,438

Summary of funds - prior year

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2019 £
General funds	4,997,362	7,566,650	(7,542,720)	27,174	5,048,466
Endowment funds	137,331	221	-	(190)	137,362
Restricted funds	1,459,554	96,089	(2,800)	1,456	1,554,299
	6,594,247	7,662,960	(7,545,520)	28,440	6,740,127

22. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Endowment funds 2020 £	Total funds 2020 £
Tangible fixed assets	6,018,561	844,963	-	6,863,524
Fixed asset investments	291,801	382,832	129,500	804,133
Current assets	2,637,635	360,797	10,915	3,009,347
Creditors due within one year	(3,584,258)	-	-	(3,584,258)
Creditors due in more than one year	(63,308)	-	-	(63,308)
Total	5,300,431	1,588,592	140,415	7,029,438

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

22. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted funds 2019 £	Endowment funds 2019 £	Total funds 2019 £
Tangible fixed assets	6,000,932	844,963	-	6,845,895
Fixed asset investments	272,332	382,832	129,500	784,664
Current assets	3,172,420	326,504	7,862	3,506,786
Creditors due within one year	(4,266,709)	-	-	(4,266,709)
Creditors due in more than one year	(130,509)	-	-	(130,509)
Total	5,048,466	1,554,299	137,362	6,740,127

23. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2020 £	Group 2019 £
Net income for the period (as per Statement of Financial Activities)	289,311	145,880
Adjustments for:		
Depreciation charges	89,018	64,493
Gains on investments	(19,469)	(28,440)
Dividends, interests and rents from investments	(13,672)	(16,565)
Decrease in stocks	12,580	5,644
Increase in debtors	(169,038)	(168,509)
Increase/(decrease) in creditors	(749,652)	811,914
Net cash provided by/(used in) operating activities	(560,922)	814,417

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

24. Analysis of cash and cash equivalents

	Group 2020 £	Group 2019 £
Cash in hand	389,541	1,043,438
Total cash and cash equivalents	389,541	1,043,438

25. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	1,043,438	(653,897)	389,541
Debt due within 1 year	(67,256)	21,175	(46,081)
	976,182	(632,722)	343,460

26. Pension schemes

Defined benefit scheme

Until 30 April 2020 the School participated in the Teachers' Pension Scheme (England and Wales) ("the TPS"), for its teaching staff. The latest actuarial valuation of the TPS related to the period ended 31 March 2016.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

26. Pension schemes (continued)

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts. The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

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, assuming real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%

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

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 a multi-employer pension scheme. The school has accounted for its contributions to the scheme as if it were a defined contribution scheme. The school has set out above the information available on the scheme.

The employers pension costs paid to TPS in the year amounted to £356,629 (2019 - £354,150) and at the year-end £nil (2019 - £46,837) was accrued in respect of contributions to this scheme.

Defined contribution scheme

The School also runs defined contribution schemes for its employees. The pension charge for the year includes contributions payable to the schemes of £243,236 (2019 - £234,195). At the year-end £46,081 (2019 - £20,419) was accrued in respect of contributions to these schemes.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

27. Operating lease commitments

At 31 August 2020 the Group and the Charitable Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2020 £	Group 2019 £	Company 2020 £	Company 2019 £
Not later than 1 year	165,799	97,250	165,799	97,250
Later than 1 year and not later than 5 years	260,409	315,007	260,409	315,007
Later than 5 years	56,212	84,319	56,212	84,319
	482,420	496,576	482,420	496,576

28. Related party transactions

The following Trustees had children at Ackworth School on a fee paying basis during 2019/2020:
C Allen

Ackworth School Estates Limites (ASEL)
(Ackworth is the ultimate controlling entity)

The main activity is the letting of the facilities of Ackworth School. During the year sales amounting to £120 (2019: £36,259) were invoiced to ASEL and the profit of the company is made available to the School by way of a deed of covenant. At the balance sheet date the amount due from ASEL was £27,738 (2019: £76,573).

Ackworth School 1950 Trust
(The Trustees are also Trustees of Ackworth School)

Ackworth School 1950 Trust receives gifts, legacies and donations and lends these funds to Ackworth School. During the year grants of £2,000 (2019: £42,896) were paid to the school. At the balance sheet date the amount due to Ackworth School 1950 Trust was £2,196,127 (2019: £2,196,127).

Ackworth & Freshfield Educational Foundation
(The Trustees are also Trustees of Ackworth School)

Grants amounting to £nil (2019: £800) were paid to Ackworth School. At the balance sheet date £159,768 (2019: £158,968) was payable to Ackworth & Freshfield Educational Foundation.

Wennington School Bursary Fund
(The Trustees are also Trustees of Ackworth School)

At the balance sheet date the net amount due to Wennington School Bursary Fund was £38,617 (2019 - £38,617).