

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Governors' Report	3 - 18
Governance Statement	19 - 24
Statement on Regularity, Propriety and Compliance	25
Statement of Governors' Responsibilities	26
Independent Auditors' Report on the Financial Statements	27 - 29
Independent Reporting Accountant's Report on Regularity	30 - 31
Statement of Financial Activities Incorporating Income and Expenditure Account	32 - 33
Balance Sheet	34 - 35
Statement of Cash Flows	36
Notes to the Financial Statements	37 - 69

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2020

Members and Governors

Mrs V Allen	Governor	
Mr T M Andrews	Staff Governor	
Mr A J Bacon	Chair of Governors	
Miss D Brown	Parent Governor to 20 June 2020	Governor appointed 23 June 2020
Mr J Carey	Headteacher and Accounting Officer	
Ms L H Fernando	Parent Governor to 26 January 2020 – Chair of Finance Committee	Governor appointed 27 January 2020
Dr J A Ladner	Governor – Chair of Student Matters and Curriculum	
Mrs A J Leman	Staff Governor	
Mr T Myers	Parent Governor appointed 15 May 2020	
Mr J Perry	Parent Governor to 26 January 2020 – Vice Chair of Governors and Chair of Premises, Health & Safety Committee	Governor appointed 27 January 2020
Ms N Slaughter	Governor	
Mrs A Slotwinska	Governor	
Mrs D Tapp	Parent Governor appointed 15 May 2020	
Mrs L Traynor	Parent Governor to 26 January 2020 – Chair of Pay and Personnel Committee	Governor appointed 27 January 2020

Company Secretary

Mrs A Clarke

Senior Management Team

J Carey	Headteacher and Accounting Officer
A Barnett	Associate SLT
L Boney	Deputy Headteacher
P Bowman	Assistant Headteacher
D Butt	Deputy Headteacher (resigned 31 Oct 2019)
A Clarke	Director of Finance & Business
C Garnham	Associate SLT
A J Leman	Assistant Headteacher
H Riebold	Assistant Headteacher

Company Name

Southend High School for Girls Academy Trust

Principal and Registered Office

Southend High School for Girls
Southchurch Boulevard
Southend-on-Sea
Essex
SS2 4UZ

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2020

Company Registered Number

07487455 (England & Wales)

Independent Auditor

MHA MacIntyre Hudson
Boundary House,
4 County Place
Chelmsford
Essex
CM2 0RE

Bankers

Lloyds TSB Plc
77 High Street
Southend-on-Sea
Essex
SS1 1HT

HSBC Plc
1-3 Broadway
London Road
Southend-on-Sea
Essex
SS1 1TJ

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST **(A company limited by guarantee)**

GOVERNORS' REPORT **FOR THE YEAR ENDED 31 AUGUST 2020**

The Governors present their Annual Report together with the financial statements and Auditor's Report of Southend High School for Girls Academy Trust for the year 1 September 2019 to 31 August 2020. The Annual Report serves the purposes of both a Governors' Report, and a Directors' Report under company law.

The Academy Trust operates an Academy for pupils aged 11 to 18. It has a pupil capacity of **900 in Years 7 to 11** and approximately 300 in the Sixth Form. In the main school, 114 students are admitted from the priority area of SS0 to SS9 postcodes. 10% of these students are pupil premium. 66 students are admitted from non-priority areas; 10% of these students are pupil premium.

From September 2020 the academy has a roll of **1183** in the school census on **1 October 2020**.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee (incorporated on 10 January 2011) and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Governors (all Trustees) of Southend High School for Girls Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company operates as Southend High School for Girls.

Details of the Governors who served throughout 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 (Governor) of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a Member, or within one year after they cease to be a Member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a Member.

Governors' Indemnities

The Academy Trust maintains unlimited professional indemnity insurance for 2019/20. This covers the Academy Trust (including Governors, Trustees and teaching and administrative staff), for liability arising from negligent acts, errors and omissions committed in good faith.

Method of Recruitment and Appointment or Election of Governors

The Chair of Governors and Headteacher review the mix of skills required on the Board. New Governors with the appropriate skills are then sought either as additional Governors or replacements when existing Governors stand down. It is anticipated that the majority of new Governors will be drawn from the local community being either parents, or guardians of pupils at the school, or others that have shown an interest in the future well-being of the school and its pupils. Recruitment is therefore through a combination of approaches to individuals with known skills and by wider communications to those parents of students at the Academy Trust. Parents with children registered at the school elect parent Governors. Employees of the Academy elect staff Governors.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Governing body appoints additional Governors to the Board initially for periods of up to four years, after which time they are eligible for re-election for further terms. Parent Governors remain on the board for up to four years even if their daughter or son has left the school but must thereafter retire or be re-elected by the Governing body. Staff have elected two employees on to the Board. During 2016-17, the Articles of Association were amended to remove the designation of Community and Partnership Governors, and instead permit the appointment of up to eight Governors without designation.

Policies and Procedures Adopted for the Induction and Training of Governors

Governors attend training courses and conferences organised by the Local Authority and other appropriate bodies to develop and maintain knowledge relevant to their role as Governors. Briefings on subjects of common interest are arranged from time to time. New Governors are provided with an induction booklet and attend local authority induction training. Governors are issued a Governors' Handbook by the Academy Trust.

Organisational Structure

The Governors have responsibility for setting and monitoring the overall strategic direction of the Charitable Company, approving decisions reserved to Governors and appointing the Headteacher and other key members of the Senior Leadership Team (SLT). The Governors meet as a Board at least six times each year.

There are four committees of the Board:

- Student Matters and Curriculum
- Finance (including Audit)
- Pay and Personnel
- Premises, Health & Safety

Each committee meets a minimum of three times every year to consider detailed matters and recommend decisions to the full Board. Additionally, ad hoc groups of Governors are convened to consider specific issues and make recommendations to the Board as and when circumstances require.

Following a competitive tender, the Governing Body appointed MHA MacIntyre Hudson as external auditor in 2014. The firm has since been re-appointed to audit and report on the financial statements for the year ended 31 August 2019 and 31 August 2020. MHA MacIntyre Hudson has also been engaged to advise management on accounting, taxation and other financial matters, including the internal audit scrutiny function for year ended 31 August 2020.

Mr Jason Carey was appointed Headteacher from 1 September 2019 and Accounting Officer on 17 September 2019 by the Governing Body. Governors have worked with Mr Carey to build on the school's strengths, maintain our collegiate style and 'open door' policy, and move forward to the next level of academic results.

The management of the Charitable Company rests with the Headteacher who has overall responsibility for the Academy Trust and is the designated Accounting Officer. The Headteacher reports to the Governors and is responsible for establishing the Senior Leadership Team (SLT), which includes the Director of Finance & Business, the Deputy Head Teacher and Assistant Head Teachers. The SLT occasionally co-opt senior staff for short periods to assist with specific projects and for developmental purposes, this year there were two SLT Associates. Representatives of the School Council are invited to attend SLT meetings to communicate matters of concern to students.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The SLT line manages Directors of Faculty who constitute the Faculty Board and lead seven Faculties. The Faculties are groupings of departments each of which teaches one or more curriculum subjects. The Academy's Associate Staff (catering, site team, technicians and administrative staff) are line managed by designated individuals who in turn report to members of the SLT.

Each year the SLT prepares a School Development Plan (SDP) in consultation with staff, parents and Governors. This is subsequently presented to Governors for consideration, challenge and approval. The plan includes strategic aims, academic targets as well as initiatives to further the vision and ethos of the school. An objective of the SLT is to strive for 'excellence in everything' within the school and the best possible educational outcomes for students as well as the best working conditions for staff. The three underlying principles of the SDP is that students are: *safe, happy and successful*. The SLT is responsible for delivering the plan and reporting progress on a regular basis to various Board committees, and ultimately to the Governing Body. The Academy Trust is now activating an Integrated Curriculum Led Financial Planning exercise in order to ensure a balanced budget.

Delivery of the SDP is supported by the annual financial plan and budget. Preparation of the budget is the responsibility of the Headteacher and Director of Finance and Business who present it to the Finance Committee for consideration and challenge, prior to presenting it to the Governing Body. Once the budget is approved, the Director of Finance and Business monitors income and expenditure and regularly reports the financial status of the Academy Trust to the Headteacher, Finance Committee and full Governing Body. The management accounts have been presented to the Chair of Governors and Chair of the Finance Committee each month.

Arrangements for setting pay and remuneration of Key Management Personnel

The Governors consider that the Key Management Personnel of the Academy comprise the Governors and the members of the Senior Leadership Team (SLT) as detailed on page 1.

The Pay and Personnel Committee comprises the Chair of Governors and five other Governors together with the Headteacher. This committee meets in the autumn term to consider the performance and progress of the Academy Trust under the leadership of the Headteacher. Additional meetings of the Committee take place each term.

The Academy's Pay and Personnel Committee also considers recommendations from the Headteacher regarding the emoluments and terms of service of members of the Senior Leadership Team. The Trust uses FFT and DfE benchmarks for the size of its senior leadership team against other similar schools. Those employed by the Academy Trust in a leadership role are remunerated only for their role as school leaders and not for their roles as Governors.

The Headteacher's emoluments are reviewed annually by the Headteacher's Performance Management Pay Committee comprising The Chair and Vice Chair of Governors along with one other Governor. The proposals put to the Committee are benchmarked to sector averages.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Trade union facility time

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, where an Academy Trust has more than 49 full time equivalent employees throughout any 7 months within the reporting period, it must include information included in Schedule 2 of the Regulations. The information to be published consists of four tables covering:

Relevant union officials

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

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	£1,243
Provide the total pay bill	£5,179,013
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.024%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	NIL
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Related Parties and other Connected Charities and Organisations

Southend High School for Girls Academy Trust is an independent company and not connected with any other business entity. It operates autonomously from any Local Authority.

The Headteacher is a member of the Southend-on-Sea Headteacher's Association, the Association of Secondary Headteachers in Essex and the Grammar School Heads Association. The Headteacher of the Academy Trust is also the Accounting Officer of Southend School Centred Initial Teacher Training (SCITT) which is run as a separate department within the school. The SCITT was transferred to ETP SCITT as from 1 September 2020. The school is a partner of South Essex Teaching School Alliance.

The Charity monitors business relationships with related parties through formal declarations of business interests. The partner of Miss H Riebold (the Head of Sixth Form) is a Director of Helium Fish Limited. During the year a contract for producing the Sixth Form prospectus and other design work for the school was awarded to Helium Fish Limited at a total cost of £2,390.

The Chair of Governors, Mr. A Bacon, has a standing declaration to the effect that he is a Director of BMTK Solicitors Ltd who occasionally acts for the school in an advisory and legal capacity.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST (A company limited by guarantee)

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

OBJECTIVES AND ACTIVITIES

The Academy Trust's object is to advance, for the public benefit, education in the United Kingdom. In particular, but without prejudice to the generality of the forgoing, by establishing, maintaining, carrying on, managing and developing a secondary school and sixth form offering a challenging, aspirational and broad and balanced curriculum.

Objectives, Strategies and Activities



In accordance with its charitable objectives, the Academy Trust strives to advance the education of all its pupils. The Charitable Company's primary beneficiaries are therefore the pupils, and benefits to pupils are provided by maintaining a high standard of education and exceptional outcomes for every young person.

In order to determine whether or not the Charitable Company has fulfilled its charitable objectives for public benefit, the Governors review progress made against the School Development Plan, the budget and academic targets.

In the Autumn Term of 2019, the Headteacher worked with school leaders, staff, students, and governors, to set out an ambitious plan for school improvement. The emerging key priorities for 2019 – 2021 are illustrated in the Infogram. The emerging themes of **clarity, consistency, challenge, competition, and community** articulate succinctly our approach.

Teach to the Top articulates a drive to raise the bar for all students and to aim for the highest grades. To secure high-quality teaching that challenges and supports students to reach the highest grades, staff need high-quality, relevant, and personalised **Professional Development**. In addition, intelligent management of academy finances enable the academy to ensure that **learning and teaching are well resourced**, and that investment can be made for safeguarding to secure the site for **students**.

A whole school culture of high standards and high expectations is needed to achieve the above priorities. This is about **leadership**.

As a result, we aim to develop a **passion for learning** and create a vision for learning and teaching through the Trivium (Grammar, Dialectic and Rhetoric). This is the bedrock of our philosophy for learning and teaching that our approach and methods are anchored in. Our journey to success necessitates a full **curricula review** and robust **quality assurance** processes, along with greater sharpness and efficiencies in the machine of the school – the **systems**.

Considering increasing issues nationally with young people's mental health, the school has placed **wellbeing and attitudes to learning** as a key priority. Therefore, a well planned and connected strategy with **curriculum, learning and pastoral** is at the core of our planning.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST **(A company limited by guarantee)**

GOVERNORS' REPORT **FOR THE YEAR ENDED 31 AUGUST 2020**

Success in meeting this ambitious agenda, along with capital investment in the Sixth Form Centre, will help to secure SHSG Sixth Form as the post-16 first choice destination for the brightest students as well as helping the school to be **Ofsted ready** and maintain its outstanding judgement. Achieving these aims will help us to live out our founding principles that students and staff are **safe, happy, and successful**.

A further priority for 2020 – 2021 has been added to ensure that the Academy Trust:

- leads and manages: an effective return to school from the national partial school closure programme.
- secures student and staff wellbeing and high-quality curriculum provision.

To achieve the above aims the academy has developed and pursued an outward facing approach. Leaders are engaging with external organisations to provide challenge, reviews, and support in key areas such as Safeguarding, the quality of teaching and learning, ICT infrastructure, SEND, and Sixth Form provision. A robust and aspirational target setting system is in place and accountabilities for leaders sharpened.

The Academy Trust ran a successful School Centred Initial Teacher Training Programme (SCITT), which recruited trainees for the first time in 2014-15. It was decided in 2019 to transfer this provision to a larger SCITT provider to allow the Southend SCITT to grow within a large SCITT with a large infrastructure. Moreover, the Academy Trust wanted to prioritise its own students and use staff time and expertise for **SHSG** rather than taking time away with the SCITT.

Public Benefit

In setting our objective and planning out activities the trustees have carefully considered the Charity Commission's general guidance on public benefit.

The Academy Trust presently (1 October 2020) has on roll 1,183 students aged between 11 and 18. The offer of a place in Year 7 is dependent on passing the 11+ examination. Normally some 700 girls apply for a place in Year 7 in which the Pupil Admission Number is 180. Priority is given to up to 166 girls (including 10% who are Pupil Premium) whose parents live within a priority area defined by local postcodes SS0 to SS9. The remainder are accepted from outside this area, with 10% of these places allocated to Pupil Premium students. In 2020, the waiting list for September entry was 267. OFSTED presently rates the Academy Trust "Outstanding".

Academic results

The Academy Trust achieved excellent results (Centre-Assessed Grades) in 2020 at both GCSE and A Level. It should be noted that, to get to these results, leaders and staff worked through the changing government systems and missives (Ofqual's algorithm, centre assessed grades and student appeals) during national lockdown in the summer term and also during the summer holidays.

At A Level, 79% of students achieved A* - B grades; 51% of grades were A – A*. These were the highest grades in the four-year trend.

The ALPS score showing the level of progress achieved in 2020 is 1.67. The ALPS score places the school in the top 10% of schools based on the value added made from students' starting points (GCSE average points score) to their A Level results.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

4 Year trends: A Level

4 year trends	A*-A %	A*-B %	A*-C %	T score- single year score
2019-2020	51.1	79.2	93.7	1.67 (outstanding progress)
2018-2019	31.3	64.3	85.6	5.67 (Requires improvement re: progress)
2017-2018	37.2	76.4	93.8	2.00
2016-2017	41.48	73.09	90.36	2.33

4 students gained places at Oxbridge. In addition, 5 students from 2020 are now studying Medicine.

At GCSE, 77.7% of grades were 9 – 7. 49% of all grades were at grade 9 – 8. The Progress 8 score for 2020 (provisional) is +1.01, which is outstanding progress. This is defined as 'well above average'. These were the highest grades in the four-year trend.

4 year trends: GCSE

	9-8 %	9-7 %
2019-2020	49	77.7
2018-2019	40.5	65.8
2017-2018	46.9	73.2
2016-2017	40.5	67.3

Governors consider that the breadth and quality of education offered and academic outcomes, delivered free of charge to the public, is evidence that the Academy Trust operates for the public benefit.

Considerable work is undertaken with more than twenty primary schools to encourage more able girls to take the 11+ exam by introducing them to lessons, subjects and environment at the school.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

STRATEGIC REPORT

During the year, the Governing Body reviewed and redefined its priorities as follows:

1. To hold the Headteacher and Senior Leadership Team to account in ensuring that all students are: safe, happy and successful.
2. To ensure that the vision, ethos and strategic direction of the school are clearly defined.
3. To challenge and support the Headteacher in securing strong academic performance of the school whilst maintaining the school's unique cultural and pastoral values, as well as the school's family ethos.
4. To ensure financial probity and effective management of the academy's finances and resources, and ensure the Academy Trust remains solvent
5. To maintain our Academy Trust as first choice for able girls (and boys in the Sixth Form) in our community
6. To challenge and support the Headteacher and Senior Team in their risk assessment and management of the academy's response to COVID-19, focusing on staff and student wellbeing and high-quality curriculum delivery

In view of the uncertainties in the national funding of schools, resulting from an anticipated move to a National Funding Framework, various measures are being evaluated to enable the Academy Trust to continue in financial balance for the medium term without compromising the quality of teaching and learning and educational outcomes.

Achievements and Performance

The Academy Trust was awarded "Outstanding" in all 31 inspections categories in the last inspection by OFSTED in December 2011 and is ensuring that all staff members are fully prepared for the new Section 5 inspection regime for 2021.

It should be noted the Academy Trust put in place robust and successful measures to deal with the challenges around COVID-19. A focus was placed on staff wellbeing, student wellbeing and high-quality curriculum delivery. A risk assessment was completed in consultation with stakeholders (including walks round the school site to gain stakeholder feedback).

Preparations for the safe return to school included a significant amount of work in school regarding premises preparation, as well as strategic planning. PPE and adaptations to the classrooms and offices were made; this was in addition to planned works such as a complete design and build for the Sixth Form Servery – *Scholars*.

In addition, a new portal for students' online, pre-ordering of food was in place in the first week back; this made a significant impact on reducing disruption and risk for students and staff at lunch time in the zones.

Further operational changes were made around the Academy Trust's COVID-19 risk assessment with a staggered end to the school day and school timetable.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Academy Trust has seen the benefits of putting all this in place. When there has been a positive case the amount of disruption and the number of students needing to self-isolate has been minimal. In addition, new ICT and online learning platform such as Show My Homework and Microsoft Teams have been launched, enabling high-quality remote learning with live lessons, first-class resources and excellent pastoral care – all meeting parents' expectations. Pupil premium money has been wisely spent on IT Provision to support learning.

Progress towards meeting the two-year School Development Plan targets shows that the Academy Trust is very much on track. From 2019 – 2020: results are the highest they have been in four years, Sixth Form numbers are the highest (168) they have been in Year 12, and the school has engaged in three external reviews: Safeguarding, Sixth Form and IT. The Academy Trust has also invested significantly in ICT and training for ICT so that the school is in the best position to deliver remote and blended learning during COVID-19, as well as investing in ICT for the longer term to enhance curriculum delivery. The Academy Trust was also successful in completing a new server for the Sixth Form to reduce queuing in the main canteen, as well as adding an attractive environment conducive for social study.

New systems have been successfully implemented to add greater efficiencies: target setting for more aspirational grades and sharper tracking of student performance; communication systems for parents, such as Show My Homework; 'Inventry' visitor signing in (and late student) systems to sharpen Safeguarding; and a food pre-ordering portal.

During 2019/20 the Academy Trust submitted two Condition Improvement Fund bids for essential reparations to flat roofs and replacement of crissall windows. The successful outcomes were announced by government in September 2020 for both bids awarding a total grant of £435k. There is a repayable loan of £40k and school contribution to be made of £45k for these projects.

An external School Improvement Partner has been employed to support the Governors in challenging, holding to account and supporting the Headteacher. Further outside challenge and support has been engaged in with support for being Ofsted ready, and for training with the Trivium for curriculum and teaching and learning delivery. In addition, an expert on house systems is working for free with the school in the build-up to moving to a college, vertical tutor group system in September 2021.

In 2019 – 2020 a specialist in Integrated Curriculum-led Financial Planning (ICLFP) was employed to help leaders in designing a more cost-efficient curriculum model. This was successful and will continue until July 2021.

At Southend High School for Girls we promote and develop intellectual rigour, curiosity and scholarship. SHSG students are challenged in lessons and beyond in an adventurous learning journey from Year 7 to Year 13. There is a combination of traditional and leading-edge learning experiences, developing skills for the 21st century world of work as well as preparing students to be the next generation of leaders. The 'most able' students are identified and have a range of challenges set within lessons. In 2020 at GCSE and A Level, half of all grades were at A*/A and 9/8. In the sixth form, students successfully undertake the EPQ (extended project qualification). Academic rigour has been augmented by introducing new subjects into the curriculum such as Latin, Ancient Greek and Philosophy in Year 7, HPQ in Year 10 and Classics in Year 12.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Success can also be seen in engagement with stakeholders, and with parents and Governors in particular. Parents are engaged through the Parents' forum, which the Headteacher attends. New ways of communicating such as weekly letters (including throughout the summer holidays) and videos, along with a newly designed Gazette, have proved very popular. This is in addition to communication through new Show My Homework (SMHW) and texting systems. Parents are overwhelmingly supportive and appreciative of the school. Further stakeholder engagement has been successful with the Student School Council and new systems for listening to and then acting upon student feedback. There has also been investment in two Pastoral Support Officers (PSO) to ensure that pupils are safe, happy and successful members of the SHSG family.

Key Performance Indicators

The Governors use the following key measures to assess the success of the activities of the Academy Trust:

Non-Financial Indicators

- External Safeguarding Reviews
- Examination results measured against targets set at the beginning of each academic year and national benchmarks
- Progress in implementing the School Development Plan
- Internal departmental reviews by the SLT
- Curriculum and pastoral reviews
- Visits by Governors
- Presentation to Governors by Heads of Departments
- External review by, for example, OFSTED
- Safeguarding data
- Attendance and punctuality
- Behaviour and rewards
- Staff absence and the impact on student learning
- Progress of non-examination groups
- The new format for the Headteacher's Report to Governors includes the above areas so that progress and trends can be analysed.

Financial Indicators

- Excellent liquidity as evidenced by a current ratio of 3:1
- Sizeable Net Assets of **£9.3m** (despite LGPS pension liability of £3.10m)
- There is a significant deficit of £3.10m in the valuation of the Local Government Pension Scheme liabilities
- Student numbers have risen from 1,034 in 2014 to 1,183 in September 2020. This has had a positive effect on funding.
- Staff costs rose by 6.1% during 2019/20
- A balanced budget was set and delivered in 2019/20

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Going Concern

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

FINANCIAL REVIEW

The UK government continues to maintain tight control over public spending, and this is reflected in the modest increase in General Annual Grant (GAG) funding received during the year. GAG funding is lagged and determined by the number of students on roll in the previous autumn term. Our student numbers were 1,178 resulting in an increase in the Academy Trust's principal revenue stream to £5.491m.

During the year Pupil Premium income increased to £80k. Income generated by the Academy Trust from: - donations reduced by £8k to £48k, trips reduced by £36k to £96k and catering income reduced by 35.5% to £167k, these reductions in income are due to the pandemic lockdown period. Lettings have remained constant at £32k despite the lockdown due to a new Saturday letting. Overall total income reduced from £7.4m to £7.2m.

Staff costs represent the Academy Trust's largest expense. All staff received a 2% pay increase from September 2019 and several were promoted to more senior positions resulting in higher basic salaries. Support Staff salaries increased by 2.75% from April 2020. During the year total salaries increased from £5.068m to £5.379m. Of this sum £77k was re-charged to our SCITT resulting in 92.9% of the GAG being used to fund staff salary expenses. In addition, there were savings in salaries through not reappointing a Deputy Headteacher.

During the year expenditure on Academy Trust premises increased by £8k to £306k, governance costs reduced to £49k and depreciation increased to £346k. The SCITT retained earnings reduced by £40k to £77k, however, these reserves are ring-fenced for training new teachers in the SCITT. Unique to this year was additional expenditure of circa £18k on the upgrade of the facilities to meet the impacts of the pandemic e.g. through creating year group zones and meeting the Health & Safety requirements for staff and students.

The Academy Trust enjoys excellent liquidity and held cash balances of £1.23m at the year-end. Other current assets consist mainly of deposits paid for school trips due to take place in the next financial year, and VAT to be refunded from HMRC. Creditors represent payments received in advance for student trips, activities and music lessons to take place in the next academic year, as well amounts due to HMRC on the August 2020 payroll, and contributions payable to the two main pension schemes. At the year-end current assets exceeded current liabilities by a ratio of 3:1.

During the year the Academy Trust disbursed £326k on capital expenditure. £90k was spent on the new Sixth Form Servery. £100k was spent on the new boilers. £29k was spent on a new Minibus. £96k on ICT (new laptops for staff and classroom laptops). Other expenditure included photocopiers £6k and new refrigeration for cold room of £3k.

Note 27 to these accounts provides details of the Local Government and Teachers' Pension Schemes, and reports on pension scheme valuation changes that have arisen during the year. Changes in valuation are attributable to investment performance, pension contributions and pension payments to retired members. During the year the Academy Trust contributed £916k into these two schemes. The defined benefit obligation of the LGP Scheme increased by £310k.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

Aggregate income of £7.222m is higher than the expenditure (excluding depreciation) of £7.117m. After accounting for depreciation of fixed assets amounting to £345k, net expenditure totalled £240k before deteriorations in the Academy Trust's LGPS obligation resulted in an decrease of £350k in Net Assets to £9.328m.

In common with other state funded schools, many support staff in academies are members of the Local Government Pension Scheme in which there is a significant funding deficit. Details of this obligation and the actuarial assumptions underpinning the valuation of the liability are shown in the notes to the accounts. Although a significant liability, under present arrangements the deficit is being funded through additional contributions over a twenty-year period. The Governors are satisfied that funding of the liability does not present a current solvency risk for the Academy Trust or prevent the Academy Trust from meeting its charitable objectives in the foreseeable future. The Governors will keep the pension obligation under review although have very limited ability to influence or manage the existing obligation. The deficit would be reduced if the value of assets in the pension scheme increase or liabilities decrease.

Reserves Policy

After careful analysis of its cashflow and financial obligations expected in the medium term the Academy Trust has concluded that the adequate range of reserves should be in the region of £400,000 through a combination of Restricted General Funds (excluding fixed asset and pension reserves and retained earnings ascribed to the SCITT) and Unrestricted Funds (including designated funds). At the year end the combination of the Restricted General Funds and Unrestricted Funds amounted to £499,567. The designated fund of £361,421 is held specifically for investment in future educational projects and is therefore not included in this calculation. Such projects include the relocation of the staff room to allow for an extension of the library to meet the needs of the increased number of students resulting from the expansion programme over the last five years. The Governors believe that the current level of reserves comfortably satisfies this target.

At 31 August 2020 the total funds comprised:

Unrestricted	Incl. Designated	£779,133
Restricted:	Fixed asset funds	£11,571,269
	Pension reserve	(£3,104,000)
	Other	£81,855
		<u>£9,328,257</u>

Investment Policy

The Director of Finance and Business is authorised to place funds on deposit in interest bearing accounts with first class UK domiciled banks rated AA or better by Moody's and Standard and Poors. Any other form of financial investment will be made only with the approval of the Governing Body.

Principal Risks and Uncertainties

The Governing Body is of the view that there is a robust formal on-going risk management process for identifying, evaluating and managing the Academy Trust's significant risks, and that this system has been in place throughout the year ending 31 August 2020 and up to the date of approval of the annual report and financial statements. MHA completed an internal scrutiny review to obtain assurance over corporate governance, financial and risk management and controls over income, expenditure, payroll, and fixed assets.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Governors consider the following key risks:

Key Risks	Remedial Strategy
Students and Staff Safety following Return to school throughout and after the pandemic lockdown.	A comprehensive risk assessment was undertaken and updated throughout the COVID-19 outbreak for: the key workers school; return of Years 10 and 12; and then full return of all staff and students in September 2020. Mitigations included safe layouts of classrooms, offices and other parts of the site, staggered leaving times for students, extra cleaning regimes, hand sanitisers throughout the school, perspex screens where necessary, limiting unnecessary access to parents, governors and other external people through the use of virtual meetings.
Safeguarding of Students	This risk is mitigated by a wide range of School policies and procedures including enhanced DBS checks made on all staff and volunteers, and rigorous Health and Safety policies and procedures.
Stagnant government funding with increasing staff costs	Focus on student recruitment to maximise pupil led income, increasing self-generated revenue and cost control. Implementing Integrated Curriculum Led Financial Planning (ICFP).
Competition from other local grammar schools	Delivery of first-class education and outcomes to attract the most able students.
Staff recruitment	Membership of Southend SCITT to train and attract graduates into the teaching profession. Professional development for staff. Wellbeing strategies.
Ageing classroom estate	Modernise buildings and extend classroom footprint.
Government position regarding Grammar Schools fluctuates	Governors and SLT monitor public perception.

The risk management process is regularly reviewed by the Governing Body. The Academy Trust has a Risk Register and categorises each identified risk under one of the following headings: Governance & Management, Operational, Financial, Environmental, and Compliance. The risks are then allocated to an appropriate Governor Committee for regular review and monitoring along with the measures that have been implemented to mitigate those risks. Governors ensure that the Headteacher and Senior Leadership Team are appropriately skilled and equipped to perform their duties and that there is active monitoring of Teaching & Learning throughout the Academy Trust. The Academy Trust has an excellent reputation as an outstanding grammar school and is heavily oversubscribed. This is important because income (although effectively assured as it emanates from the public purse) is largely dependent upon student numbers. Strong demand for places at the school depends upon the reputation of the school, its examination results, the quality of its extra-curricular activities, its attention to pastoral care and the quality of its premises and facilities, as well as regional demographics.

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. It includes comprehensive budgeting and monitoring systems, with an annual budget and periodic financial reports that are reviewed and endorsed by the Governing Body. The Finance Committee regularly reviews financial performance against the budget, monitors major purchase plans, capital works and expenditure programmes. The Chair of Governors and Chair of Finance Committee reviews financial performance against budget monthly. The Finance Committee also reviews the Academy Trust's Financial Regulations, which detail financial procedures, define revenue and capital expenditure, purchasing procedures, set out appropriate delegations of authority and segregations of duties.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST **(A company limited by guarantee)**

GOVERNORS' REPORT **FOR THE YEAR ENDED 31 AUGUST 2020**

FUNDRAISING

Under the provisions of the Charities (Protection and Social Investment) Act 2016 trustees have legal duties and responsibilities for charity fundraising.

The Academy Trust's approach to fundraising is focused mainly on raising funds within the school. Charity week held annually raises funds through a variety of activities for several charities. Sponsored walks on the school birthday raise funds for the Academy Trust and other charities nominated by students. Voluntary donations from Parents are received each year for the Academy Trust to improve facilities for students. The Parents Association raises funds to buy equipment for the school, during 2019/20 the PA contributed £5,000 towards a new minibus for the school.

Donations requested at the annual school carol service support local charities. Carol singing at local venues also raises funds for local voluntary agencies. All fundraising activities are approved by the Headteacher and there is a designated member of staff responsible for coordination of fundraising activities and the use of funds raised for charities.

There have been no complaints received regarding the Academy Trust's fundraising approach or activities.

The Academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Governors.

PLANS FOR FUTURE PERIODS

In the section above, Objectives, Strategies and Activities, the emerging key priorities for 2019 – 2021 are illustrated in the Infogram. The emerging themes of *clarity, consistency, challenge, competition, and community* articulate succinctly our approach to future plans. As outlined, each year the Governors approve a School Development Plan that is proposed by the Headteacher after discussion with the Senior Leadership Team. The key objectives are to strengthen teaching and learning for our students and to improve attainment in public examinations. We aim to be a high-achieving grammar school competing and benchmarking with the best performing schools in the country.

Plans also include further improvements and development with premises. The construction of a new eight classroom-teaching block was completed in the Autumn Term 2018 and an upgrade of the main school boilers was completed in Autumn 2019. A servery for the Sixth Form block was completed October 2020. For 2020/21 there are two large condition improvement projects to replace flat roofs and crittall windows. The window replacements will upgrade the buildings built in 1957 and may be a catalyst to make improvements to the Library. We will continue to improve our stock of ageing rooms and to modernise buildings and facilities. Longer term projects for the arts and a Sixth Form Library are part of the academy's strategic planning.

In addition to the Academy expanding the main school by 150 students in recent years, the ambition is to also increase the Sixth Form student numbers. Ideally, 150 – 180 students in each of Year 12 and Year 13 is a future target.

Mr Jason Carey was appointed Headteacher from 1 September 2019 and Accounting Officer on 17 September 2019 by the Governing Body. Governors have worked with Mr Carey to build on the school's strengths, maintain our collegiate style and 'open door' policy, and move forward to the next level of academic results.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

Other than funds donated to the Academy's prize fund for awards of prizes to students, 6th form bursaries and restricted funding received for Southend SCITT, the Academy does not hold cash or assets as a custodian for any third party.

The SCITT ceased to be operated by the Academy Trust with effect from 1 September 2020, the residual funding received for Teacher Training in Southend will be passed to its successor EPT SCITT as directed by the Department for Education. At the year-end, the Academy Trust held funds to the value of £76k for Southend SCITT.

AUDITOR

Insofar as the Governors are aware:

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

Reappointment of Auditors

At their meeting held on 26th November 2019 the Governors confirmed that there would be a tender to appoint the auditor of the Academy Trust for the financial year 2019/20. Due to the COVID-19 Pandemic it was agreed that this tender would be deferred to the financial year 2020/21.

Governors' report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on 24th November 2020 and signed on the board's behalf by:


.....
A. J. Bacon
Chair of Governors

24th November 2020

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

SCOPE OF RESPONSIBILITY

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

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

The Board of Governors has delegated the day-to-day responsibility to the Headteacher as Accounting Officer, 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 Southend High School for Girls Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors 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 Governors** has formally met five times (1 meeting was cancelled due to the pandemic lockdown) during the year. The Board of Governors convene an Annual General Meeting (AGM) once a year. Attendance during the year at meetings was as follows:

Trustees		Meetings attended	Out of a possible
Mrs V Allen		0	1
Mr T M Andrews		0	1
Mr A J Bacon		1	1
Miss D Brown	Governor appointed 23 June 2020	0	1
Mr J Carey		1	1
Ms L H Fernando	Governor appointed 27 January 2020	1	1
Dr J A Ladner		0	1
Mrs A J Leman		1	1
Mr T Myers	Parent Governor appointed 15 May 2020	0	0
Mr J Perry	Governor appointed 27 January 2020	1	1
Ms N Slaughter		0	1
Mrs A Slotwinska		1	1
Mrs D Tapp	Parent Governor appointed 15 May 2020	0	0
Mrs L Traynor	Governor appointed 27 January 2020	1	1

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

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

Members		Meetings attended	Out of a possible
Mrs V Allen		0	1
Mr T M Andrews		0	1
Mr A J Bacon		1	1
Miss D Brown	Governor appointed 23 June 2020	0	1
Mr J Carey		1	1
Ms L H Fernando	Governor appointed 27 January 2020	1	1
Dr J A Ladner		0	1
Mrs A J Leman		1	1
Mr T Myers	Parent Governor appointed 15 May 2020	0	0
Mr J Perry	Governor appointed 27 January 2020	1	1
Ms N Slaughter		0	1
Mrs A Slotwinska		1	1
Mrs D Tapp	Parent Governor appointed 15 May 2020	0	0
Mrs L Traynor	Governor appointed 27 January 2020	1	1

Governors		Meetings attended	Out of a possible
Mrs V Allen		1	5
Mr T M Andrews		4	5
Mr A J Bacon		5	5
Miss D Brown	Governor appointed 23 June 2020	4	5
Mr J Carey		5	5
Ms L H Fernando	Governor appointed 27 January 2020	5	5
Dr J A Ladner		4	5
Mrs A J Leman		5	5
Mr T Myers	Parent Governor appointed 15 May 2020	2	2
Mr J Perry	Governor appointed 27 January 2020	5	5
Ms N Slaughter		4	5
Mrs A Slotwinska		3	5
Mrs D Tapp	Parent Governor appointed 15 May 2020	2	2
Mrs L Traynor	Governor appointed 27 January 2020	4	5

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

The Finance Committee is a sub-committee of the main Board of Governors. Its principal purpose is to oversee and protect the financial position of the Academy Trust by considering the budget each year, monitoring income and expenditure against the budget, reviewing reports from the finance team and the programme of internal audit, offering guidance and support to the Headteacher and Director of Finance and Business. The Finance Committee also fulfils the role of the audit committee. The Academy's Risk Register is regularly reviewed by the various Committees and by the Board of Governors. The Financial risks were last reviewed on 23 June 2020.

Finance Governors		Meetings attended	Out of a possible
Mrs V Allen		2	5
Mr A J Bacon		4	5
Miss D Brown	Governor appointed 23 June 2020	2	5
Mr J Carey		5	5
Ms L H Fernando	Governor appointed 27 January 2020	5	5
Mrs A Slotwinska		5	5

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

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

- Invitation to tender improvement works to three contractors for boilers works. Sixth Form Servery works awarded following independent benchmarking and all ICT procurement followed three quote requirements.
- Regularly reviewing contracts, obtaining like-for-like quotations from different sources and changing suppliers to deliver value for money.

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 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's 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 Southend High School for Girls Academy Trust for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Governors 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 governors is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

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 Governors
- regular reviews by the finance committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The Board of Governors has considered the need for a specific internal audit function and has decided not to appoint an internal auditor for this purpose. However, the Governors have appointed MHA MacIntyre Hudson, the external auditor, to perform additional checks. In particular, the checks carried out in the current period included to sample-test and observe the implementation of the key controls:

- Regulatory obligations for management accounts
- Remote working

MHA MacIntyre Hudson role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. MHA MacIntyre Hudson prepared a report to the Board of Governors, through the Finance Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress on the operation of the systems of control and on the discharge of the Board of Governors' financial responsibilities. The Internal scrutiny work will be put out to tender for next year in line with the ESFA Financial Handbook.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

REVIEW OF EFFECTIVENESS

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

- the internal scrutiny work of MHA MacIntyre Hudson
- the work of the external auditor
- the school resource management self-assessment tool
- the work of the Chief Financial Officer and executive managers within the Academy Trust who have responsibility for 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 Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Governors on 24th November 2020 and signed on its behalf by:



A. J. Bacon
Chair of Governors



J. Carey
Accounting Officer

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Southend High School for Girls Academy Trust I have considered my responsibility to notify the Academy Trust Board of Governors and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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

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



.....
Mr J Carey

Accounting Officer

Date: 26 January 2021

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

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

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

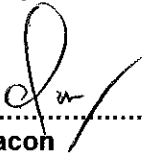
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the Board of Governors on 26 January 2021 and signed on its behalf by:


.....
Mr A J Bacon
Chair of Trustees

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST**

Opinion

We have audited the financial statements of Southend High School for Girls Academy Trust (the 'Academy Trust') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST (CONTINUED)**

Other information

The Governors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Other information includes the Reference and Administrative Details, the Governors' Report including the Strategic Report, and the Governance Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' Report (incorporating the Strategic Report and the Directors Report) for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Strategic Report and the Directors Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST (CONTINUED)**

Responsibilities of trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

This report is made solely to the Academy Trust's Members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy Trust's Members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy Trust and its Members, as a body, for our audit work, for this report, or for the opinions we have formed.



Cara Miller ACCA (Senior Statutory Auditor)

for and on behalf of

MHA MacIntyre Hudson

Chartered Accountants

Statutory Auditors

Boundary House

4 County Place

Chelmsford

Essex

CM2 0RE

Date: 27 January 2021

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 1 October 2019 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 Southend High School for Girls Academy Trust during the year 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 Southend High School for Girls Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Southend High School for Girls Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Southend High School for Girls Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Southend High School for Girls Academy Trust's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of Southend High School for Girls Academy Trust's funding agreement with the Secretary of State for Education dated 6 January 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 year 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.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY
(CONTINUED)

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.

The work undertaken to draw our conclusions includes:

- reviewing the Minutes of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy Trust, with reference to the income streams and other information available to us as auditors;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- testing of a sample of grants received and other income streams;
- consideration of governance issues; and
- evaluating the internal control procedures and reporting lines, and testing as appropriate and making appropriate enquiries of the Accounting Officer.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 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.

MHA MacIntyre Hudson

Reporting Accountant
MHA MacIntyre Hudson

Boundary House
4 County Place
Chelmsford
Essex
CM2 0RE

Date: 27 January 2021

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

	Note	Unrestricted funds 2020 £	Restricted general funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	4	47,522	200	76,367	124,089	728,225
Charitable activities	5	350,030	6,024,790	-	6,374,820	5,974,633
Teaching schools	32	-	590,344	-	590,344	593,151
Other trading activities	6	130,888	-	-	130,888	172,979
Investments	7	2,047	18	-	2,065	2,827
Total income		530,487	6,615,352	76,367	7,222,206	7,471,815
Expenditure on:						
Raising funds	8	83,232	-	-	83,232	109,060
Charitable activities	9	413,834	5,989,263	345,721	6,748,818	6,462,652
Teaching schools	32	-	630,733	-	630,733	579,924
Total expenditure		497,066	6,619,996	345,721	7,462,783	7,151,636
Net income/(expenditure)		33,421	(4,644)	(269,354)	(240,577)	320,179
Transfers between funds	20	(25,782)	(250,000)	275,782	-	-
Net movement in funds before other recognised gains/(losses)		7,639	(254,644)	6,428	(240,577)	320,179
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	27	-	(110,000)	-	(110,000)	(320,000)
Net movement in funds		7,639	(364,644)	6,428	(350,577)	179

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Note					
Reconciliation of funds:					
Total funds brought forward	771,494	(2,657,501)	11,564,841	9,678,834	9,678,655
Net movement in funds	7,639	(364,644)	6,428	(350,577)	179
Total funds carried forward	779,133	(3,022,145)	11,571,269	9,328,257	9,678,834

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

The notes on pages 37 to 69 form part of these financial statements.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07487455

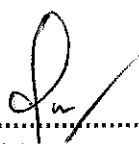
BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Tangible assets	16		11,545,472		11,564,841
Current assets					
Debtors	17	203,370		197,690	
Cash at bank and in hand	25	1,233,359		1,442,718	
		1,436,729		1,640,408	
Creditors: amounts falling due within one year	18	(449,098)		(621,569)	
Net current assets			987,631		1,018,839
Total assets less current liabilities			12,533,103		12,583,680
Creditors: amounts falling due after more than one year	19		(100,846)		(110,846)
Net assets excluding pension liability			12,432,257		12,472,834
Defined benefit pension scheme liability	27		(3,104,000)		(2,794,000)
Total net assets			9,328,257		9,678,834
Funds of the Academy Trust					
Restricted funds:					
Restricted fixed asset funds	20	11,571,269		11,564,841	
Restricted general funds	20	81,855		136,499	
Restricted funds excluding pension liability	20	11,653,124		11,701,340	
Restricted general funds - pension reserve	20	(3,104,000)		(2,794,000)	
Total restricted funds	20		8,549,124		8,907,340
Unrestricted funds	20		779,133		771,494
Total funds			9,328,257		9,678,834

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07487455

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

The financial statements on pages 32 to 69 were approved by the Governors, and authorised for issue on and are signed on their behalf, by:



.....
Mr A J Bacon

Chair of Governors

26 January 2021

The notes on pages 37 to 69 form part of these financial statements.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash provided by operating activities	22	48,561	338,994
Cash flows from investing activities	24	(247,920)	(280,847)
Cash flows from financing activities	23	(10,000)	123,824
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		(209,359)	181,971
Cash and cash equivalents brought forward		1,442,718	1,260,747
Cash and cash equivalents at the end of the year	25, 26	1,233,359	1,442,718
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 37 to 69 form part of these financial statements

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

1. General information

Southend High School for Girls Academy Trust is a company limited by guarantee, incorporated in England and Wales.

The address of the registered office and principal place of operation are detailed on page 1.

The nature of the Academy Trust's operation and principal activity are detailed in the Governors' Report.

2. Accounting policies

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

2.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic 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.

Southend High School for Girls Academy Trust constitutes a public benefit entity as defined by FRS 102. The Financial Statements are prepared in sterling which is the functional currency of the Academy Trust and rounded to the nearest pound.

2.2 Going concern

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

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.3 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the 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.

Designated funds comprise unrestricted funds that have been set aside by the Governors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

2. Accounting policies (continued)

2.4 Income

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

- **Grants**

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

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

Where the School has control over the operation of School Centred Initial Teacher Training (SCITT), the charitable income and expenditure for the programmes are included within the Statement of Financial Activities (as part of its Teaching School activities within Restricted General Funds).

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 year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

- **Donations**

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

- **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the Academy Trust has provided the goods or services.

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

2. Accounting policies (continued)

2.5 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

2.6 Tangible fixed assets and depreciation

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities 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 and restricted general funds, transfers are made to the restricted fixed asset fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.6 Tangible fixed assets and depreciation (continued)

Depreciation is provided on the following bases:

Freehold buildings	- 50 years straight line, 20 years straight line for temporary structures
Plant and machinery	- 6 years straight line
Motor Vehicles	- 6 years straight line
Fixtures and fittings	- 6 years straight line
Computer equipment	- 5 years straight line

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

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

2.7 Taxation

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

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

2.8 Debtors

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

2.9 Liabilities and provisions

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

2.10 Concessionary loans

Concessionary loans include those payable to a third party which are interest free or below market interest rates and are made to advance charitable purposes. Where the loan is repayable on demand within one year, the loan is measured at cost, less impairment. Where the loan is repayable more than one year, the loan is initially measured at fair value and subsequently measured at amortised cost using the effective interest rate method, less impairment.

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

2. Accounting policies (continued)

2.11 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 bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 17. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in Notes 18 and 19. 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.

2.12 Pensions

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

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

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

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

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.13 Agency arrangements

The Academy Trust acts as an agent in collecting and distributing charitable donations raised by students. Donations are banked by the Academy Trust and subsequent payments made to charitable organisations are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the application of the funds. Where funds have not been fully applied in the accounting period then an amount will be included as other creditors.

3. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in Note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 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.

Any change in the valuation of Freehold Property (see Note 16) would impact the total net assets of the Academy Trust.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

4. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted general funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	47,522	200	-	47,722
Capital Grants	-	-	76,367	76,367
Total 2020	47,522	200	76,367	124,089
	Unrestricted funds 2019 £	Restricted general funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations	50,452	5,000	-	55,452
Capital Grants	-	-	672,773	672,773
Total 2019	50,452	5,000	672,773	728,225

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

5. Charitable activities - Funding for the Academy Trust's Educational Operations

	Unrestricted funds 2020 £	Restricted general funds 2020 £	Total funds 2020 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	5,491,018	5,491,018
Pupil Premium	-	79,778	79,778
Other DfE / ESFA revenue grants	-	367,094	367,094
	-	5,937,890	5,937,890
Other Government grants			
Local Authority revenue grants	-	28,375	28,375
	-	28,375	28,375
Other funding			
Other Educational income	350,030	24,184	374,214
	350,030	24,184	374,214
Exceptional government funding			
Coronavirus exceptional support	-	34,341	34,341
Total 2020	350,030	6,024,790	6,374,820

There are no unfulfilled conditions or other contingencies attached to the government grants above.

The Academy Trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "Exceptional government funding".

- The Academy Trust furloughed some of its staff under the government's CJRS. The funding received of £34,341 relates to staff costs in respect of 14 staff which are included within Note 13 as appropriate.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

5. Charitable activities - Funding for the Academy Trust's Educational Operations (continued)

	Unrestricted funds 2019 £	Restricted general funds 2019 £	Total funds 2019 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	5,242,606	5,242,606
Pupil Premium	-	71,937	71,937
Other DfE / ESFA revenue grants	-	100,555	100,555
	-	5,415,098	5,415,098
Other Government grants			
Local Authority revenue grants	-	27,231	27,231
	-	27,231	27,231
Other funding			
Other Educational income	509,678	22,626	532,304
Total 2019	509,678	5,464,955	5,974,633

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

6. Other trading activities

	Unrestricted funds 2020 £	Total funds 2020 £
Hire of facilities	33,314	33,314
Catering income	54	54
Other self generated income	97,520	97,520
Total 2020	130,888	130,888

	Unrestricted funds 2019 £	Total funds 2019 £
Hire of facilities	33,296	33,296
Catering income	6,240	6,240
Other self generated income	133,443	133,443
Total 2019	172,979	172,979

7. Investment income

	Unrestricted funds 2020 £	Restricted general funds 2020 £	Total funds 2020 £
Bank interest receivable	2,047	18	2,065

	Unrestricted funds 2019 £	Total funds 2019 £
Bank interest receivable	2,827	2,827

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

8. Total expenditure

	Staff costs 2020 £	Premises costs 2020 £	Other costs 2020 £	Total 2020 £
Expenditure on raising funds:				
Direct costs	-	-	37,294	37,294
Allocated support costs	45,938	-	-	45,938
Charitable activities:				
Direct costs	4,280,329	-	736,317	5,016,646
Allocated support costs	975,793	523,223	233,156	1,732,172
Teaching school	76,953	-	553,780	630,733
Total 2020	5,379,013	523,223	1,560,547	7,462,783

	Staff costs 2019 £	Premises costs 2019 £	Other costs 2019 £	Total 2019 £
Expenditure on raising funds:				
Direct costs	-	-	54,072	54,072
Allocated support costs	54,988	-	-	54,988
Charitable activities:				
Direct costs	3,977,956	-	815,502	4,793,458
Allocated support costs	960,088	594,047	115,059	1,669,194
Teaching school	74,931	-	504,993	579,924
Total 2019	5,067,963	594,047	1,489,626	7,151,636

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

9. Analysis of expenditure on charitable activities - by fund

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Educational operations	413,834	6,334,984	6,748,818

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Educational operations	489,357	5,973,295	6,462,652

10. Analysis of expenditure on charitable activities - by activity

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Educational operations	5,016,646	1,732,172	6,748,818

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Educational operations	4,793,458	1,669,194	6,462,652

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

10. Analysis of expenditure on charitable activities - by activity (continued)

Analysis of support costs

	Total funds 2020 £	Total funds 2019 £
Defined benefit pension scheme finance cost	51,000	58,000
Staff costs	924,793	902,088
Depreciation	345,721	295,743
Premises costs	305,786	298,304
Other costs	55,439	60,509
Governance costs	49,433	54,550
Total 2020	1,732,172	1,669,194

11. Governance costs

	2020 £	2019 £
Professional fees	34,658	31,635
Auditors' remuneration - Audit of the Financial Statements	11,590	11,250
Auditors' remuneration - Other services	3,185	11,665
Total	49,433	54,550

12. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020 £	2019 £
Depreciation of tangible fixed assets	345,721	291,891
Fees paid to auditors for:		
- Audit of the financial statements	11,590	11,250
- Other services	3,185	11,665

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

13. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020	2019
	£	£
Wages and salaries	3,849,679	3,760,624
Social security costs	383,253	362,358
Pension costs	1,065,230	830,307
	5,298,162	4,953,289
Supply teacher costs	29,851	56,674
Defined benefit pension scheme finance cost	51,000	58,000
	5,379,013	5,067,963

b. Staff numbers

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

	2020	2019
	No.	No.
Teachers	85	86
Administration and support	53	56
Invigilators	14	18
Management	6	7
	158	167

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

13. Staff (continued)

c. Higher paid staff

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

	2020	2019
	No.	No.
In the band £60,001 - £70,000	4	4
In the band £100,001 - £110,000	1	-
In the band £120,001 - £130,000	-	1

The above employees participated in both the Teachers' Pension Scheme and the Local Government Pension Scheme. During the year ended 31 August 2020, pension contributions for these staff amounted to £85,564 (2019 - £67,516).

d. Key Management Personnel

The Key Management Personnel of the Academy Trust comprise the Governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by Key Management Personnel for their services to the Academy Trust was £636,715 (2019: £691,447).

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

14. Governors' remuneration and expenses

One or more Governors has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Head Teacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Governors' remuneration and other benefits was as follows:

		2020	2019
		£	£
Mr J Carey, Head Teacher and Accounting Officer	Remuneration	100,000 -	-
		105,000	
	Pension contributions paid	20,000 -	-
		25,000	
Mrs A J Leman, Staff Governor	Remuneration	60,000 -	55,000 -
		65,000	60,000
	Pension contributions paid	10,000 -	5,000 -
		15,000	10,000
Mr T M Andrews, Staff Governor	Remuneration	35,000 -	30,000 -
		40,000	35,000
	Pension contributions paid	5,000 -	5,000 -
		10,000	10,000

Remuneration disclosures for Governors who resigned prior to 1 September 2019 are not included.

During the year end 31 August 2020, 3 Governors (2019 – no Governors) incurred travel expenses totalling £657 (2019 - £NIL). These expenses however were incurred in their roles as members of staff and not as Governors of the Academy Trust.

15. Governors' and Officers' insurance

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

16. Tangible fixed assets

	Freehold land and buildings £	Fixtures and fittings £	Plant and machinery £	Computer equipment £	Motor vehicles £	Total £
Cost						
At 1 September 2019	12,411,420	63,018	588,305	215,009	23,084	13,300,836
Additions	54,810	11,592	134,939	95,846	29,165	326,352
At 31 August 2020	12,466,230	74,610	723,244	310,855	52,249	13,627,188
Depreciation						
At 1 September 2019	1,410,047	30,060	141,322	136,538	18,028	1,735,995
Charge for the year	219,437	10,420	93,352	17,993	4,519	345,721
At 31 August 2020	1,629,484	40,480	234,674	154,531	22,547	2,081,716
Net book value						
At 31 August 2020	10,836,746	34,130	488,570	156,324	29,702	11,545,472
At 31 August 2019	11,001,373	32,958	446,983	78,471	5,056	11,564,841

Included in freehold land and buildings is freehold land at valuation of £1,850,000 (2019 - £1,850,000) which is not depreciated. The freehold land and buildings were professionally valued on 25 July 2011 by Strutt and Parker LLP, a RICS Registered Valuer using the Depreciated Replacement Cost method. The Governors consider that the valuation remains appropriate for the purposes of these financial statements.

17. Debtors

	2020 £	2019 £
Due within one year		
Trade debtors	1,246	2,100
Other debtors	71,068	47,482
Prepayments and accrued income	131,056	148,108
	203,370	197,690

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

18. Creditors: Amounts falling due within one year

	2020 £	2019 £
Other loans	12,978	12,978
Other taxation and social security	92,438	88,817
Other creditors	158,644	97,579
Accruals and deferred income	185,038	422,195
	<u>449,098</u>	<u>621,569</u>
	2020 £	2019 £
Deferred Income		
Deferred income at 1 September	189,877	89,931
Resources deferred during the year	74,580	189,877
Amounts released from previous periods	(189,877)	(89,931)
Deferred income at 31 August	<u>74,580</u>	<u>189,877</u>

At the balance sheet date the Academy Trust was holding funds received in advance for;

- School trips taking place in the next financial year
- Music tuition taking place in the next financial year
- Donations to be recognised in the next financial year
- Year 7 Science Garden Project taking place in the next financial year
- Telephone Mast Rental to be recognised in the next financial year

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

	2020 £	2019 £
Other loans	<u>100,846</u>	<u>110,846</u>

Total original loans of £123,824 includes £100,000 CIF Loan from the ESFA which is repayable over 10 years from 1 September 2019 and £23,824 Salix Loan from the ESFA which is repayable over 8 years from 1 September 2020 which is considered to be a concessionary loan. The total outstanding CIF Loan as at 31 August 2020 is £90,000 (2019 - £100,000) and Salix Loan is £23,824 (2019 - £23,824).

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

20. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
Designated funds						
Designated reserve for educational operations	387,203	-	-	(25,782)	-	361,421
General funds						
General Funds	384,291	530,487	(497,066)	-	-	417,712
Total Unrestricted funds	771,494	530,487	(497,066)	(25,782)	-	779,133
Restricted general funds						
General Annual Grant (GAG)	14,473	5,491,018	(5,255,491)	(250,000)	-	-
Pupil Premium	-	79,778	(79,778)	-	-	-
Other DfE / ESFA revenue grants	-	367,094	(367,094)	-	-	-
Local Authority revenue grants	-	28,375	(28,375)	-	-	-
Other Educational income	-	24,184	(24,184)	-	-	-
Other activities	5,000	218	-	-	-	5,218
Exceptional Government funding	-	34,341	(34,341)	-	-	-
SCITT - Teacher Training Bursaries	-	387,600	(387,600)	-	-	-
SCITT - Other	117,026	202,744	(243,133)	-	-	76,637
Pension reserve	(2,794,000)	-	(200,000)	-	(110,000)	(3,104,000)
	(2,657,501)	6,615,352	(6,619,996)	(250,000)	(110,000)	(3,022,145)

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

20. Statement of funds (continued)

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Restricted fixed asset funds						
NBV of fixed assets	11,564,841	-	(345,721)	326,352	-	11,545,472
DfE / ESFA capital grants	-	76,367	-	(50,570)	-	25,797
	<u>11,564,841</u>	<u>76,367</u>	<u>(345,721)</u>	<u>275,782</u>	<u>-</u>	<u>11,571,269</u>
Total Restricted funds	<u>8,907,340</u>	<u>6,691,719</u>	<u>(6,965,717)</u>	<u>25,782</u>	<u>(110,000)</u>	<u>8,549,124</u>
Total funds	<u>9,678,834</u>	<u>7,222,206</u>	<u>(7,462,783)</u>	<u>-</u>	<u>(110,000)</u>	<u>9,328,257</u>

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

The Designated fund is a reserve held specifically for investment in future educational projects. During the year £25,782 of Designated funds were used to purchase tangible fixed assets and this is shown as a transfer from the Designated fund to the NBV of fixed assets fund, within the Restricted Fixed Asset fund.

The Unrestricted General Fund relates to the general activities undertaken by the Academy Trust.

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the Academy Trust via the Education and Skills Funding Agency (ESFA) of the Department for Education (DfE). The GAG fund has been set up because the GAG must be used for the provision of education to Years 7 - 13. During the year GAG funds of £250,000 were used to purchase tangible fixed assets and this is shown via a transfer from the GAG Fund to the NBV of fixed assets fund, within the Restricted Fixed Asset Fund.

The Pupil Premium fund represents the restricted funding from the Education and Skills Funding Agency to raise the attainment of disadvantaged pupils and close the gap between them and their peers.

The SCITT - Teacher Training Bursaries fund represents the funding received from the National College for Teaching & Leadership (NCTL) towards bursary and grant funding payments for the provision of Initial Teacher Training (ITT).

Upon establishment, Southend SCITT inherited funding from Southend Teacher Training Partnership. The SCITT provides practical, hands-on teacher training, delivered by experienced, practicing teachers based in their own school. The SCITT reserve represents the SCITT's retained earnings at the end of the Academy's financial year.

The Other Educational income relates to all other restricted sources of income that cannot be classified above and fall outside the scope of its core activities.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

20. Statement of funds (continued)

The Exceptional government fund has been established to record exceptional funding received from the Government during the Covid-19 pandemic.

The LGPS deficit (pension reserve) fund represents the pension deficit inherited from the Local Authority upon conversion to Academy Trust status, and through which all the pension scheme movements are recognised. The fund is in deficit, but given the nature of the liability this is not payable immediately. Plans are in place to reduce the deficit.

The NBV of fixed assets fund relates to the tangible assets held by the Academy Trust and is equivalent to the net book value of tangible fixed assets. Depreciation of tangible fixed assets is allocated to this fund. As tangible fixed assets are purchased via other funds, a transfer is made into this fund.

The DfE/ESFA Capital grants fund relates to capital grants received for the purpose of the acquisition of tangible fixed assets. During the year £50,570 of capital income was used to purchase Tangible Fixed Assets and this is shown via a transfer to the NBV of fixed assets fund. Capital grants received and receivable but not yet disbursed on fixed assets are held as current assets in the restricted fixed asset fund.

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

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

20. Statement of funds (continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
Designated funds						
Designated reserve for educational operations	500,000	-	-	(112,797)	-	387,203
General funds						
General Funds	246,772	735,936	(598,417)	-	-	384,291
Total Unrestricted funds	746,772	735,936	(598,417)	(112,797)	-	771,494
Restricted general funds						
General Annual Grant (GAG)	1,475	5,242,606	(5,229,608)	-	-	14,473
Pupil Premium	-	71,937	(71,937)	-	-	-
Other DfE / ESFA revenue grants	-	100,555	(100,555)	-	-	-
Local Authority revenue grants	-	27,231	(27,231)	-	-	-
Other Educational income	-	22,626	(22,626)	-	-	-
Other activities	5,595	5,000	(5,595)	-	-	5,000
SCITT - Teacher Training Bursaries	-	336,000	(336,000)	-	-	-
SCITT - Other	103,799	257,151	(243,924)	-	-	117,026
Pension reserve	(2,254,000)	-	(220,000)	-	(320,000)	(2,794,000)
	(2,143,131)	6,063,106	(6,257,476)	-	(320,000)	(2,657,501)

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

20. Statement of funds (continued)

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Restricted fixed asset funds						
NBV of fixed assets	10,904,137	-	(295,743)	956,447	-	11,564,841
DfE / ESFA capital grants	170,877	672,773	-	(843,650)	-	-
	<u>11,075,014</u>	<u>672,773</u>	<u>(295,743)</u>	<u>112,797</u>	<u>-</u>	<u>11,564,841</u>
Total Restricted funds	<u>8,931,883</u>	<u>6,735,879</u>	<u>(6,553,219)</u>	<u>112,797</u>	<u>(320,000)</u>	<u>8,907,340</u>
Total funds	<u><u>9,678,655</u></u>	<u><u>7,471,815</u></u>	<u><u>(7,151,636)</u></u>	<u><u>-</u></u>	<u><u>(320,000)</u></u>	<u><u>9,678,834</u></u>

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2020 £	Restricted general funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	11,545,472	11,545,472
Current assets	779,133	631,799	25,797	1,436,729
Creditors due within one year	-	(449,098)	-	(449,098)
Creditors due in more than one year	-	(100,846)	-	(100,846)
Defined benefit pension scheme liability	-	(3,104,000)	-	(3,104,000)
Total	779,133	(3,022,145)	11,571,269	9,328,257

Analysis of net assets between funds - prior year

	Unrestricted funds 2019 £	Restricted general funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	11,564,841	11,564,841
Current assets	771,494	868,914	-	1,640,408
Creditors due within one year	-	(621,569)	-	(621,569)
Creditors due in more than one year	-	(110,846)	-	(110,846)
Defined benefit pension scheme liability	-	(2,794,000)	-	(2,794,000)
Total	771,494	(2,657,501)	11,564,841	9,678,834

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

22. Reconciliation of net (expenditure)/income to net cash flow from operating activities

		2020 £	2019 £
Net (expenditure)/income for the period (as per Statement of Financial Activities)		(240,577)	320,179
Adjustments for:			
Depreciation	16	345,721	295,743
Capital grants from DfE and other capital income	4	(76,367)	(672,773)
Investment income	7	(2,065)	(2,827)
Defined benefit pension scheme cost less contributions payable	27	149,000	162,000
Defined benefit pension scheme finance cost	27	51,000	58,000
(Increase)/decrease in debtors	17	(5,680)	376,755
Decrease in creditors	18	(172,471)	(198,083)
Net cash provided by operating activities		48,561	338,994

23. Cash flows from financing activities

		2020 £	2019 £
Cash inflows from new borrowing		-	123,824
Repayments of borrowing	19	(10,000)	-
Net cash (used in)/provided by financing activities		(10,000)	123,824

24. Cash flows from investing activities

		2020 £	2019 £
Investment income	7	2,065	2,827
Purchase of tangible fixed assets	16	(326,352)	(956,447)
Capital grants from DfE Group	4	76,367	672,773
Net cash used in investing activities		(247,920)	(280,847)

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

25. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash at bank and in hand	1,233,359	1,442,718
Total cash and cash equivalents	1,233,359	1,442,718

26. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	1,442,718	(209,359)	1,233,359
Debt due within 1 year	(12,978)	-	(12,978)
Debt due after 1 year	(110,846)	10,000	(100,846)
	1,318,894	(199,359)	1,119,535

27. Pension commitments

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 Essex County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2016.

Contributions amounting to £103,135 were payable to the schemes at 31 August 2020 (2019 - £83,868) and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time 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.

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

27. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £707,000 (2019 - £471,307).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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 pension scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £261,000 (2019 - £248,000), of which employer's contributions totalled £209,000 (2019 - £197,000) and employees' contributions totalled £52,000 (2019 - £51,000). The agreed contribution rates for future years are 25.0 per cent for employers and 5.5 to 12.5 per cent for employees.

As described in Note 2.12 the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the Balance Sheet date.

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.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

27. Pension commitments (continued)

Principal actuarial assumptions

	2020	2019
	%	%
Discount rate for scheme liabilities	1.60	1.85
Rate of increase in salaries	3.30	3.70
Rate of increase for pensions in payment/inflation	2.30	2.20
Inflation assumption (CPI)	2.30	2.20
Inflation assumption (RPI)	3.10	3.20

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

	2020	2019
	Years	Years
<i>Retiring today</i>		
Males	21.8	21.3
Females	23.8	23.6
<i>Retiring in 20 years</i>		
Males	23.2	23.0
Females	25.2	25.4

Sensitivity analysis

	2020	2019
	£000	£000
Discount rate +0.1%	(124)	(106)
Discount rate -0.1%	127	109
Mortality assumption - 1 year increase	207	190
Mortality assumption - 1 year decrease	(200)	(183)

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

27. Pension commitments (continued)

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

	2020 £	2019 £
Equities	1,608,000	1,341,000
Gilts	111,000	117,000
Other bonds	145,000	120,000
Property	202,000	170,000
Cash	71,000	62,000
Alternative assets	302,000	208,000
Other managed funds	158,000	109,000
Total market value of assets	2,597,000	2,127,000

The actual return on scheme assets was £58,000 (2019 - £156,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2020 £	2019 £
Current service cost	(358,000)	(308,000)
Past service cost	-	(51,000)
Interest income	40,000	49,000
Interest cost	(91,000)	(107,000)
Total amount recognised in the Statement of Financial Activities	(409,000)	(417,000)

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

	2020 £	2019 £
At 1 September	4,921,000	4,040,000
Current service cost	358,000	308,000
Interest cost	91,000	107,000
Employee contributions	52,000	51,000
Actuarial losses	367,000	426,000
Benefits paid	(88,000)	(62,000)
Past service costs	-	51,000
At 31 August	5,701,000	4,921,000

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

27. Pension commitments (continued)

Changes in the fair value of the Academy Trust's share of scheme assets were as follows:

	2020 £	2019 £
At 1 September	2,127,000	1,786,000
Interest income	40,000	49,000
Actuarial gains	257,000	106,000
Employer contributions	209,000	197,000
Employee contributions	52,000	51,000
Benefits paid	(88,000)	(62,000)
At 31 August	2,597,000	2,127,000

Reconciliation of opening to closing Defined Benefit Pension Scheme liability

	2020 £	2019 £
Balance brought forward as at 1 September	2,794,000	2,254,000
Defined benefit pension scheme service cost less contributions payable	149,000	162,000
Defined benefit pension scheme finance cost	51,000	58,000
Actuarial losses	110,000	320,000
Balance carried forward as at 31 August	3,104,000	2,794,000

The amounts recognised in the Balance Sheet are as follows:

	2020 £	2019 £
Present value of the defined benefit obligation	(5,701,000)	(4,921,000)
Fair value of scheme assets	2,597,000	2,127,000
Defined benefit pension scheme liability	(3,104,000)	(2,794,000)

28. Members' liability

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

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

29. Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the Governors have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The following related party transactions took place during the year;

Helium Fish Limited – a company in which a member of the Senior Leadership Team and Head of Sixth Form, H Riebold's partner is a Director;

- The Academy Trust purchased printing services from Helium Fish Limited totalling £2,390 (2019 - £1,750).
- There were no amounts outstanding at 31 August 2020 (2019 - £Nil).
- The Academy Trust made the purchase at arm's length following a competitive tendering exercise in accordance with its financial regulations, which H Riebold neither participated in, nor influenced.
- In entering into the transaction the Academy Trust has complied with the requirements of the Academies Financial Handbook 2019.

During the year, a restricted donation of £Nil (2019 - £50) was received from N Slaughter, a Trustee, to be used towards the purchase of sports awards. Fundraising was undertaken by the Academy Trust and many parents contributed, including N Slaughter.

30. Agency arrangements

The Academy Trust acts as an agent on behalf of the students in relation to the school's charitable fundraising activities. During the year the Academy Trust banked amounts totalling £8,179 (2019 - £13,693) and disbursed £1,222 (2019 - £13,389) to charitable organisations. The income and expenditure is excluded from the Statement of Financial Activities with an amount carried forward to be disbursed of £7,503 (2019 - £546).

31. Controlling party

There is no ultimate controlling party.

SOUTHEND HIGH SCHOOL FOR GIRLS ACADEMY TRUST
(A Company Limited by Guarantee)

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

32. Teaching school trading account

	2020	2020	2019	2019
	£	£	£	£
Income				
Direct income				
SCITT income	590,344		593,151	
Total income		590,344		593,151
Expenditure				
Direct expenditure				
Direct staff costs	76,953		74,931	
Other SCITT expenditure	387,600		336,000	
Accreditation and hosting costs	111,005		162,007	
Total direct expenditure	575,558		572,938	
Other expenditure				
Administration costs	55,175		6,986	
Total expenditure		630,733		579,924
(Deficit)/surplus from all sources		(40,389)		13,227
Teaching school balances at 1 September		117,026		103,799
Teaching school balances at 31 August		76,637		117,026

