

Company Registration No. 07698875 (England and Wales)

**QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

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# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## REFERENCE AND ADMINISTRATIVE DETAILS

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|                                    |   |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
|------------------------------------|---|--------------|---------------|------------|----------------------|------------|----------------------|------------|-------------------------|-------------|-------------------------|--------------|-------------------------|----------------|-------------------------|
| <b>Members</b>                     | Ms D Lane<br>Professor A Braganza<br>Ms A Davis   |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| <b>Trustees</b>                    | Dr S Cottam (Resigned 18 November 2019)<br>Ms R E Hanley (Resigned 18 November 2019)<br>Mr A J Jenner (Vice-chair of the Board of Trustees) (Resigned 22 September 2020)<br>Ms U J Nwamuu<br>Ms R E Peer<br>Mrs V Walker (Headteacher & Accounting Officer)<br>Mr B Mistry (Resigned 24 September 2019)<br>Mr P Wright (Resigned 7 May 2020)<br>Mr R Gothelf (Chair of the Board of Trustees)<br>Ms L Hartshorn (Vice-chair of the Board of Trustees from 22 September 2020)<br>B Shafi (Appointed 7 July 2020)<br>Ms A Silverman (Chair of Finance & Premises Committee) (Appointed 12 November 2019)<br>Ms J Spearman (Appointed 29 November 2019)<br>Ms C Adey (Appointed 7 July 2020) |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| <b>Senior management team</b>      | <table><tr><td>Mrs V Walker</td><td>- Headteacher</td></tr><tr><td>Mr D Jones</td><td>- Deputy Headteacher</td></tr><tr><td>Mr M Duffy</td><td>- Deputy Headteacher</td></tr><tr><td>Mr K Laing</td><td>- Assistant Headteacher</td></tr><tr><td>Ms D Makkar</td><td>- Assistant Headteacher</td></tr><tr><td>Mrs T Parker</td><td>- Assistant Headteacher</td></tr><tr><td>Ms L Southwell</td><td>- Assistant Headteacher</td></tr></table>  | Mrs V Walker | - Headteacher | Mr D Jones | - Deputy Headteacher | Mr M Duffy | - Deputy Headteacher | Mr K Laing | - Assistant Headteacher | Ms D Makkar | - Assistant Headteacher | Mrs T Parker | - Assistant Headteacher | Ms L Southwell | - Assistant Headteacher |
| Mrs V Walker                       | - Headteacher   |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| Mr D Jones                         | - Deputy Headteacher  |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| Mr M Duffy                         | - Deputy Headteacher  |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| Mr K Laing                         | - Assistant Headteacher   |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| Ms D Makkar                        | - Assistant Headteacher   |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| Mrs T Parker                       | - Assistant Headteacher   |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| Ms L Southwell                     | - Assistant Headteacher   |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| <b>Company registration number</b> | 07698875 (England and Wales)  |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| <b>Registered office</b>           | High Street<br>BARNET<br>Herts<br>EN5 5RR   |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |
| <b>Independent auditor</b>         | Azets Audit Services<br>5 Yeomans Court<br>Ware Road<br>Hertford<br>SG13 7HJ  |              |               |            |                      |            |                      |            |                         |             |                         |              |                         |                |                         |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Bankers

National Westminster Bank PLC  
120 High Street  
Barnet  
Hertfordshire  
EN5 5FF

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2020

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

The trust operates an academy for pupils aged 11 to 19 with admission being non selective and based on a catchment area in Barnet, North London. It has a pupil capacity of 1200 and had a roll of 1047 in the school census from October 2019.

#### **Structure, governance and management**

##### Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The trustees of Queen Elizabeth's Girls' School (Barnet) are also the directors of the charitable company for the purposes of company law. Details of the trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

##### Members' liability

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

##### Trustees' indemnities

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. The Academy is a scheme member of the Risk Protection Arrangement with the Department for Education (RPA). There is no premium paid as such for the RPA, purely a cost per pupil and there is no way of providing an individual cost for each section of the RPA.

##### Method of recruitment and appointment or election of trustees

All governors serve for a period of 4 years in the first instance. Parent Trustees are elected by secret ballot of their electorates. Community Trustees are selected by the governing body. Where necessary, applications will be sought by letter to all Parents seeking applicants. The Governing body does a regular skills audit to identify areas where skills are needed to inform their recruitment strategy and tries to ensure that the Trustees have skills to support all areas of school functioning.

There are separate committees for Pay and Finance, Audit & Premises.

##### Policies and procedures adopted for the induction and training of trustees

All Trustees are provided with an induction and training programme appropriate for their skills and experience. New Trustees are also allocated a mentor who will be an experienced governor to support their induction. All new Trustees are given a tour of the Academy and the chance to meet with staff and students. All Trustees have access to the online Gov Hub document repository.

Provision is made for governor training in the school's Staff Development budget. The Governing Body buys into the Barnet Local Authority training programme for School Governance so that individuals are able to select training appropriate to their needs and responsibilities. Some training is also commissioned for the whole Governing Body on key areas such as Health and Safety, GDPR and exclusions.

The Governing Body is a member of the National Governors' Association and all Members and Trustees have access to their literature. Other external training courses are used as appropriate. The Governing Body has access to The Key for School Leaders.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

***FOR THE YEAR ENDED 31 AUGUST 2020***

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### Organisational structure

The Governing Body is made up of Members and a Board of Trustees. The Trustees are responsible for setting strategic direction, adopting an annual plan and budget, monitoring the Academy, by use of budgets and reports to the Board and the Finance, Audit and Premises Committee. They make major policy decisions about capital expenditure and also appoint the Headteacher and Deputy Headteacher roles. The Members monitor the work of the Trustees who meet as a Full Board of Trustees or as a committee.

The Senior Leadership Team consists of the Headteacher, two Deputy Headteachers and five Assistant Headteachers; currently due to budget constraints there are four AHTSs. These leaders control the Academy at an executive level implementing those policies agreed by the Board of Trustees as well as others implemented by the school to ensure compliance and best practice. The Senior Leadership Team is responsible for the operation of the Academy, in particular, curriculum delivery, deployment and quality assurance of teaching and learning, well-being of students and staff and oversight of budget and premises and facilities. Each Deputy and Assistant Headteacher has a range of delegated responsibilities for which they are accountable to the Headteacher.

As a group, the Senior Leadership Team are responsible for the authorisation of spending within agreed budgets and the appointment of staff. Appointment boards for Deputy Headteacher and above will include Governing Body members and external expertise if required.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Key Relationships

The school continued to develop relationships with the local community and beyond, partly through outreach activities and partly through membership of and alliance with a range of different education and education professional development providers.

The school has continued to work with local primary and secondary schools. This has included:

- Departments working with peer colleague departments in other schools to share good practice in teaching and learning. We have also hosted staff from other schools as part of their professional development
- Departments have hosted PGCE students during school placements. We have also provided school experience placements for people interested in entering teaching as a career
- The school hosts the Barnet School Sports Partnership and the manager of the Partnership is based at Queen Elizabeth's Girls' School and line-managed by the Headteacher. The Headteacher is also a member of the Management Committee of the Partnership
- We are members of and have contributed to planning and research for the National Training School hub based at The Compton School in Barnet
- We are members of and have contributed to planning and research for the Advanced Learning Alliance based at Dame Alice Owen's School in Hertfordshire
- The school continued its work as a joint partner in leading the North London Hub of the only national SCITT, NMAPS, which provides teacher training via schools resulting in a PGCE being awarded, for Mathematics and Physics trainee teacher
- We continue to be members of the Association of State Girls' Schools and participate in their professional leadership and student leadership networks
- The school is a member of SSAT, the schools, students and teachers network. This is the largest and longest standing schools network in England with a focus to support schools to inquire, inspire, innovate and impact. The school is a member of SSAT's Leading Edge network, having been recognised as providing excellence in education generally and in assessment and use of data in particular
- The school is one of only three in London to win the London Mayor's Award for Schools for Success, for three years in succession
- The Headteacher sits on the Board of the Barnet Education Business Partnership and serves on a number of other committees and working groups related to Borough schools, for example, School Standards Partnership Board and the Secondary Headteachers' Network
- The Headteacher is a Board member of the Association of State Girls' Schools; currently she is the Joint President
- The Headteacher is President of the Queen Elizabeth's Girls' Guild; an alumni body set up in 1927 for past students and staff
- The Headteacher, through the DfE, coaches women in education who aspire to leadership
- The Headteacher mentors aspiring Headteachers through Ambition School Leadership's National Professional Qualification for Headteachers Programme.
- The school has worked with Google Classroom for two years and during the closure of schools and when students have been required to self-isolate since reopening of schools, there has been increased use of remote learning including "live lessons", exploiting Google Classroom's wider functionality.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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

Pay and remuneration of key management personnel is reviewed by the Staffing and HR Committee (the Pay Committee following reconstitution). This Committee will report to the Trustees and provide recommendations regarding pay of staff, including the Headteacher, following appraisals and having considered sector benchmarks.

#### Trade union facility time

##### *Relevant union officials*

|  |      |
|--|------|
| Number of employees who were relevant union officials during the relevant period | 2    |
| Full-time equivalent employee number   | 1.80 |

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

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0%                 | -                   |
| 1%-50%             | 2                   |
| 51%-99%            | -                   |
| 100%               | -                   |

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

|   |           |
|---|-----------|
| Total cost of facility time                             | 5,582     |
| Total pay bill  | 5,036,016 |
| Percentage of the total pay bill spent on facility time | -         |

##### *Paid trade union activities*

|   |      |
|---|------|
| Time spent on paid trade union activities as a percentage of total paid facility time hours | 100% |
|---|------|

#### Related parties and other connected charities and organisations

Queen Elizabeth's Girls' School is not part of any academy chain or federation as the Governing body believe that it is important for the school to maintain its independence, to ensure it best serves the needs of the community.

The school is the main hub for the Barnet Partnership for School Sports as the Manager of this Partnership has been based at the school (also the School Games Organiser). The Partnership is independent of the school (although the school is a member and the Headteacher is a member of the management board).

The school also benefits from a Trust (The Endowment Fund of the Schools of Queen Elizabeth the First, Barnet). The trust provides a small income to the school as well as grants to pupils who are in financial need, so that they are able to participate in school activities.



# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Objectives and activities

##### Objects and aims

The principal object and activity of the charitable company is the operation of the Queen Elizabeth's Girls' School (Barnet) to provide education for pupils of different abilities between the ages of 11 and 19.

The main objectives of the Academy during the year ended 31 August 2020 are summarised below:

- To ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care
- To raise the standard of educational achievement of all pupils
- To improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review
- To provide value for money for the funds expended
- To comply with all appropriate statutory and curriculum requirements
- To maintain close links with industry and commerce; and
- To conduct the Academy's business in accordance with the highest standards of integrity, probity and openness
- All this within the context of COVID-19 arrangements and the school's Risk Assessment during closure and reopening of schools.

#### Review of Activities

The school undertook a range of educational activities and programmes in 2019-20 although these were considerably reduced after school closure on March 20th 2020. On reopening of school, activities and programmes relied largely on virtual experiences.

Once again, our students achieved record results at GCSE with regard to the targets set for GCSE Progress 8, the new schools' national benchmarking measure and Attainment 8. The school's Progress 8 score was +1.12 (school's algorithm). A score of +1.00 generally places the school in the top 1% of secondary school scores nationally. Our GCSE results indicate that the school is one of the top performing wholly non-selective, girls' state schools for students aged 11-19. At A Level, students also achieved excellent results with an average grade of B+. Its students were successful in progressing onto their chosen courses, most at Russell Group universities and over half of them onto STEM courses.

The school now has trend data showing remarkably rapid raising of results at both GCSE and A Level. The school's strong performance relative to national figures and similar schools has also supported achievement of its disadvantaged students. The gap is closed and there are no identified groups with underperformance. This performance is phenomenal for a comprehensive school.

The school has continued to make better and more informed use of pupil performance data to drive interventions. The further developments of 4Matrix analysis has enabled both middle and senior leaders to scrutinise progress against targets with confidence. There has continued to be on-going training of governors in the interpretation of pupil performance data to support a high level of monitoring and challenge.

##### Public benefit

The Governing Body of the Academy Trust has complied with its duty to have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties. The activities undertaken to further the Academy Trust's purpose for the Public Benefit include promoting education for the benefit of the local community in Barnet. In addition to the education activities for pupils, the Academy Trust also offers recreational and other facilities to a variety of local community groups outside of school hours for the benefit of the general public. However due to COVID-19 restrictions, lettings were significantly impacted. Community based projects are also undertaken during the year by staff and students which further enhances the public benefit.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Strategic report

#### Achievements and performance

During the last academic and financial year, Year 7 entrance was again oversubscribed. There is now a much greater competition for all year groups within the school's vicinity however the school is achieving a very high level of subscription requests. Examination results for 2020 were excellent overall:

At A Level, results were good and better than national figures (estimates). The overall pass rate at A Level (A2) was 100%. These are very good outcomes for a 6th form with a genuinely comprehensive intake.

- The destinations list of A Level students was again very good, with the majority going to university (their first choice), mainly Russell Group establishments and half onto STEM courses.
- GCSE outcomes were excellent and improved on the previous year's performance which ranked the school in the top 1%. Effective interventions, hard work of both pupils and staff, the strong relationships between them, together with the sense of community, ensured rapid improvement so that all girls achieved as well as possible. Most girls gained a full GCSE qualification in Religious Studies as part of their core curriculum.
- The gap between performance of disadvantaged and non-disadvantaged pupils is arguably closed compared to national performance and benchmarking measures. This demonstrates continued, improved teaching and learning practice for all staff and all pupils.
- The school offers a wide programme of extra-curricular activities and a programme of visits and journeys to destinations in the UK and elsewhere. There is also an extensive sporting programme in school and in competition with other schools in the Borough. The Duke of Edinburgh programme has become well established. However activities and programmes were curtailed and reduced to virtual experiences after the closure of schools in March 2020.
- Girls continue to be involved in a wide range of charitable fundraising events with each form choosing their own charities. All Y8 pupils undertake a module as part of their PSHCE programme which looks at active citizenship. As part of this, they undertake a project to raise awareness and funding for a charity of their choice. Girls also took part in the Wings of Hope Charity Awards programme and set up a campaign to fund raise for Period Poverty..
- The school has entered the research phase of its collaboration with the University of Oxford to study the impact of teaching Mindfulness to adolescents. Fourteen staff have received training and some of these are involved in the formal research instruction. There is already a measurable impact from the programme.
- As new staff are recruited, the school has continued to expand the diversity of its workforce so that it is representative of its community at every staffing level.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Key performance indicators

The Academy Trust uses a number of financial key performance indicators to monitor financial success of the Academy Trust and progress/improvement against the targets set.

Staffing costs are monitored as a percentage of income received from government funding. For the year ended 31 August 2020 staffing costs amounted to 83% of total income (31 August 2019 – 83%).

The Academy Trust also monitors its net surplus or deficit as a percentage of total income. For the year ended 31 August 2020 the net deficit was £394,199 (2019 £761,840 deficit).

The Academy Trust also uses a number of non-financial key performance indicators to monitor its performance.

These include:

- GCSE and A level pass rates and percentage of 9-4 passes (see above)
- Staff retention and turnover rates – the Academy Trust is pleased to report that it has retained 81% of staff for the forthcoming year. Staff retention from 2018 to 2019 was 81%
- Student attendance rates – due to COVID 19 and school closure followed by minimal opening, the Government did not publish national statistics for comparison. For the two previous years, school attendance was 96% which was above the national average. The school's management information system, SIMS, records attendance for the year ended 31st August 2020 as 95%.

#### Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements.

Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

#### **Financial review**

Most of the School's income is obtained from the Department for Education (DfE) in the form of recurrent grants disbursed via the Education and Skills Funding Agency (ESFA), the use of which is restricted to particular purposes. The grants received from the DfE and other governing bodies during the year ended 31st August 2020 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The School also received grants for fixed assets from the ESFA and other funding bodies. In accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) Charities SORP (FRS102), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2020 total expenditure was £7,097,023 (2019 - £7,039,237). The school generated income of £6,702,824 (2019 - £6,277,397) including General Annual Grant of £5,665,083 (2019- £5,499,879) (see note 4).

The period ending 31st August 2020 the net book value of fixed assets was £16,805,469 (2019- £17,040,346) and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The excess of expenditure over income for the year, excluding the fixed assets fund and transfers to restricted fixed asset funds was £101,461 (2019 - £465,534).

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2020*

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#### Reserves policy

The Governing Body has examined the requirement for free reserves, i.e. those income funds that are freely available for general purposes and are not invested in tangible fixed assets, designated for specific purposes or otherwise committed. The Trustees have agreed that the School should aim to hold in the region of £200,000 in free reserves in order to be able to meet unplanned expenditure, most likely in relation to urgent repairs and/or the maintenance of the School. Overall, the Trustees require the operation of a tight cash flow management system at all times to ensure that the School holds sufficient cash to meet any outstanding liabilities.

At 31 August 2020 the total unrestricted funds amounted to £528,354.

Total reserves as at 31 August 2020 also recognised a liability in respect of the School's share in the Local Government Pension Scheme deficit of £1,653,000. As the Local Government Pension Scheme is a funded scheme, employers' pension contributions will increase in line with the deficit over a period of years. The School will not be liable for a lump sum and the increased pension contribution will be met from the School's budgeted annual income. Accordingly, there is no direct impact on the free reserves of the School in recognising the deficit on the pension scheme.

#### Investment policy

In accordance with the School's Financial Procedures, the Headteacher and Chair of the Finance & Premises committee make recommendations to the Governing Body on the use of surplus funds. In the interim, surplus funds are held within the treasury deposit account, which is maintained in addition to the balance held within the current account.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Principal risks and uncertainties

Through the Academy's risk management procedures, it has considered its principal risks and uncertainties and planned mitigating action wherever possible.

The Academy Trust main activities are to provide secondary education with a broad and balanced curriculum and the principal risks facing the Academy are:

#### Reputational risks:

- Insufficient demand for the school services
- Future unfavourable Ofsted Reports
- Failure to comply with legislation.

These risks are mitigated by the Trustees having a number of systems in place ensuring regular review of the school's self-evaluation and Headteacher's targets.

- To maintain and manage the Admissions policy and to ensure good publicity of what we do best, placed on the website and to continue to maintain a good relationship with all stakeholders.
- To ensure good preparation for inspection and to maintain a high standard of Teaching and Learning throughout to ensure QEGS remains the school of choice. By having an experienced and active Governing Body and SLT with all stakeholders taking an active role in the operation of the school.
- In the event of an unfavourable Ofsted report to actively pursue any complaints, ensure that stakeholders are fully informed of issues and take any necessary remedial actions.
- Regular reviews and assessments by the Finance & Premises committee to ensure the Trustees comply with all DfE legal and other requirements.

#### Performance risk – This could be:

- Headteacher absence risk
- Competition Risk – Other organisations competing for the same resource.

#### These risks are mitigated by:

- The Academy ensuring succession planning so that SLT members can deputise for each other's roles. This is kept under review and is a regular discussion item for the governors.
- To continue looking for ways of improving and maintaining high standards in all aspects of the School's activities.

#### Litigation risk

- Insurance risk - inadequate insurance cover

#### This risk is mitigated by:

- In order to minimise risks the Academy has the appropriate levels of insurance cover reviewed annually and used cost effectively to manage the risks accordingly.

#### Financial Risk – The principal financial risks are:

- A reduction in pupil numbers,
- Reduction in central government funding,
- Unbudgeted increase in teaching or support staff costs, or unbudgeted major capital repairs.
- COVID 19 arrangements continue to impact Lettings income and Fundraising.

#### The risks presented are mitigated by:

- Continue the high quality of teaching and learning to keep QEGS a school of choice.
- Regular reviews by the SLT and Governing Body to identify ways of improving further and managing financial control. Monthly budget monitoring and reconciliations and timely reports to the SLT and Governing Body
- Finance & Premises committee to monitor the budgets and careful planning of reserves and produce a 3 year plan. Review budget after any national changes. Apply the Academy's Financial Handbook and School's internal controls rigorously to minimise / control risks.
- Continue to review COVID 19 arrangements, according to Government guidance and as appropriate, to ensure Lettings and Fundraising can restart at earliest opportunity.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Risks associated with personnel are:

- The Employment laws – risks that legislative requirements are not known or complied with.
- Health & Safety risks
- Employing unsuitable staff

#### These risks are mitigated by:

- Making full use of the School's External HR and Payroll providers' knowledge and expertise for all personnel and difficult issues. Nominated staff attend HR training run by VWV, our external payroll provider and follow instructions/advice from the DfE.
- To regularly review the Health & Safety policy and risk assessments are applied thoroughly with internal monitoring.
- The vetting of all new staff and visitors and to follow the safeguarding procedures and maintain the SCR register constantly whenever there are staff changes.
- High expectations of all staff and early intervention when this is not the case.

The Academy Trust practices through its Board, namely the Governing Body and the constituted subcommittees, risk management principles. Any major risks highlighted at any sub-committee are brought to the main Board with proposed mitigating actions and they continue to be reported until the risk is adequately mitigated.

The Governing Body accepts managed risk as an inevitable part of its operations but maintains an objective not to run unacceptable levels of risk in any area. The subjective nature of this process requires major risks to be resolved by the Governing Body collectively, whilst more minor risks are dealt with by senior executive officers.

#### **Fundraising**

Under the provisions of the Charities (Protection and Social Investment) Act 2016 the school raises funds either through regulated organisations or through school community fundraising conforming to recognised standards. The Trust has made it known to Parents/Carers that are free to make small one-off and or regular donations to the Trust to be used for the purpose of the girls' education. At all times there is protection to the public, including vulnerable people, from unreasonably intrusive fundraising approaches. There is no undue pressure to make donations. Complaints regarding fundraising can be made through the school's complaints procedure or directly through whistleblowing.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### Plans for future periods

The School will continue to strive to improve the levels of performance of its students at all levels within every Key Stage. It will continue its efforts to ensure its students are able to progress to appropriate further/higher education, training or to the workplace when they leave the school.

The Budget is currently lean but the three year plan will see the school in a healthy financial position. Increased numbers in the Sixth Form and a STEM focus will continue to be drivers in the future. When the opportunity arises, the current plan for a new build to impact several departments and areas of school life will progress. The initial planning meeting with the Borough's Chief Planner to consider the proposed model, which was shared at the meeting, was very favourable towards the school's need to develop for the future with a sustainable building program that offers longevity to the aged school buildings and resolution of issues with maintenance, that necessarily arise and impact the Budget.

The Headteacher Mrs Violet Walker has implemented the school's development plan during 2019/2020. Its Core Purpose was to sustain the accelerated rate of improvement in outcomes at all Key Stages.

#### Key aims

- To sustain raised attainment, rates of progress and narrowed gaps between groups of students at all Key Stages
- To ensure that the quality of teaching promotes rapid and sustained progress and a love of learning
- To ensure students are safe, attend regularly and have a consistently positive attitude to learning
- To ensure leaders at all levels pursue excellence and model professional standards.

The development plan was achieved by applying early intervention strategies, within the classroom and from Year 7. These early intervention strategies included matching learning and teaching activities with individual student needs, based on close monitoring of progress data. A bespoke CPD programme for staff ensured high quality teaching and sharing of best practice to support a consistent and innovative pedagogy, across the curriculum, at all key stages.

#### Funds held as custodian trustee on behalf of others

The School has acted as Custodian Trustee for the Barnet Partnership for Schools Sports. Details are disclosed in the agency note in financial statements.

The School is also currently holding £3,000 on behalf of QEGSA, which was formerly the PTA organisation associated with the school, which is looking to form a new entity.

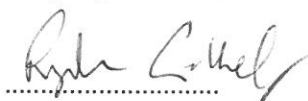
#### Auditor

On 7 September 2020 Group Audit Services Limited trading as Wilkins Kennedy Audit Services changed its name to Azets Audit Services Limited. The name they practice under is Azets Audit Services and accordingly they have signed their report in their new name.

In so far as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 18.01.21 and signed on its behalf by:



Mr R Gothelf

**Chair of the Board of Trustees**

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Scope of responsibility

As trustees we acknowledge we have overall responsibility for ensuring that Queen Elizabeth's Girls' School (Barnet) has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The board of trustees has delegated the day-to-day responsibility to the headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Queen Elizabeth's Girls' School (Barnet) and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 6 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

| Trustees                                    | Meetings attended | Out of possible |
|---|-------------------|-----------------|
| S Cottam                                    | 1                 | 1               |
| R Gothelf - Chair                           | 6                 | 6               |
| R Hanley                                    | 1                 | 1               |
| L Hartshorn                                 | 5                 | 6               |
| A Jenner                                    | 6                 | 6               |
| U Nwamu                                     | 2                 | 6               |
| R Peer                                      | 6                 | 6               |
| V Walker (Headteacher & Accounting Officer) | 6                 | 6               |
| P Wright                                    | 3                 | 3               |
| J Spearman                                  | 5                 | 5               |
| A Silverman                                 | 5                 | 5               |



# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## GOVERNANCE STATEMENT (CONTINUED)

### ***FOR THE YEAR ENDED 31 AUGUST 2020***

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#### How the new Board of Trustees operates and coverage of its work

The Members role is to

- Oversee the achievement of the company's objectives
- Appoint Members and up to 9 Trustees
- Sign off the company's accounts and annual report (AGM)
- Amend the constitution of the company (the articles of association)

The Board of Trustees three main purposes are to

- Ensure clarity of vision, ethos and strategic direction of the Trust
- Hold executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff
- Oversee the financial performance of the organisation and ensure its money is well spent.

The Full Governing Board meets five times a year. It meets to approve and review the School Development Plan and monitors the school's progress against a number of targets and objectives. This includes data tracking for all students, with particular focus on disadvantaged & SEN; monitoring attendance and behaviour; agreeing and monitoring curriculum provision; compliance; quality of teaching and learning; statutory and other policies; safeguarding; work on the Prevent agenda; ensuring British Values are embedded in school life; CPD; trips and visits; careers; staffing; well-being; feedback from stakeholders, staff, pupils and parents etc. This year the Board formed a COVID-19 Committee which supported the school's Risk Assessment.

The Finance and Premises Committee meets four times a year. The Committee agrees the school's budget, agrees spending, monitors the school's finances, benchmarks spending and ensures financial probity and value for money. It also monitors matters relating to the Premises and includes a regular check on aspects of Health and Safety.

The Pay Committee monitors the implementation of the school's Pay Policy and approves the recommendations of the Headteacher for pay point increments and career progression.

The Headteacher Performance Review Panel undertakes the Headteacher's appraisal with support from an external advisor.

# **QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)**

## **GOVERNANCE STATEMENT (CONTINUED)**

### ***FOR THE YEAR ENDED 31 AUGUST 2020***

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Link governors also make visits to the school to further scrutinise areas of focus as defined by the School Development Plan (Data reports, Safeguarding and SEND etc.).

The Headteacher meets with the Chair regularly to discuss the school's progress against targets.

Evaluation of the Board's performance, including assessment of its own effectiveness and any particular challenges that have arisen for the Board is carried out regularly.

The Governing Board continues to work toward a strategically effective body, able to both challenge and support the Headteacher and Senior Leadership Team and help drive forward a continuously evolving, outstanding school.

To optimise the Board's performance, a comprehensive development programme is available to support the Governing Body to fulfil its strategic role, hold the school to account, ensure financial probity and fulfil its obligations regarding compliance. Documents on Gov Hub outline the cycle of the Board's year and provide a framework for the meetings, relentlessly pursuing excellence of provision for the students. The work plan supports the monitoring of the School Self Evaluation document and the progress of the School Development Plan.

Meeting Minutes demonstrate a high level of robust challenge and scrutiny from Trustees, ensuring students receive the very highest standards of education. All years, all abilities and groups of students are challenged to exceed expectations. The Board regularly checks all school data. Focus areas for the school this year have been on academic achievement and standards, Sixth Form provision, Health and Safety compliance and the three year Financial Plan. Link Trustee reports feed into this.

To become more aware of latest developments in education and to mirror the school's effective Continuing Professional Development Programme for staff, this year the Board have featured "bite sized" training sessions at the beginning of full governing body meetings.

Issues with premises, and in particular the essential work needed to maintain aged buildings, some built a hundred years ago, and to keep them safe and compliant, led to a reduction of income from lettings. National school closures in March led to the total loss of lettings income.

The increase in use of IT in the school, having exposed deficiencies in the IT infrastructure, led to investment in a new Server as part of the school's major IT Project this year.

In summary, the Board of Trustees challenges and supports the work of the Headteacher and the Senior Leadership Team. The Board will continue to focus on making sure every opportunity to improve every facet of the school, is seized and acted upon.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## GOVERNANCE STATEMENT (CONTINUED)

### *FOR THE YEAR ENDED 31 AUGUST 2020*

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#### Information about the quality of the data used by the board

The Headteacher and Senior Leadership Team regularly provide the Board with up to date, transparent data to evidence the progress made by the school. A brief analysis of outcomes against targets for both A levels and GCSEs is provided in August. This data is then presented in terms of various groups (LAPS, MAPS, HAPS, SEN, ethnicity etc) at the September Full Trustee Board meeting. Other data is provided throughout the year in the form of regular, planned, data capture analyses across the Key Stages which are measured against FFT targets. Trustees are able to access the "Governor sections" of FFT and ASP websites. The School also provides data from the DFE and OFSTED for use in benchmarking.

The last four years have seen the embedding of standardisation in progress data tracking. The Board is confident that the school's generated information is reliable and valid, with a high correlation to outcomes.

The school also provides data which evidences trends in attendance, behaviour and exclusions (all better than the national average). Trustees triangulate the data when visiting the school, observing the general behaviour of students and the learning climate. It should be noted that since March, due to COVID-19 restrictions, Trustees have not been able to visit the school. Virtual visits have taken place remotely instead. Link governors are able to probe further in meetings with Senior Leadership Team members to seek detailed evidence of progress and all other indicators.

Any accidents and incidents are recorded in a register and presented to Trustees for monitoring.

Financial data is shared by the school and presented to the Finance and Premises meeting. The Chair of F&P requests any follow up data via the Headteacher and Finance Manager.

The school undertakes surveys of staff, parents and pupils to present to the Board for consideration.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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The finance and general purposes committee is a sub-committee of the main board of trustees. Its purpose is to:

- Provide guidance and assistance to the Headteacher and the board of trustees in all matters relating to budgeting and finance.
- To assist the decision making of the board of trustees, by enabling more detailed consideration to be given to the best means of fulfilling the board of trustees' responsibilities to ensure sound management of the academy's finances and resources including proper planning, monitoring and probity.
- To make appropriate comments and recommendations on such matters to the board of trustees on a regular basis. Major issues will be referred to the board of trustees for ratification.

#### Attendance at meetings in the year was as follows:

| Trustees  | Meetings attended | Out of possible |
|---|-------------------|-----------------|
| Mr A J Jenner (Vice-chair of the Board of Trustees) (Resigned 22 September 2020)    | 2                 | 3               |
| Mrs V Walker (Headteacher & Accounting Officer)                                     | 3                 | 3               |
| Mr P Wright (Resigned 7 May 2020)   | 2                 | 3               |
| Mr R Gothelf (Chair of the Board of Trustees)                                       | 3                 | 3               |
| Ms L Hartshorn (Vice-chair of the Board of Trustees from 22 September 2020)         | 1                 | 1               |
| Ms A Silverman (Chair of Finance & Premises Committee) (Appointed 12 November 2019) | 3                 | 3               |
| Ms J Spearman (Appointed 29 November 2019)  | 3                 | 3               |

#### Review of value for money

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

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where applicable. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- Ensuring targeted professional development and incisive data analysis to impact appropriate and effective intervention and therefore improved learning and teaching; so that student outcomes have rocketed to the highest levels nationally (Progress 8 Score 2019 +1.1 Validated Jan 2020, in the top 1% of schools nationally), while funding received from Government and other income streams has reduced

#### The purpose of the system of internal control

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

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

### The risk and control framework

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

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

The school is now using internal auditors appointed through the London Borough of Barnet. The decision was made to move from Buzzacott, as the service offered via LBB was more cost effective.

### Review of effectiveness

As Accounting Officer the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year/period in question the review has been informed by:

- the work of Internal Audit
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy Trust, supported by their Financial Consultant, who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Premises Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 18.01.21 and signed on its behalf by:



Mrs V Walker  
Headteacher & Accounting Officer



Mr R Gothelf  
Chair of the Board of Trustees

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

***FOR THE YEAR ENDED 31 AUGUST 2020***

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As accounting officer of Queen Elizabeth's Girls' School (Barnet), I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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

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

Mrs V Walker  
**Accounting Officer**

*Violet Walker*  
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# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2020**

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The trustees (who are also the directors of Queen Elizabeth's Girls' School (Barnet) for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2019 to 2020 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 18.01.21 and signed on its behalf by:



Mr R Gothelf

**Chair of the Board of Trustees**

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### Opinion

We have audited the accounts of Queen Elizabeth's Girls' School (Barnet) for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, 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), the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

### Other information

The trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.



# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET) (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

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

### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

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

### **Auditor's responsibilities for the audit of the accounts**

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

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET) (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Azets Audit Services*

**Mandy Wilson FCA (Senior Statutory Auditor)**  
**for and on behalf of Azets Audit Services**  
**Chartered Accountants**  
**Statutory Auditor**

26 January 2021

5 Yeomans Court  
Ware Road  
Hertford  
SG13 7HJ

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET) AND THE EDUCATION AND SKILLS FUNDING AGENCY

**FOR THE YEAR ENDED 31 AUGUST 2020**

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In accordance with the terms of our engagement letter dated 25 September 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Queen Elizabeth's Girls' School (Barnet) during the period 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of Queen Elizabeth's Girls' School (Barnet)'s accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Queen Elizabeth's Girls' School (Barnet)'s funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET) AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **Conclusion**

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

*Azets Audit Services*

### **Reporting Accountant**

Azets Audit Services  
5 Yeomans Court  
Ware Road  
Hertford  
SG13 7HJ

Dated: 26 January 2021

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2020

|   | Notes | Unrestricted<br>funds<br>£ | Restricted funds:<br>General<br>£ | Fixed asset<br>£ | Total<br>2020<br>£ | Total<br>2019<br>£ |
|---|-------|----------------------------|-----------------------------------|------------------|--------------------|--------------------|
| <b>Income and endowments from:</b>                          |       |                            |                                   |                  |                    |                    |
| Donations and capital grants                                | 3     | 67,900                     | 27,093                            | 153,380          | 248,373            | 242,049            |
| Charitable activities:                                      |       |                            |                                   |                  |                    |                    |
| - Funding for educational operations                        | 4     | -                          | 6,354,347                         | -                | 6,354,347          | 5,926,228          |
| Other trading activities                                    | 5     | 97,796                     | -                                 | -                | 97,796             | 105,180            |
| Investments   | 6     | 2,308                      | -                                 | -                | 2,308              | 3,940              |
| <b>Total</b>  |       | 168,004                    | 6,381,440                         | 153,380          | 6,702,824          | 6,277,397          |
| <b>Expenditure on:</b>                                      |       |                            |                                   |                  |                    |                    |
| Charitable activities:                                      |       |                            |                                   |                  |                    |                    |
| - Educational operations                                    | 8     | 161,370                    | 6,489,535                         | 446,118          | 7,097,023          | 7,039,237          |
| <b>Total</b>  | 7     | 161,370                    | 6,489,535                         | 446,118          | 7,097,023          | 7,039,237          |
| <b>Net income/(expenditure)</b>                             |       | 6,634                      | (108,095)                         | (292,738)        | (394,199)          | (761,840)          |
| Transfers between funds                                     | 18    | -                          | (102,905)                         | 102,905          | -                  | -                  |
| <b>Other recognised gains/(losses)</b>                      |       |                            |                                   |                  |                    |                    |
| Actuarial gains/(losses) on defined benefit pension schemes | 20    | -                          | 234,000                           | -                | 234,000            | (519,000)          |
| <b>Net movement in funds</b>                                |       | 6,634                      | 23,000                            | (189,833)        | (160,199)          | (1,280,840)        |
| <b>Reconciliation of funds</b>                              |       |                            |                                   |                  |                    |                    |
| Total funds brought forward                                 |       | 521,720                    | (1,676,000)                       | 17,040,346       | 15,886,066         | 17,166,906         |
| Total funds carried forward                                 |       | 528,354                    | (1,653,000)                       | 16,850,513       | 15,725,867         | 15,886,066         |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2020

| Comparative year information<br>Year ended 31 August 2019 | Notes | Unrestricted<br>funds<br>£ | Restricted funds:<br>General Fixed asset<br>£ £ |            | Total<br>2019<br>£ |
|---|-------|----------------------------|---|------------|--------------------|
| <b>Income and endowments from:</b>                        |       |                            |   |            |                    |
| Donations and capital grants                              | 3     | 104,102                    | 51,433  | 86,514     | 242,049            |
| Charitable activities:                                    |       |                            |   |            |                    |
| - Funding for educational operations                      | 4     | -                          | 5,926,228                                       | -          | 5,926,228          |
| Other trading activities                                  | 5     | 105,180                    | -   | -          | 105,180            |
| Investments   | 6     | 3,940                      | -   | -          | 3,940              |
| <b>Total</b>  |       | 213,222                    | 5,977,661                                       | 86,514     | 6,277,397          |
| <b>Expenditure on:</b>                                    |       |                            |   |            |                    |
| Charitable activities:                                    |       |                            |   |            |                    |
| - Educational operations                                  | 8     | -                          | 6,655,417                                       | 383,820    | 7,039,237          |
| <b>Total</b>  | 7     | -                          | 6,655,417                                       | 383,820    | 7,039,237          |
| <b>Net income/(expenditure)</b>                           |       | 213,222                    | (677,756)                                       | (297,306)  | (761,840)          |
| Transfers between funds                                   | 18    | (520,558)                  | 528,756   | (8,198)    | -                  |
| <b>Other recognised gains/(losses)</b>                    |       |                            |   |            |                    |
| Actuarial losses on defined benefit pension schemes       | 20    | -                          | (519,000)                                       | -          | (519,000)          |
| <b>Net movement in funds</b>                              |       | (307,336)                  | (668,000)                                       | (305,504)  | (1,280,840)        |
| <b>Reconciliation of funds</b>                            |       |                            |   |            |                    |
| Total funds brought forward                               |       | 829,056                    | (1,008,000)                                     | 17,345,850 | 17,166,906         |
| Total funds carried forward                               |       | 521,720                    | (1,676,000)                                     | 17,040,346 | 15,886,066         |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## BALANCE SHEET

AS AT 31 AUGUST 2020

|   | Notes | 2020             |                   | 2019             |                   |
|---|-------|------------------|-------------------|------------------|-------------------|
|   |       | £                | £                 | £                | £                 |
| <b>Fixed assets</b>   |       |                  |                   |                  |                   |
| Intangible assets   | 12    |                  | 466               |                  | 1,266             |
| Tangible assets   | 13    |                  | 16,805,469        |                  | 17,040,346        |
|   |       |                  | <u>16,805,935</u> |                  | <u>17,041,612</u> |
| <b>Current assets</b>   |       |                  |                   |                  |                   |
| Debtors   | 14    | 246,880          |                   | 213,810          |                   |
| Cash at bank and in hand  |       | 1,053,368        |                   | 961,776          |                   |
|   |       | <u>1,300,248</u> |                   | <u>1,175,586</u> |                   |
| <b>Current liabilities</b>  |       |                  |                   |                  |                   |
| Creditors: amounts falling due within one year                    | 15    | (646,503)        |                   | (571,885)        |                   |
| <b>Net current assets</b>   |       |                  | <u>653,745</u>    |                  | <u>603,701</u>    |
| <b>Total assets less current liabilities</b>                      |       |                  | <u>17,459,680</u> |                  | <u>17,645,313</u> |
| Creditors: amounts falling due after more than one year           | 16    |                  | (80,813)          |                  | (83,247)          |
| <b>Net assets before defined benefit pension scheme liability</b> |       |                  | <u>17,378,867</u> |                  | <u>17,562,066</u> |
| Defined benefit pension scheme liability                          | 20    |                  | (1,653,000)       |                  | (1,676,000)       |
| <b>Total net assets</b>   |       |                  | <u>15,725,867</u> |                  | <u>15,886,066</u> |
| <b>Funds of the academy trust:</b>                                |       |                  |                   |                  |                   |
| <b>Restricted funds</b>   | 18    |                  |                   |                  |                   |
| - Fixed asset funds   |       |                  | 16,850,513        |                  | 17,040,346        |
| - Pension reserve   |       |                  | (1,653,000)       |                  | (1,676,000)       |
| <b>Total restricted funds</b>                                     |       |                  | <u>15,197,513</u> |                  | <u>15,364,346</u> |
| <b>Unrestricted income funds</b>                                  | 18    |                  | <u>528,354</u>    |                  | <u>521,720</u>    |
| <b>Total funds</b>  |       |                  | <u>15,725,867</u> |                  | <u>15,886,066</u> |

The accounts on pages 27 to 50 were approved by the trustees and authorised for issue on 18.01.21 and are signed on their behalf by:



Mr R Gothelf

Chair of the Board of Trustees

Company Number 07698875

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

|   | Notes | 2020<br>£ | £         | 2019<br>£ | £         |
|---|-------|-----------|-----------|-----------|-----------|
| <b>Cash flows from operating activities</b>   |       |           |           |           |           |
| Net cash provided by/(used in) operating activities                                 | 21    |           | 146,345   |           | (372,698) |
| <b>Cash flows from investing activities</b>   |       |           |           |           |           |
| Dividends, interest and rents from investments                                      |       | 2,308     |           | 3,940     |           |
| Capital grants from DfE Group   |       | 153,380   |           | 86,514    |           |
| Purchase of tangible fixed assets   |       | (210,441) |           | (283,813) |           |
| <b>Net cash used in investing activities</b>  |       |           | (54,753)  |           | (193,359) |
| <b>Net increase/(decrease) in cash and cash equivalents in the reporting period</b> |       |           | 91,592    |           | (566,057) |
| Cash and cash equivalents at beginning of the year                                  |       |           | 961,776   |           | 1,527,833 |
| <b>Cash and cash equivalents at end of the year</b>                                 |       |           | 1,053,368 |           | 961,776   |



# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 1 Accounting policies

Queen Elizabeth's Girls' School (Barnet) is a charitable company which is limited by guarantee. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Governors' Report.

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

##### 1.1 Basis of preparation

The accounts of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

##### 1.2 Going concern

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

##### 1.3 Income

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

###### Grants

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

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

###### Sponsorship income

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

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

---

#### 1 Accounting policies

(Continued)

##### Donations

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

##### Other income

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

##### Donated goods, facilities and services

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

##### Donated fixed assets

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

##### Transfer of a lease

On conversion to Academy Status the Local Authority gifted the school buildings to the Academy Trust with a 125 year long lease. The properties have been professionally valued as at August 2012. The valuation is underpinned by SORP 2005 and has adopted the Depreciated Replacement Cost (DRC) for specialist property and the land. As the land and buildings are of specialist nature then a Depreciated Replacement Cost method has been used to calculate the fair value of the buildings.

#### 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

##### Expenditure on raising funds

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

##### Charitable activities

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

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 1 Accounting policies

(Continued)

##### 1.5 Intangible fixed assets and amortisation

Intangible 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. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

- Purchased computer software - 5 years

##### 1.6 Tangible fixed assets and depreciation

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

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

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

|                                |     |
|--------------------------------|-----|
| Land and buildings             | 2%  |
| Computer equipment             | 33% |
| Fixtures, fittings & equipment | 20% |
| Motor vehicles                 | 7%  |

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

##### 1.7 Liabilities

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

##### 1.8 Leased assets

Rentals payable under operating leases are charged against income on a straight-line basis over the period of the lease.

##### 1.9 Financial instruments

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

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 1 Accounting policies

(Continued)

##### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

##### Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### 1.10 Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### 1.11 Pensions benefits

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

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

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

#### 1.12 Fund accounting

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

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 1 Accounting policies

(Continued)

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

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

### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

#### *Useful economic lives of tangible assets*

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical conditions of the assets. See note 12 for the carrying value of each class of assets.

#### *LGPS*

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### Critical areas of judgement

There are no critical areas of judgement.

### 3 Donations and capital grants

|                 | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2020<br>£ | Total<br>2019<br>£ |
|-----------------|----------------------------|--------------------------|--------------------|--------------------|
| Capital grants  | -                          | 153,380                  | 153,380            | 86,514             |
| Other donations | 67,900                     | 27,093                   | 94,993             | 155,535            |
|                 | <u>67,900</u>              | <u>180,473</u>           | <u>248,373</u>     | <u>242,049</u>     |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 4 Funding for the academy trust's educational operations

|                                       | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2020<br>£ | Total<br>2019<br>£ |
|---------------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| <b>DfE / ESFA grants</b>              |                            |                          |                    |                    |
| General annual grant (GAG)            | -                          | 5,665,083                | 5,665,083          | 5,499,879          |
| Other DfE group grants                | -                          | 594,960                  | 594,960            | 336,551            |
|                                       | -                          | 6,260,043                | 6,260,043          | 5,836,430          |
| <b>Other government grants</b>        |                            |                          |                    |                    |
| Local Authority grants                | -                          | 89,092                   | 89,092             | 89,798             |
| <b>Exceptional government funding</b> |                            |                          |                    |                    |
| Coronavirus exceptional support       | -                          | 5,212                    | 5,212              | -                  |
| <b>Total funding</b>                  | -                          | 6,354,347                | 6,354,347          | 5,926,228          |

### 5 Other trading activities

|                    | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2020<br>£ | Total<br>2019<br>£ |
|--------------------|----------------------------|--------------------------|--------------------|--------------------|
| Hire of facilities | 8,793                      | -                        | 8,793              | 14,189             |
| Catering income    | 39                         | -                        | 39                 | 162                |
| Other income       | 88,964                     | -                        | 88,964             | 90,829             |
|                    | 97,796                     | -                        | 97,796             | 105,180            |

### 6 Investment income

|                     | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2020<br>£ | Total<br>2019<br>£ |
|---------------------|----------------------------|--------------------------|--------------------|--------------------|
| Short term deposits | 2,308                      | -                        | 2,308              | 3,940              |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 7 Expenditure

|                                  | Staff costs<br>£ | Non-pay expenditure<br>Premises<br>£ | Other<br>£     | Total<br>2020<br>£ | Total<br>2019<br>£ |
|----------------------------------|------------------|--------------------------------------|----------------|--------------------|--------------------|
| Academy's educational operations |                  |                                      |                |                    |                    |
| - Direct costs                   | 4,503,630        | 438,620                              | 183,430        | 5,125,680          | 5,044,542          |
| - Allocated support costs        | 1,042,645        | 510,302                              | 418,396        | 1,971,343          | 1,994,695          |
|                                  | <u>5,546,275</u> | <u>948,922</u>                       | <u>601,826</u> | <u>7,097,023</u>   | <u>7,039,237</u>   |

#### Net income/(expenditure) for the year includes:

|   | 2020<br>£        | 2019<br>£        |
|---|------------------|------------------|
| Fees payable to auditor for:                      |                  |                  |
| - Audit   | 9,230            | 8,960            |
| - Other services                                  | 2,341            | 2,060            |
| Operating lease rentals                           | 28,720           | 27,485           |
| Depreciation of tangible fixed assets             | 435,272          | 383,020          |
| Amortisation of intangible fixed assets           | 800              | 800              |
| Loss on disposal of fixed assets                  | 10,046           | -                |
| Net interest on defined benefit pension liability | 32,000           | 29,000           |
|   | <u>7,097,023</u> | <u>7,039,237</u> |

### 8 Charitable activities

|                        | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2020<br>£ | Total<br>2019<br>£ |
|------------------------|----------------------------|--------------------------|--------------------|--------------------|
| <b>Direct costs</b>    |                            |                          |                    |                    |
| Educational operations | 161,370                    | 4,964,310                | 5,125,680          | 5,044,542          |
| <b>Support costs</b>   |                            |                          |                    |                    |
| Educational operations | -                          | 1,971,343                | 1,971,343          | 1,994,695          |
|                        | <u>161,370</u>             | <u>6,935,653</u>         | <u>7,097,023</u>   | <u>7,039,237</u>   |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 8 Charitable activities

(Continued)

| Analysis of costs                            | 2020<br>£        | 2019<br>£        |
|--|------------------|------------------|
| <b>Direct costs</b>                          |                  |                  |
| Teaching and educational support staff costs | 4,503,630        | 4,384,430        |
| Depreciation and amortisation                | 438,620          | 383,020          |
| Educational supplies and services            | 31,155           | 45,092           |
| Examination fees                             | 92,008           | 100,762          |
| Other direct costs                           | 60,267           | 131,238          |
|  | <u>5,125,680</u> | <u>5,044,542</u> |
| <b>Support costs</b>                         |                  |                  |
| Support staff costs                          | 1,042,645        | 953,021          |
| Depreciation and amortisation                | 7,498            | 800              |
| Technology costs                             | 86,562           | 84,391           |
| Maintenance of premises and equipment        | 110,605          | 133,582          |
| Cleaning                                     | 150,930          | 141,206          |
| Energy costs                                 | 143,024          | 151,937          |
| Rent, rates and other occupancy costs        | 37,364           | 32,015           |
| Insurance                                    | 31,000           | 31,695           |
| Security and transport                       | 32,219           | 25,264           |
| Catering                                     | 55,742           | 51,712           |
| Finance costs                                | 32,000           | 29,000           |
| Legal costs                                  | 8,943            | 10,658           |
| Other support costs                          | 220,903          | 330,180          |
| Governance costs                             | 11,908           | 19,234           |
|  | <u>1,971,343</u> | <u>1,994,695</u> |



# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 9 Staff

##### Staff costs

Staff costs during the year were:

|                                     | 2020<br>£ | 2019<br>£ |
|-------------------------------------|-----------|-----------|
| Wages and salaries                  | 3,816,205 | 3,942,460 |
| Social security costs               | 399,903   | 407,592   |
| Pension costs                       | 1,010,882 | 771,903   |
| Staff costs - employees             | 5,226,990 | 5,121,955 |
| Agency staff costs                  | 319,285   | 211,152   |
| Staff restructuring costs           | -         | 4,344     |
| Total staff expenditure             | 5,546,275 | 5,337,451 |
| Staff restructuring costs comprise: |           |           |
| Redundancy payments                 | -         | 4,344     |

##### Staff numbers

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

|                            | 2020<br>Number | 2019<br>Number |
|----------------------------|----------------|----------------|
| Teachers                   | 64             | 71             |
| Administration and support | 32             | 34             |
| Management                 | 8              | 8              |
|                            | 104            | 113            |

##### Higher paid staff

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

|                                 | 2020<br>Number | 2019<br>Number |
|---------------------------------|----------------|----------------|
| In the band £60,001 - £70,000   | 4              | 2              |
| In the band £70,001 - £80,000   | -              | 3              |
| In the band £80,001 - £90,000   | 2              | 2              |
| In the band £110,001 - £120,000 | 1              | 1              |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 9 Staff

(Continued)

#### Key management personnel

The key management personnel of the academy trust comprise the the senior management team as listed on page 1 and the finance manager. The total amount of employee benefits (including employer pension contributions and employers national insurance contributions) received by key management personnel for their services to the academy trust was £830,112 (2019: £808,391).

### 10 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff members under their contracts of employment, and not in respect of their services as trustees.

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

Mrs V Walker

Remuneration £115,001 - £120,000 (2019: £110,001 - £115,000)

Employer pension contribution £25,001 - £30,000 (2019: £15,001 - £20,000)

#### Trustees Expenses

There were no trustees' expenses paid for the period ended 31 August 2020 (2019: NIL)

### 11 Insurance for trustees and officers

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

### 12 Intangible fixed assets

|   | Computer software<br>£ |
|---|------------------------|
| <b>Cost</b>                               |                        |
| At 1 September 2019 and at 31 August 2020 | 3,999                  |
| <b>Amortisation</b>                       |                        |
| At 1 September 2019                       | 2,733                  |
| Charge for year                           | 800                    |
| At 31 August 2020                         | 3,533                  |
| <b>Carrying amount</b>                    |                        |
| At 31 August 2020                         | 466                    |
| At 31 August 2019                         | 1,266                  |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 13 Tangible fixed assets

|                       | Land and<br>buildings | Computer<br>equipment | Fixtures,<br>fittings &<br>equipment | Motor<br>vehicles | Total      |
|-----------------------|-----------------------|-----------------------|--------------------------------------|-------------------|------------|
|                       | £                     | £                     | £                                    | £                 | £          |
| <b>Cost</b>           |                       |                       |                                      |                   |            |
| At 1 September 2019   | 18,490,342            | 252,433               | 750,926                              | 19,400            | 19,513,101 |
| Additions             | -                     | 119,680               | 90,761                               | -                 | 210,441    |
| Disposals             | -                     | (68,905)              | -                                    | -                 | (68,905)   |
| At 31 August 2020     | 18,490,342            | 303,208               | 841,687                              | 19,400            | 19,654,637 |
| <b>Depreciation</b>   |                       |                       |                                      |                   |            |
| At 1 September 2019   | 1,946,086             | 195,556               | 318,982                              | 12,131            | 2,472,755  |
| On disposals          | -                     | (58,859)              | -                                    | -                 | (58,859)   |
| Charge for the year   | 264,504               | 52,378                | 117,463                              | 927               | 435,272    |
| At 31 August 2020     | 2,210,590             | 189,075               | 436,445                              | 13,058            | 2,849,168  |
| <b>Net book value</b> |                       |                       |                                      |                   |            |
| At 31 August 2020     | 16,279,752            | 114,133               | 405,242                              | 6,342             | 16,805,469 |
| At 31 August 2019     | 16,544,256            | 56,877                | 431,944                              | 7,269             | 17,040,346 |

Included in land and buildings is land at a valuation of £5,265,168 (2019: £5,265,168) which is not depreciated.

### 14 Debtors

|                                | 2020<br>£ | 2019<br>£ |
|--------------------------------|-----------|-----------|
| Trade debtors                  | 7,380     | 635       |
| VAT recoverable                | 77,968    | 47,926    |
| Prepayments and accrued income | 161,532   | 165,249   |
|                                | 246,880   | 213,810   |

### 15 Creditors: amounts falling due within one year

|                                    | 2020<br>£ | 2019<br>£ |
|------------------------------------|-----------|-----------|
| Government loans                   | 9,187     | 6,753     |
| Trade creditors                    | 258,065   | 150,344   |
| Other taxation and social security | 93,007    | 104,407   |
| Other creditors                    | 169,585   | 161,133   |
| Accruals and deferred income       | 116,659   | 149,248   |
|                                    | 646,503   | 571,885   |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 16 Creditors: amounts falling due after more than one year

|                  | 2020<br>£ | 2019<br>£ |
|------------------|-----------|-----------|
| Government loans | 80,813    | 90,000    |

| Analysis of loans                                     | 2020<br>£ | 2019<br>£ |
|---|-----------|-----------|
| Not wholly repayable within five years by instalments | 90,000    | 90,000    |
| Less: included in current liabilities                 | (9,187)   | -         |
| Amounts included above                                | 80,813    | 90,000    |

#### Loan maturity

|   |        |        |
|---|--------|--------|
| Due in more than one year but not more than two years   | 9,148  | 9,004  |
| Due in more than two years but not more than five years | 27,444 | 27,014 |
| Due in more than five years                             | 44,221 | 53,982 |
|   | 80,813 | 90,000 |

### 17 Deferred income

|  | 2020<br>£     | 2019<br>£     |
|--|---------------|---------------|
| Deferred income is included within:      |               |               |
| Creditors due within one year            | 30,796        | 48,787        |
| Deferred income at 1 September 2019      | 48,787        | 14,360        |
| Released from previous years             | (48,787)      | (14,360)      |
| Resources deferred in the year           | 30,796        | 48,787        |
| <b>Deferred income at 31 August 2020</b> | <b>30,796</b> | <b>48,787</b> |

At the balance sheet date the Academy was holding funds received in advance relating to rates relief from the ESFA for the Autumn term and had also received donations in advance for trips and events.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Funds

|                                     | Balance at<br>1 September<br>2019<br>£ | Income<br>£      | Expenditure<br>£   | Gains,<br>losses and<br>transfers<br>£ | Balance at<br>31 August<br>2020<br>£ |
|-------------------------------------|--|------------------|--------------------|--|--------------------------------------|
| <b>Restricted general funds</b>     |  |                  |                    |  |                                      |
| General Annual Grant (GAG)          | -                                      | 5,665,083        | (5,562,178)        | (102,905)                              | -                                    |
| Other DfE / ESFA grants             | -                                      | 600,172          | (600,172)          | -                                      | -                                    |
| Other government grants             | -                                      | 89,092           | (89,092)           | -                                      | -                                    |
| Other restricted funds              | -                                      | 27,093           | (27,093)           | -                                      | -                                    |
| Pension reserve                     | (1,676,000)                            | -                | (211,000)          | 234,000                                | (1,653,000)                          |
|                                     | <u>(1,676,000)</u>                     | <u>6,381,440</u> | <u>(6,489,535)</u> | <u>131,095</u>                         | <u>(1,653,000)</u>                   |
| <b>Restricted fixed asset funds</b> |  |                  |                    |  |                                      |
| DfE group capital grants            | (383,820)                              | 153,380          | (446,118)          | -                                      | (676,558)                            |
| General fixed assets                | 17,424,166                             | -                | -                  | 102,905                                | 17,527,071                           |
|                                     | <u>17,040,346</u>                      | <u>153,380</u>   | <u>(446,118)</u>   | <u>102,905</u>                         | <u>16,850,513</u>                    |
| <b>Total restricted funds</b>       | <u>15,364,346</u>                      | <u>6,534,820</u> | <u>(6,935,653)</u> | <u>234,000</u>                         | <u>15,197,513</u>                    |
| <b>Unrestricted funds</b>           |  |                  |                    |  |                                      |
| General funds                       | 521,720                                | 168,004          | (161,370)          | -                                      | 528,354                              |
| <b>Total funds</b>                  | <u>15,886,066</u>                      | <u>6,702,824</u> | <u>(7,097,023)</u> | <u>234,000</u>                         | <u>15,725,867</u>                    |

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

- General Annual Grant- income received from the ESFA to cover normal running costs of the academy trust. Under the funding agreement with the Secretary of state, the academy was not subject to a limit on the amount of GAG it could carry forward as at 31 August 2020.
- Other DfE/ ESFA grants- this includes pupil premium, teachers' pay grant and teachers' pension grant.
- Other government grants- this includes SEN income received from the local authority.
- Other restricted funds- this includes restricted donations.
- The transfer between funds partially relates to the purchase of fixed assets in the year and the balance is due to the deficit for the year being supported by unrestricted funds.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

### 18 Funds

(Continued)

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

|                                     | Balance at<br>1 September<br>2018<br>£ | Income<br>£ | Expenditure<br>£ | Gains,<br>losses and<br>transfers<br>£ | Balance at<br>31 August<br>2019<br>£ |
|-------------------------------------|--|-------------|------------------|--|--------------------------------------|
| <b>Restricted general funds</b>     |  |             |                  |  |                                      |
| General Annual Grant (GAG)          | -                                      | 5,499,879   | (6,028,635)      | 528,756                                | -                                    |
| Other DfE / ESFA grants             | -                                      | 336,551     | (336,551)        | -                                      | -                                    |
| Other government grants             | -                                      | 89,798      | (89,798)         | -                                      | -                                    |
| Other restricted funds              | -                                      | 51,433      | (51,433)         | -                                      | -                                    |
| Pension reserve                     | (1,008,000)                            | -           | (149,000)        | (519,000)                              | (1,676,000)                          |
|                                     | (1,008,000)                            | 5,977,661   | (6,655,417)      | 9,756                                  | (1,676,000)                          |
| <b>Restricted fixed asset funds</b> |  |             |                  |  |                                      |
| DfE group capital grants            | 206,297                                | 86,514      | (383,820)        | (292,811)                              | (383,820)                            |
| General fixed assets                | 17,139,553                             | -           | -                | 284,613                                | 17,424,166                           |
|                                     | 17,345,850                             | 86,514      | (383,820)        | (8,198)                                | 17,040,346                           |
| <b>Total restricted funds</b>       | 16,337,850                             | 6,064,175   | (7,039,237)      | 1,558                                  | 15,364,346                           |
| <b>Unrestricted funds</b>           |  |             |                  |  |                                      |
| General funds                       | 829,056                                | 213,222     | -                | (520,558)                              | 521,720                              |
| <b>Total funds</b>                  | 17,166,906                             | 6,277,397   | (7,039,237)      | (519,000)                              | 15,886,066                           |

### 19 Analysis of net assets between funds

|  | Unrestricted<br>Funds<br>£ | Restricted funds:<br>General<br>£ | Fixed asset<br>£ | Total<br>Funds<br>£ |
|--|----------------------------|-----------------------------------|------------------|---------------------|
| <b>Fund balances at 31 August 2020 are represented by:</b> |                            |                                   |                  |                     |
| Intangible fixed assets                                    | (466)                      | -                                 | 932              | 466                 |
| Tangible fixed assets                                      | -                          | -                                 | 16,805,469       | 16,805,469          |
| Current assets   | 1,256,136                  | -                                 | 44,112           | 1,300,248           |
| Creditors falling due within one year                      | (646,503)                  | -                                 | -                | (646,503)           |
| Creditors falling due after one year                       | (80,813)                   | -                                 | -                | (80,813)            |
| Defined benefit pension liability                          | -                          | (1,653,000)                       | -                | (1,653,000)         |
| <b>Total net assets</b>                                    | 528,354                    | (1,653,000)                       | 16,850,513       | 15,725,867          |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 19 Analysis of net assets between funds

(Continued)

|  | Unrestricted<br>Funds<br>£ | Restricted funds:<br>General<br>£ | Fixed asset<br>£  | Total<br>Funds<br>£ |
|--|----------------------------|-----------------------------------|-------------------|---------------------|
| <b>Fund balances at 31 August 2019 are represented by:</b> |                            |                                   |                   |                     |
| Intangible fixed assets                                    | -                          | -                                 | 1,266             | 1,266               |
| Tangible fixed assets                                      | -                          | -                                 | 17,040,346        | 17,040,346          |
| Current assets   | 1,176,852                  | -                                 | (1,266)           | 1,175,586           |
| Creditors falling due within one year                      | (571,885)                  | -                                 | -                 | (571,885)           |
| Creditors falling due after one year                       | (83,247)                   | -                                 | -                 | (83,247)            |
| Defined benefit pension liability                          | -                          | (1,676,000)                       | -                 | (1,676,000)         |
| <b>Total net assets</b>                                    | <b>521,720</b>             | <b>(1,676,000)</b>                | <b>17,040,346</b> | <b>15,886,066</b>   |

### 20 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £91,816 (2019: £65,815) were payable to the schemes at 31 August 2020 and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

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

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

##### Valuation of the Teachers' Pension Scheme

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.08%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 20 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to the TPS in the period amounted to £674,403 (2019: £490,420).

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

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

#### Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 23.8% for employers and 5.5% to 12.5% for employees.

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

| Total contributions made | 2020<br>£ | 2019<br>£ |
|--------------------------|-----------|-----------|
| Employer's contributions | 157,000   | 161,000   |
| Employees' contributions | 41,000    | 42,000    |
| Total contributions      | 198,000   | 203,000   |

| Principal actuarial assumptions                    | 2020<br>% | 2019<br>% |
|--|-----------|-----------|
| Rate of increase in salaries                       | 2.9       | 2.6       |
| Rate of increase for pensions in payment/inflation | 2.2       | 2.3       |
| Discount rate for scheme liabilities               | 1.7       | 1.8       |



# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

#### 20 Pension and similar obligations

(Continued)

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

|                      | 2020<br>Years | 2019<br>Years |
|----------------------|---------------|---------------|
| Retiring today       |               |               |
| - Males              | 21.7          | 21.0          |
| - Females            | 24            | 23.3          |
| Retiring in 20 years |               |               |
| - Males              | 22.9          | 22.3          |
| - Females            | 25.7          | 25.1          |

Scheme liabilities would have been affected by changes in assumptions as follows:

|                             | 2020    | 2019    |
|-----------------------------|---------|---------|
| Discount rate -0.5%         | 455,000 | 511,000 |
| Salary increase rate +0.5%  | 14,000  | 48,000  |
| Pension increase rate +0.5% | 435,000 | 455,000 |

#### The academy trust's share of the assets in the scheme

|                              | 2020<br>Fair value<br>£ | 2019<br>Fair value<br>£ |
|------------------------------|-------------------------|-------------------------|
| Equities                     | 1,366,960               | 1,275,120               |
| Bonds                        | 732,300                 | 728,640                 |
| Cash                         | 219,690                 | 204,930                 |
| Property                     | 122,050                 | 68,310                  |
| Total market value of assets | 2,441,000               | 2,277,000               |

The actual return on scheme assets was £10,000 (2019: £132,000).

#### Amount recognised in the Statement of Financial Activities

|                        | 2020<br>£ | 2019<br>£ |
|------------------------|-----------|-----------|
| Current service cost   | 336,000   | 270,000   |
| Past service cost      | -         | 11,000    |
| Interest income        | (42,000)  | (58,000)  |
| Interest cost          | 74,000    | 87,000    |
| Total operating charge | 368,000   | 310,000   |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

### 20 Pension and similar obligations

(Continued)

| Changes in the present value of defined benefit obligations | 2020<br>£ | 2019<br>£ |
|---|-----------|-----------|
| At 1 September 2019   | 3,953,000 | 2,981,000 |
| Current service cost  | 336,000   | 270,000   |
| Interest cost   | 74,000    | 87,000    |
| Employee contributions                                      | 41,000    | 42,000    |
| Actuarial (gain)/loss                                       | (266,000) | 593,000   |
| Benefits paid   | (44,000)  | (31,000)  |
| Past service cost   | -         | 11,000    |
| At 31 August 2020   | 4,094,000 | 3,953,000 |

### Changes in the fair value of the academy trust's share of scheme assets

|                        | 2020<br>£ | 2019<br>£ |
|------------------------|-----------|-----------|
| At 1 September 2019    | 2,277,000 | 1,973,000 |
| Interest income        | 42,000    | 58,000    |
| Actuarial loss/(gain)  | (32,000)  | 74,000    |
| Employer contributions | 157,000   | 161,000   |
| Employee contributions | 41,000    | 42,000    |
| Benefits paid          | (44,000)  | (31,000)  |
| At 31 August 2020      | 2,441,000 | 2,277,000 |

### 21 Reconciliation of net expenditure to net cash flow from operating activities

|   | 2020<br>£ | 2019<br>£ |
|---|-----------|-----------|
| Net expenditure for the reporting period (as per the statement of financial activities) | (394,199) | (761,840) |
| Adjusted for:   |           |           |
| Capital grants from DfE and other capital income  | (153,380) | (86,514)  |
| Investment income receivable  | (2,308)   | (3,940)   |
| Defined benefit pension costs less contributions payable                                | 179,000   | 120,000   |
| Defined benefit pension scheme finance cost   | 32,000    | 29,000    |
| Depreciation of tangible fixed assets   | 435,272   | 383,020   |
| Amortisation of intangible fixed assets   | 800       | 800       |
| Loss on disposal of fixed assets  | 10,046    | -         |
| (Increase)/decrease in debtors  | (33,070)  | 75,395    |
| Increase/(decrease) in creditors  | 72,184    | (128,619) |
| Net cash provided by/(used in) operating activities                                     | 146,345   | (372,698) |

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2020

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#### 22 Commitments under operating leases

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

|                                   | 2020<br>£     | 2019<br>£     |
|-----------------------------------|---------------|---------------|
| Amounts due within one year       | 15,758        | 27,485        |
| Amounts due in two and five years | 1,206         | 16,964        |
|                                   | <u>16,964</u> | <u>44,449</u> |

#### 23 Capital commitments

|   | 2020<br>£      | 2019<br>£ |
|---|----------------|-----------|
| Expenditure contracted for but not provided in the accounts | 677,970        | -         |
|   | <u>677,970</u> | <u>-</u>  |

The capital commitment at year end solely relates to the CIF water restructuring project funded by the ESFA.

#### 24 Related party transactions

Owing to the nature of the Academy's operations and the composition of the Board of Governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with Academy's financial regulations and normal procurement procedures.

During the year D Makkar, partner of A Braganza, a member, was employed as an Assistant Headteacher. D Makkar is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a member.

#### 25 Members' liability

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

# QUEEN ELIZABETH'S GIRLS' SCHOOL (BARNET)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2020**

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### **26 Agency arrangements**

During the year the school acted as agent for Barnet Partnership for Schools Sport (BPSS). The academy had a brought forward balance of £57,652 (2019: £46,940) relating to undistributed funds. During the year the academy received an additional £169,620 (2019: £167,753) which was added to the funds balance and distributed £166,613 (2019: £178,465) from the fund. An amount of £60,659 (2019: £57,652) is included in other creditors relating to undistributed funds.

The academy trust distributed 16-19 bursary funds to students as an agent for the ESFA. The academy had a brought forward balance of £361 (2019: Nil). In the accounting period ended 31 August 2020 the trust received £13,176 (2019: £11,610) and distributed £11,448 (2019: £10,668) from the fund. The trust also charged an administration fee of Nil (2019: £581). An amount of £2,089 (2019: £361) is included in other creditors relating to undistributed funds.