

Company Registration No. 07693936 (England and Wales)

THE BENTLEY WOOD TRUST
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2019

THE BENTLEY WOOD TRUST

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THE BENTLEY WOOD TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members

A Lewis
J Howkins
C Hardy
A Moore
D Solanki

Trustees

A Lewis (Chair of Trustees)
J Howkins (Headteacher and Accounting Officer)
M Borgese
C Hardy
I Qazi
C Westall
R Patel

Senior management team

- Headteacher and Accounting Officer	J Howkins
- Aylward Headteacher	C Westall
- Deputy Headteacher	N Akbar
- Deputy Headteacher	Raj Patel
- Deputy Headteacher	L Viala
- Assistant Headteacher	F O'Sullivan
- Assistant Headteacher	J Jowers
- Assistant Headteacher	K Robinson
- Assistant Headteacher	L Saunders
- Assistant Headteacher	S Ahmed
- Assistant Headteacher	D Ferrer
- Assistant Headteacher	T Maric
- Aylward Deputy Headteacher	L Kelly
- Aylward Assistant Headteacher	J Williamson
- Aylward Assistant Headteacher	G Forse
- Chief Finance Officer	I Noutch

Company registration number

07693936 (England and Wales)

Registered office

Bentley Wood High School
Bridges Road
Stanmore
London
HA7 3NA

Academies operated

Aylward Primary School

Bentley Wood High School

Location

Pangbourne Drive, Stanmore,
Middlesex HA7 4RE
Bridges Road, Stanmore, Middlesex
HA7 3NA

Headteacher

C Westall

J Howkins

THE BENTLEY WOOD TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor

Alliotts
Friary Court
13-21 High Street
Guildford
Surrey
GU1 3DL

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The charitable company operates two academy schools, a secondary for pupils aged 11 to 19 and a primary (with nursery) for pupils aged 4 to 11 both serving a catchment area in the London Borough of Harrow. The academy trust schools had combined pupil capacity, including nursery and school sixth form, of 1,788 (2018: 1,774) and had a combined roll of 1,555 (2018: 1,522) in the school census on 3 October 2019. Including nursery and sixth form the combined roll was 1,746 (2018: 1,703).

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles are the primary governing documents of the academy trust. The Trustees are also directors of the charitable company for the purposes of company law. Following conversion to a multi-academy trust, the charitable company became known as The Bentley Wood Trust from 1 April 2014.

Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

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

Trustees' indemnities

In accordance with standard practice, the academy trust is a member of the government's Risk Protection Arrangement (RPA) which provides insurance to protect the Trustees, Governors and Officers of the company from claims arising from negligent acts, errors or omissions whilst on academy business. The cover under the policy is £10 million.

Method of recruitment and appointment or election of Trustees

The academy trust looks to ensure a mix of skills and selects new Trustees on the basis of background, experience and specialist skills. Trustees are drawn from across the local community and are recruited from Academy contacts including parents and staff. The academy trust includes members with a range of skills and experience including legal, finance, education and business.

Policies and procedures adopted for the induction and training of Trustees

Trustees are provided with induction training and a wider programme of training events is organised according to needs.

Organisational structure

The day-to-day administration is undertaken within the policies and procedures written by the Board of Trustees, which provide for significant personnel and expenditure decisions and major capital projects to be referred to the Board of Trustees for prior approval. These policies and procedures are based on guidance from DfE.

The Board of Trustees meets at least four times a year and delegate responsibilities to Local Governing Bodies at each academy school. The Governing Bodies meet at least six times a year and further delegate responsibilities to a number of sub-committees, including Finance and Site, Curriculum and Human Resources. A separate Audit Committee reports directly to the Board of Trustees. Each committee works under the guidance of a Chairperson, appointed at the first committee meeting of the academic year. Written terms of reference are reviewed once a year and the clerk to Governors co-ordinates the work of the Board of Trustees, Governors and committees.

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Arrangements for setting pay and remuneration of key management personnel

Key management personnel include academy Trustees, the Headteachers and the Finance Director.

Trustees do not receive any remuneration.

The pay of the Headteachers is set by the Board on the advice of each academy's Pay Review Panel. Pay progression is linked to performance and objective setting is rigorous.

The pay of the Finance Director is set by the Headteacher. In common with all business and support posts, the pay is determined using the academy trust's approved job evaluation scheme.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	3
Full-time equivalent employee number	2.80

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	3
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	4,956
Total pay bill	8,706,589
Percentage of the total pay bill spent on facility time	-

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	100%
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Related parties and other connected charities and organisations

The academy trust is one of seven member academies of The Jubilee Academy, which provides alternative education provision in the London Borough of Harrow.

The academy trust is one of seven member academies of the Harrow Academies Trust which opened Pinner High School in 2016 and has plans to open a second free school in the London Borough of Harrow in the future.

Objectives and activities

Objects and aims

The academy trust's objects, as set out in the Memorandum of Association, are to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing the school, offering a broad curriculum with a strong emphasis, but in no way limited to one or a combination of the specialisms specified in the funding agreements entered into between the academy and the Secretary of State for Education ("Secretary of State").

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Within the objects, the academy trust aims to create an environment to nurture children, to get the best from them and to allow them to develop and fulfil their potential. We aim to provide students with a first class education and a wide range of opportunities. This is done in a way which is consistent with the ethos that every child will be valued, respected and cared for, and through a daily moral purpose to provide the best learning experience for all.

The objective is to provide education for students of all abilities between the ages of 4 and 19. All children who apply are admitted (up to the capacity of the academy trust), with no selection.

Consistent with other academies in the United Kingdom, we aim to raise the educational outcomes from the levels inherited from the predecessor schools, and to increase student numbers to meet demand.

Objectives, strategies and activities

The academy trust's key objectives for the academic year identified in School Improvement planning were identified as:

Quality of education

- High quality curriculum statements established
- Build on success of enrichment programmes with a focus on all students developing their cultural capital
- High quality curriculum plans in place across KS3, 4 & 5 and delivered well by all staff
- SEND: Further training for teachers and TAs to continually provide an ambitious curriculum for students with SEND
- The EBacc is at the heart of the curriculum
- High quality curriculum CPD continues to ensure that teachers have excellent subject knowledge
- High quality teaching – Planning, Implementation, Review & Impact system shared more widely following success in its first year
- 6th Form Improvement Plan – to be reviewed to improve further outcomes at KS5
- Assessment: Review of KS3 assessment to impact on KS4
- Ensure that all work given to students is demanding/matches the aims of the curriculum being coherently planned and sequenced towards cumulatively sufficient knowledge
- Launch & develop 'Disciplinary Literacy' (Improving Literacy in Secondary Schools EEF 2019)
- Students continue to develop detailed knowledge/ skills across the curriculum & achieve well
- All students continue to receive excellent careers guidance & are well prepared for their next stage of the education/employment
- Students work across the curriculum is consistently of high quality

Behaviour & Attitudes

- New Behaviour for Learning Policy launched
- Anti bullying continues to be high profile. Anti-knives and dangers associated with knives shared with students and their families
- Maintain students' highly positive attitudes & commitment to their education. Continue to support students quickly when they face challenges
- Attendance – meeting 96% or greater target, further developing systematic approaches to monitor the impact of interventions
- Bentley Wood continues to be a positive and respectful learning environment. Students are safe & feel safe

Personal Development

- Enrichment & PSHE programmes, continue to impact positively on students personal development, providing rich high quality experiences
- High numbers of students, including the most vulnerable and those with SEND, participate in well-planned extra- curricular activities. The new sixth Form Programme is launched
- Curriculum provision/experiences continue to lead to exemplary character development

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Effectiveness of leadership and management

- Leaders continue to have a clear & ambitious vision for providing high quality, inclusive education to all students. Realised through strong-shared values, policies & practice
- Leaders ensure that teachers receive focused and highly effective CPD
- Leaders aim to ensure that all students successfully complete their courses
- Plan and deliver staff wellbeing programme, supporting staff with their workload
- Leaders engage effectively and purposefully with students and others in their community, including parents, employers and local services
- Governors continue to carry out their role effectively ensuring the school has a clear vision, resources are well managed & leaders are held to account
- Governors ensure that the school fulfils its statutory duties including the Equality Act (2010) and PREVENT
- To maintain a culture of vigilance with continued training on identifying those students at risk to include prevention of radicalisation and extremism

Aylward Primary School priorities for the academic year are:

1. English

- Further development of children's higher order reading skills.
- Improving challenge for more able readers and writers.
- Increasing the number of children at Greater Depth by the end of KS1 and KS2.
- Improving children's handwriting in KS1 and EYFS.
- Accelerating progress for disadvantaged children in reading and writing.

2. Maths

- Further developing children's reasoning skills.
- Preparation for the Year 4 statutory timetables assessments.
- Accelerating progress of disadvantaged children in maths.
- Increasing the number of children at Greater Depth by the end of KS1 and KS2.

3. Quality of Education

- Strengthening continuity and progression across the curriculum in order to ensure breadth and balance for all groups.
- Further developing the role of foundation subject leaders.
- Implementing a more rigorous approach to monitoring foundation subjects in order to evaluate the impact of the curriculum.
- Improve progress and attainment of children across KS1 in reading, writing and maths.
- Memory development.
- Implementation of Forest Schools.
- Preparing for the new statutory SRE curriculum.

4. EYFS

- Raising expectations across the EYFS so that there is improved Year 1 'readiness'.
- Development of children's language and physical development skills through the introduction of Forest Schools.
- Further improvement of children's writing skills.
- Improving children's progress and attainment by the end of the EYFS.

5. SEN and Safeguarding

- To ensure that the curriculum is effectively adapted so that it is accessible for pupils with SEND.
- To further develop and improve safeguarding expertise and procedures.
- To improve and promote pupil wellbeing.
- Continue to improve Kaleidoscope provision.

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

6. Leadership

- Appointment and development of phase leaders across the school in order to further improve the quality of teaching and learning and accelerate children's progress.
- Improving staff well being.
- Further development of the school grounds including purchasing outdoor musical instruments.
- Increasing the number of children achieving Greater Depth, at least in line with national comparators at the end of EYFS, KS1 and KS2.
- Increasing funding sources secured outside of the normal income stream.
- Increasing in pupil numbers.
- Diminishing the difference between PPP and non-PPP pupils.
- Further development of leaders' roles including, Subject leaders and the Governing Body in line with the revised OFSTED framework.

These priorities reflected the vision for the trust to have;

- Effective leadership and governance
- High quality teaching, learning and assessment
- Personal development and welfare of all pupils
- Raising educational standards
- Schools at the heart of the community

Public benefit

In setting objectives and planning activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

Strategic report

Achievements and performance

During the year the academy trust educated 1,703 children between the ages of 4 and 19 providing outstanding education as confirmed by the academic results and measurements of added value. Demand for places has remained high and is growing and in response, both schools have expanded their respective roll numbers by one form of entry.

At Aylward Primary School there is a popular nursery facility that provides early years education for up to 52 part time children aged under 4.

The academies offer a broad curriculum and educate children with a wide range of ability.

The academy trust aims to support children and young people in reaching their potential in all areas of school life. This may be in academic subjects but could just as easily be reflected in success in art, drama, sport, music or dance, with the aim of producing 'well rounded' individuals who are able to make a positive contribution to society. Students have volunteered for a wide range of community projects locally and overseas.

During 2018-19 the academy trust invested further reserves as part of continuing to improve school estates. Work has now been completed on a major refurbishment and expansion of the school dining area at Bentley Wood High School, which was part funded by a capital grant of £0.378m.

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Key performance indicators

Bentley Wood High School achieved an 'Outstanding' grade at its most recent inspection in 2012. Aylward Primary School achieved a 'Good' grade at its most recent inspection in 2017.

The A Level A*-E pass rate in 2019 was 100% with an Alps value added score of 3 indicating very good student performance when compared nationally is in the top 25% of schools. 25% of year 13 students achieved 3+ A levels between grades A* to B. One fifth of student grades resulted in an A or A* grade. Many of our students have been accepted into their preferred universities including UCL, Kings College London and Queen Mary to study their first choice courses including Pharmacy, Medicine, Law and Engineering with some pupils deciding to take a gap year.

Results for Key Stage 4 are second highest in the borough for overall performance and significantly above the national average across measures determined by the DfE. These measures are listed below in detail. Students in Bentley Wood in 2019 achieved on average almost 1 grade higher than students nationally with the same starting points at KS2 (57th in the country for Progress 8).

Measure	Bentley Wood
Progress 8 Score	0.97
Attainment 8 Score	57.21
% of pupils achieving Grade 4+ in English and Maths	78%
% of pupils achieving Grade 5+ in English and Maths	54.19%
% of pupils achieving grade 4 or above in the English Baccalaureate	63%
% of pupils achieving grade 5 or above in the English Baccalaureate	44%
% of pupils entered in the English Baccalaureate	95.6%
Pupils staying in education or employment (2017)	97%

Primary attainment data showed the following at the end of KS2.

	Age Related Expectation	Greater Depth
Reading	78%	17%
Writing	78%	12%
Spelling, Punctuation and Grammar	90%	54%
Maths	78%	29%

Progress in reading, writing and maths showed the following;

	School Progress Score	Comment
Reading	+0.77	In line with national expectations
Writing	-0.97	In line with national expectations
Maths	+0.86	In line with national expectations

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Going concern

The academy trust has achieved a surplus and has retained reserves inherited on conversion.

After making appropriate enquiries the Trustees have 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.

Financial review

Funding for the period was provided by ESFA by means of standard grants to cover operational and capital costs. Additional funds were received from letting facilities to third parties, from bank interest and from sales to students for meals, uniform and equipment.

A deficit of funds of £916,684 before an actuarial loss of £1,262,000 has been incurred. Net assets of £28,092,956 has been carried forward into the next year.

At 31 August 2019 cash funds of £1,564,122 were held in bank accounts for the academy trust. The bulk of these funds were held in either higher rate fixed term deposit accounts or in normal deposit accounts. These funds have largely been accumulated through careful use of start up funding to ensure we are able to sustain improvements over a number of years.

Reserves policy

The Trustees have determined an appropriate level of free reserves (total funds less the amount held in tangible assets, restricted and designated funds), that represents the amounts deemed to be necessary to deal with unexpected emergencies. The Trustees have assessed this as £350,000 and currently it stands at £1,163,103 (2018: £1,274,505).

Restricted general fund reserves stand at £nil and the total general fund reserves, restricted and unrestricted, stand at £1,613,103. The governors of each academy have completed site strategies and agreed to utilise surplus reserves to support and enable the future costs for this strategy.

The governors are also aware of upcoming cost pressures in pension and national insurance contributions and the impact of the continuing reduction in student led funding. They therefore regard the level of reserves held as reasonable.

Investment policy

Our investment policy is minimal risk based and funds will only be lodged with organisations with the highest possible credit rating. Fixed term deposits will only be taken out where we are sure the funds will not be required during the duration of the term.

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Principal risks and uncertainties

The Board of Trustees is responsible for the identification and management of the risks in the academy trust. A formal review of risks and the risk management processes was undertaken during the year and these will be reviewed annually going forward.

Through the risk management processes that have been formalised at the academy trust, the Trustees are satisfied that the major risks identified will be adequately mitigated where necessary.

The key controls used by the Board of Trustees include:

- formal agendas and minutes for all meetings of the Board, local governing bodies and committees;
- a scheme of delegation and terms of reference for all committees;
- comprehensive strategic planning, financial forecasting, budgeting and management accounting;
- established and identifiable organisational structures and reporting lines;
- comprehensive formal written policies;
- clear authorisation limits;
- construction and regular review of risk registers;
- vetting procedures as required by law, for protection of the vulnerable.

In common with every academy in the country, funding is dependent on government policy; there is always a risk that funding will be cut and the Trustees have been prudent in the budgeting for the future. The brought forward surplus is viewed as providing protection against funding fluctuations.

The deficit on the Local Government Pension Scheme increased by £1,546,000 in the period to £4,696,000 and there is continuing uncertainty in any final salary scheme of this type.

Fundraising

The Trust does not fundraise from the public, nor does it work with commercial participators or professional fundraisers. Parental contributions are invited on a voluntary basis to contribute towards a range of extracurricular trips and activities. Trustees are aware of their responsibilities, and any funds raised are managed responsibly with reasonable care and skill, acting in the best interests of the school.

Plans for future periods

The academy trust's key objectives for 2019-20 are to continue the development and progress of the academy trust. The academy trust Improvement Plan includes;

- To take into account a changing cohort and ensure the teaching and learning and enrichment provision for high attainers is further developed to maintain excellent outcomes at across all key stages
- Focusing on assessment of students and implementation of new assessment models including revised grading systems at GCSE.
- To further enhance and embed the robust attendance systems in place.

THE BENTLEY WOOD TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Auditor

In so far as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on18.12.19... and signed on its behalf by:



A Lewis

Chair of Trustees

THE BENTLEY WOOD TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2019

Scope of responsibility

As Trustees we acknowledge we have overall responsibility for ensuring that the 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 misstatements or loss.

The Board of Trustees has delegated day-to-day responsibility to the Headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the academy trust and the Secretary of State for Education. The Headteacher is responsible for reporting to the academy trust any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees responsibilities. The Board of Trustees meets at least four times each year and has overall responsibility for the finances of the Trust and exercises this through approval of the budget, the scheme of delegation and the audited accounts. Consolidated management accounts are circulated to all trustees on a monthly basis and presented to each meeting of the Trust Board and the Accounting Officer and Chief Finance Officer attend and advise meetings of the Board, School Governing Body and Finance and Site Committee to ensure effective oversight of funds.

The Board of Trustees have met four times in the year. The Governing Body of Bentley Wood has met formally six times during the year and the Governing Body of Aylward Primary School has met formally six times during the year. Attendance of the Governors during the year at meetings of the Board and Governing Body was as follows:

Trustees	Meetings attended	Out of possible
A Lewis (Chair of Trustees)	4	4
J Howkins (Headteacher and Accounting Officer)	4	4
M Borgese	3	4
C Hardy	2	4
I Qazi	4	4
C Westall	4	4
R Patel	3	4
Local Governing Body - Bentley Wood High School	Meetings attended	Out of possible
J Howkins (Head Teacher)	6	6
A Lewis (Chair of Local GB)	3	6
R Patel (Vice Chair and Chair of F&S)	6	6
S Senior (Chair of HR)	4	6
N Chotai (Chair of C&A)	5	6
A Moore	1	6
D Solanki (Resigned 31 December 2018)	1	2
G Hirani	6	6
Z Hussaini	6	6
S Nussbaum	5	6
I Qazi	6	6
K Amjad	4	6
J Campbell	5	6
S Shah	5	6
M Mohamed (Appointed 16 January 2019)	4	4
S Rabadia (Appointed 15 May 2019)	2	2

THE BENTLEY WOOD TRUST

GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

Local Governing Body - Alyward Primary School	Meetings attended	Out of possible
C Westall (Head Teacher - Alyward)	6	6
M Borgese (Chair of Governors)	6	6
C Hardy (Chair of Q&S)	4	6
O Bamisaiye (Chair of Finance)	6	6
H Thomas	5	6
R Strong	5	6
J McDowall	3	6
K Patel	3	6
S Englander	6	6
P Fejer (Appointed 4 October 2018)	6	6
A Moore (Appointed 15 November 2018)	3	5
D Bendelman (Appointed 10 January 2019)	3	4
H Bhatti (Appointed 11 July 2019)	1	1

The Chair of Trustees and the Accounting Officer had an external review meeting with the Regional Schools Commissioners Office on 19 February 2019.

A skills audit, based on the DfE Competency Framework, was carried out during the Autumn term across the academy trust. The analysis was shared with the Board of Directors to identify the required skills and experience, and to address any gaps through recruitment, training and/or other activities. As the Trustees form part of the Governing Bodies, they have oversight of the Local Governing Body and any gaps.

As a result of the analysis the Summary of the Risk Register, which is a running item on the Audit Committee agenda, was shared with the Finance Governors at both schools so that they could see the types of risks that have been recorded.

The Board are satisfied that overall, both Governing Bodies have a range of skills across the board. The analysis was shared with the Governing Bodies and investment in the NGA MAT training package was agreed, including the learning links to enable Governors to develop their skills further in addition to the Governor Training already available from the Local Authority.

A Governance self-evaluation will be carried out during the Summer Term.

Each Governing Body has a Finance and Site Committee, the remit of which is to:

- provide guidance and assistance to the Governing Body on all financial and budgetary matters;
- deal with any financial matters raised by the Headteacher or Chief Finance Officer;
- prepare and review financial policy statements, including consideration of long term planning and resourcing;
- consider each year's priorities and present an annual budget to the Governing Body for approval;
- monitor income and expenditure of all public funds and report the financial situation to the Governing Body each term;
- recommend the level of delegation to the Headteacher for the day-to-day financial management of the school;
- vire funds, if necessary, within limits set by the Governing Body;
- advise the Governing Body on all matters relating to fund raising and sponsorship.

The Trust has established an Audit Committee, the remit of which is to:

- ensure compliance with the appropriate financial regulations;
- ensure the audit of non-public funds for presentation to the Governing Body;
- receive and, where appropriate, respond to periodic audit reports of public funds.

THE BENTLEY WOOD TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Multi-academy Trust governance arrangements were established in April 2014 and were subject to self-review during 2018-19 to confirm that the arrangements are effective. The Trust has agreed a strategic vision statement. In accordance with best practice the Trust will continue to carry out annual reviews of governance to assess the effectiveness of the board and the committee structures of each school within the trust.

Review of value for money

The accounting officer has the 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 Trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- making greater use of purchasing frameworks to deliver savings across a range of supplies and services
- monitoring closely the capital projects to ensure value for money is obtained on the schemes and the academy trust's investment
- collaborating with other schools and partners across activities including the Teaching School Alliance, the Harrow Collegiate and as co-sponsors of The Jubilee Academy and two proposed new free schools in the borough
- Implementing an ambitious ICT Strategy making innovative use of technology throughout the curriculum
- Delivering efficiencies through the sharing of services within the multi-academy trust
- Generating additional income to the academy trust through successful funding bids

Further improvements in value for money are anticipated in future years by making greater use of benchmarking data and increasing income through more lettings and other income generating activities.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Bentley Wood Trust for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The board of Trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of Trustees.

THE BENTLEY WOOD TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

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 (where possible) 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 academy trust;
- 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 guidelines;
- delegation of authority and, where possible, segregation of duties;
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the academy trust has appointed, Alliotts, the external auditors to perform additional assurance checks.

This role includes performing a range of checks on the academy trust's financial processes and giving advice on financial matters.

On a termly basis, there is a report to the Board of Trustees on the operation of the systems of financial controls. No material failures or weaknesses were identified during the year by these reports.

The internal auditor has delivered their schedule of work as planned, there were no material control issues arising as a result of the internal auditor's work.

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 work from the assurance audits;
- the work of the external auditor;
- the financial management and governance self assessment process;
- the work of the Senior Management Team within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the Board of Trustees on 18/12/19 and signed on its behalf by:



A Lewis
Chair of Trustees



J Howkins
Headteacher and Accounting Officer

THE BENTLEY WOOD TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2019

As accounting officer of The Bentley Wood Trust I have considered my responsibility to notify the academy trust Board of Trustees 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 2018.

I confirm that I and the academy trust's Board of Trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2018.

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



J Howkins
Accounting Officer

18/12/19
.....

THE BENTLEY WOOD TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2019

The trustees (who are also the directors of The Bentley Wood Trust for the purposes of company law) are responsible for preparing the Trustees' report and the accounts in accordance with the Academies Accounts Direction 2018 to 2019 published by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 18/12/19 and signed on its behalf by:



A Lewis

Chair of Trustees

THE BENTLEY WOOD TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BENTLEY WOOD TRUST

FOR THE YEAR ENDED 31 AUGUST 2019

Opinion

We have audited the accounts of The Bentley Wood Trust for the year ended 31 August 2019 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The Trustees are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

THE BENTLEY WOOD TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BENTLEY WOOD TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the accounts

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

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

THE BENTLEY WOOD TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BENTLEY WOOD TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

Use of our report

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



Stephen Meredith BA FCA DChA (Senior Statutory Auditor)
for and on behalf of Alliotts

18/12/19

Chartered Accountants
Statutory Auditor

Friary Court
13-21 High Street
Guildford
Surrey
GU1 3DL

THE BENTLEY WOOD TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE BENTLEY WOOD TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2019

In accordance with the terms of our engagement letter dated 22 August 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Bentley Wood Trust during the period 1 September 2018 to 31 August 2019 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 The Bentley Wood Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the The Bentley Wood 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 The Bentley Wood Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Bentley Wood Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Bentley Wood Trust's funding agreement with the Secretary of State for Education dated 1 November 2011 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 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 BENTLEY WOOD TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE BENTLEY WOOD TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

The work undertaken to draw to our conclusion includes:

- analytical review of the academy trust's general activities to ensure that they are within the academy trust's framework of authorities;
- consideration of the evidence supporting the accounting officer's statement on regularity, propriety and compliance;
- review of the general control environment for the academy trust on financial statements and on regularity;
- sample testing of expenditure transactions to ensure the activity is permissible within the academy trust's framework of authority;
- confirmation that a sample of expenditure has been appropriately authorised in accordance with the academy trust's delegated authorities;
- formal representations obtained from the governing body and the accounting officer acknowledging the responsibilities, including disclosing all non-compliance with laws and regulations specific to the authorising framework;
- confirmation that any extra-contractual payments such as severance and compensation payments have been appropriately authorised;
- review of credit card expenditure for any indication of personal use by staff, Headteacher or Trustees;
- review of specific terms of grant funding within the funding agreement;
- review of related party transactions for connections with the Headteacher or Trustees;
- review of income received in accordance with the activities permitted within the academy trust's charitable objectives.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Reporting Accountant

Alliotts

Dated: 18/12/19

THE BENTLEY WOOD TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	Unrestricted Funds £	Restricted funds: General £ Fixed asset £	Total 2019 £	Total 2018 £
Income and endowments from:					
Donations and capital grants	3	53,115	27,822	84,203	165,140
Charitable activities:					
- Funding for educational operations	4	221,991	10,047,865	-	10,269,856
- Funding for teaching school	24	-	46,000	-	46,000
Other trading activities	5	120,629	247,077	-	367,706
Investments	6	9,169	-	-	9,169
Total		404,904	10,368,764	84,203	10,857,871
Expenditure on:					
Charitable activities:					
- Educational operations	9	516,306	10,582,187	630,062	11,728,555
- Teaching School	24	-	46,000	-	46,000
Total	7	516,306	10,628,187	630,062	11,774,555
Net expenditure		(111,402)	(259,423)	(545,859)	(916,684)
Transfers between funds	17	-	(637,538)	637,538	-
Other recognised gains/(losses)					
Actuarial (losses)/gains on defined benefit pension schemes	19	-	(1,262,000)	-	(1,262,000)
Net movement in funds		(111,402)	(2,158,961)	91,679	(2,178,684)
Reconciliation of funds					
Total funds brought forward		1,274,505	(2,537,039)	31,533,794	30,271,260
Total funds carried forward		1,163,103	(4,696,000)	31,625,473	28,092,576

THE BENTLEY WOOD TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2019

Comparative year information Year ended 31 August 2018	Notes	Unrestricted Funds £	Restricted funds: General	Fixed asset £	Total 2018 £
Income and endowments from:					
Donations and capital grants	3	-	423,563	-	423,563
Charitable activities:					
- Funding for educational operations	4	200,188	9,668,300	-	9,868,488
- Funding for teaching school	24	-	46,000	-	46,000
Other trading activities	5	112,037	230,488	-	342,525
Investments	6	8,174	-	-	8,174
Total		320,399	10,368,351	-	10,688,750
Expenditure on:					
Charitable activities:					
- Educational operations	9	209,116	10,311,779	607,322	11,128,217
- Teaching School	24	-	46,000	-	46,000
Total	7	209,116	10,357,779	607,322	11,174,217
Net income/(expenditure)		111,283	10,572	(607,322)	(485,467)
Transfers between funds	17	-	(135,799)	135,799	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	19	-	630,000	-	630,000
Net movement in funds		111,283	504,773	(471,523)	144,533
Reconciliation of funds					
Total funds brought forward		1,163,222	(3,041,812)	32,005,317	30,126,727
Total funds carried forward		1,274,505	(2,537,039)	31,533,794	30,271,260

THE BENTLEY WOOD TRUST

BALANCE SHEET

AS AT 31 AUGUST 2019

	Notes	2019 £	£	2018 £	£
Fixed assets					
Tangible assets	13	31,625,473		31,533,794	
Current assets					
Debtors	14	360,477		429,388	
Cash at bank and in hand		1,564,122		2,117,052	
		1,924,599		2,546,440	
Current liabilities					
Creditors: amounts falling due within one year	15	(761,496)		(658,974)	
Net current assets		1,163,103		1,887,466	
Net assets excluding pension liability		32,788,576		33,421,260	
Defined benefit pension scheme liability	19	(4,696,000)		(3,150,000)	
Net assets		28,092,576		30,271,260	
Funds of the academy trust:					
Restricted funds	17				
- Fixed asset funds		31,625,473		31,533,794	
- Restricted income funds		-		612,961	
- Pension reserve		(4,696,000)		(3,150,000)	
Total restricted funds		26,929,473		28,996,755	
Unrestricted income funds	17	1,163,103		1,274,505	
Total funds		28,092,576		30,271,260	

The accounts on pages 23 to 46 were approved by the Trustees and authorised for issue on 18/12/19 and are signed on their behalf by:



A Lewis

Chair of Trustees

Company Number 07693936

THE BENTLEY WOOD TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	2019 £	£	2018 £	£
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	20		47,617		(199,813)
Cash flows from investing activities					
Dividends, interest and rents from investments		9,169		8,174	
Capital grants from DfE Group		112,025		411,317	
Purchase of tangible fixed assets		(721,741)		(135,799)	
Net cash (used in)/provided by investing activities			(600,547)		283,692
Net (decrease)/increase in cash and cash equivalents in the reporting period			(552,930)		83,879
Cash and cash equivalents at beginning of the year			2,117,052		2,033,173
Cash and cash equivalents at end of the year			1,564,122		2,117,052

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2019

1 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.

1.1 Basis of preparation

The accounts of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Bentley Wood Trust meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The Trustees 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 charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Income

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

Grants

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

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

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

Sponsorship income

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

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.

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

Other income

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

Donated fixed assets

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

A 125 year leasehold interest in the land acquired on conversion of Aylward Primary School has been recorded at fair value using an external valuation provided by Mouchel.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

1.5 Tangible fixed assets and depreciation

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

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

Land and buildings - Leasehold	50 years
Computer equipment	4 years
Fixtures, fittings & equipment	5-25 years

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.

1.6 Liabilities

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

1.7 Leased assets

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

1.8 Financial instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

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

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition.

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

1.9 Taxation

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

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

1 Accounting policies

(Continued)

1.10 Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated 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. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

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

1.11 Fund accounting

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

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

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

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

2 Critical accounting estimates and areas of judgement

(Continued)

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, 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 2019. 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.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Capital grants	-	112,025	112,025	411,317
Other donations	53,115	-	53,115	12,246
	53,115	112,025	165,140	423,563

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
DfE / ESFA grants				
General annual grant (GAG)	-	8,821,715	8,821,715	8,406,000
Other DfE group grants	-	686,362	686,362	644,282
	-	9,508,077	9,508,077	9,050,282
Other government grants				
Local authority grants	-	531,492	531,492	601,218
Special educational projects	-	8,296	8,296	16,800
	-	539,788	539,788	618,018
Other funding				
Teaching School income	-	46,000	46,000	46,000
Other incoming resources	221,991	-	221,991	200,188
	221,991	46,000	267,991	246,188
Total funding	221,991	10,093,865	10,315,856	9,914,488

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Hire of facilities	120,629	-	120,629	112,037
Other income	-	247,077	247,077	230,488
	<u>120,629</u>	<u>247,077</u>	<u>367,706</u>	<u>342,525</u>

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Short term deposits	<u>9,169</u>	<u>-</u>	<u>9,169</u>	<u>8,174</u>

7 Expenditure

	Staff costs £	Non Pay Expenditure Premises £	Other £	Total 2019 £	Total 2018 £
Academy's educational operations					
- Direct costs	7,227,048	-	631,460	7,858,508	7,459,431
- Allocated support costs	1,715,362	1,252,693	901,992	3,870,047	3,668,786
Teaching School					
- Direct costs	-	-	46,000	46,000	46,000
	<u>8,942,410</u>	<u>1,252,693</u>	<u>1,579,452</u>	<u>11,774,555</u>	<u>11,174,217</u>

Net income/(expenditure) for the year includes:

	2019 £	2018 £
Fees payable to auditor for:		
- Audit	11,175	10,800
- Other services	5,995	8,273
Operating lease rentals	4,707	18,279
Depreciation of tangible fixed assets	630,062	607,322
Net interest on defined benefit pension liability	<u>91,000</u>	<u>90,000</u>

8 Central services

The academy trust has helped to provide the following shared services to its academies during the year:

- governance;
- financial systems;
- legal services

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

8 Central services

(Continued)

The academy trust charges for these services on the following basis:

- complete recharge for any expenses solely relating to the entity

The amounts charged during the year were as follows:

	2019 £	2018 £
Aylward Primary School	11,550	11,400
Bentley Wood High School	-	-
	<u>11,550</u>	<u>11,400</u>

9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Direct costs				
Educational operations	-	7,858,508	7,858,508	7,459,431
Teaching School	-	46,000	46,000	46,000
Support costs				
Educational operations	516,306	3,353,741	3,870,047	3,668,786
	<u>516,306</u>	<u>11,258,249</u>	<u>11,774,555</u>	<u>11,174,217</u>
	Teaching School £	Educational operations £	Total 2019 £	Total 2018 £
Analysis of support costs				
Support staff costs	-	1,715,362	1,715,362	1,700,437
Depreciation	-	630,062	630,062	607,322
Technology costs	-	107,251	107,251	36,281
Premises costs	-	622,631	622,631	651,659
Other support costs	-	762,804	762,804	652,614
Governance costs	-	31,937	31,937	20,473
	<u>-</u>	<u>3,870,047</u>	<u>3,870,047</u>	<u>3,668,786</u>

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

10 Staff

Staff costs

Staff costs during the year were:

	2019 £	2018 £
Wages and salaries	6,514,102	6,218,768
Social security costs	615,257	585,699
Pension costs	1,309,080	1,268,420
	<hr/>	<hr/>
Amounts paid to employees	8,438,439	8,072,887
Agency staff costs	503,971	461,595
	<hr/>	<hr/>
Amounts paid to staff	8,942,410	8,534,482
Staff development and other staff costs	79,234	108,818
	<hr/>	<hr/>
Total staff expenditure	9,021,644	8,643,300
	<hr/>	<hr/>

Staff numbers

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

	2019 Number	2018 Number
Teachers	105	101
Administration and support	139	138
Management	16	15
	<hr/>	<hr/>
	260	254
	<hr/>	<hr/>

The number of persons employed, expressed as a full time equivalent, was as follows:

	2019 Number	2018 Number
Teachers	95	90
Administration and support	77	83
Management	14	14
	<hr/>	<hr/>
	186	187
	<hr/>	<hr/>

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

10 Staff

(Continued)

Higher paid staff

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

	2019 Number	2018 Number
£60,001 - £70,000	2	2
£70,001 - £80,000	3	3
£90,001 - £100,000	1	1
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
	<u> </u>	<u> </u>

Key management personnel

The key management personnel of the academy trust comprise the Trustees and Chief Finance Officer 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 £324,022 (2018: £316,897).

11 Trustees' remuneration and expenses

The Headteachers and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff, and not in respect of their services as Trustees. Other Trustees did not receive any payments, other than expenses, from the academy trust in respect of their role as Trustees. During the year, no travel and subsistence payments (2018: £nil) were reimbursed to any Trustees.

The value of Trustees' remuneration was as follows:

J Howkins (Headteacher)	
Remuneration	£105,000 - £110,000 (2018: £105,000 - £110,000)
Employer's pension contributions paid	£15,000 - £20,000 (2018: £15,000 - £20,000)
C Westall (Headteacher)	
Remuneration	£90,000 - £95,000 (2018: £90,000 - £95,000)
Employer's pension contributions paid	£15,000 - £20,000 (2018: £10,000 - £15,000)

Other related party transactions involving the Trustees are set out within the related parties note.

12 Trustees and officers insurance

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

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

13 Tangible fixed assets

	Land and buildings - Leasehold £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost				
At 1 September 2018	33,424,558	506,141	414,720	34,345,419
Additions	695,898	-	25,843	721,741
At 31 August 2019	34,120,456	506,141	440,563	35,067,160
Depreciation				
At 1 September 2018	2,229,568	409,974	172,083	2,811,625
Charge for the year	519,107	46,059	64,896	630,062
At 31 August 2019	2,748,675	456,033	236,979	3,441,687
Net book value				
At 31 August 2019	31,371,781	50,108	203,584	31,625,473
At 31 August 2018	31,194,990	96,167	242,637	31,533,794

14 Debtors

	2019 £	2018 £
Trade debtors	16,239	22,708
VAT recoverable	75,272	64,728
Other debtors	681	787
Prepayments and accrued income	268,285	341,165
	360,477	429,388

15 Creditors: amounts falling due within one year

	2019 £	2018 £
Trade creditors	215,207	186,179
Other taxation and social security	161,735	151,344
Other creditors	30,381	36,982
Accruals and deferred income	354,173	284,469
	761,496	658,974

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

16	Deferred income	2019 £	2018 £
	Deferred income is included within:		
	Creditors due within one year	132,308	135,431
	Deferred income at 1 September 2018	135,431	205,102
	Released from previous years	(135,431)	(205,102)
	Resources deferred in the year	132,308	135,431
	Deferred income at 31 August 2019	132,308	135,431

At the balance sheet date the academy trust was holding funds received in advance for SEN services, Universal Infant Free School Meals income, rates reclaim, and music income.

17	Funds	Balance at 1 September 2018 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2019 £
	Restricted general funds					
	General Annual Grant (GAG)	270,148	8,821,715	(8,797,138)	(294,725)	-
	Other DfE / ESFA grants	342,813	714,184	(714,184)	(342,813)	-
	Other government grants	-	539,788	(539,788)	-	-
	Teaching School	-	46,000	(46,000)	-	-
	Other restricted funds	-	247,077	(247,077)	-	-
	Pension reserve	(3,150,000)	-	(284,000)	(1,262,000)	(4,696,000)
		<u>(2,537,039)</u>	<u>10,368,764</u>	<u>(10,628,187)</u>	<u>(1,899,538)</u>	<u>(4,696,000)</u>
	Restricted fixed asset funds					
	Inherited on conversion	17,789,747	-	(235,073)	-	17,554,674
	DfE group capital grants	105,686	84,203	(36,257)	342,813	496,445
	Capital expenditure from GAG	1,046,072	-	(95,934)	294,725	1,244,863
	Donated fixed assets	12,592,289	-	(262,798)	-	12,329,491
		<u>31,533,794</u>	<u>84,203</u>	<u>(630,062)</u>	<u>637,538</u>	<u>31,625,473</u>
	Total restricted funds	<u>28,996,755</u>	<u>10,452,967</u>	<u>(11,258,249)</u>	<u>(1,262,000)</u>	<u>26,929,473</u>
	Unrestricted funds					
	General funds	<u>1,274,505</u>	<u>404,904</u>	<u>(516,306)</u>	<u>-</u>	<u>1,163,103</u>
	Total funds	<u>30,271,260</u>	<u>10,857,871</u>	<u>(11,774,555)</u>	<u>(1,262,000)</u>	<u>28,092,576</u>

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

(Continued)

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

General Annual Grant: This fund is for the purpose of running the academy trust in accordance with the Funding Agreement with the Secretary of State and along guidelines as set out in the Academies Financial Handbook.

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2019.

Other DfE/ESFA grants: This fund has also arisen from funding received from the Department for Education and the Education and Skills Funding Agency for the furtherance of the academy trust's activities that are not funded through the General Annual Grant.

Other government grants: This fund has also arisen from funding received for the furtherance of the academy trust's activities that are not funded through the General Annual Grant.

Other restricted fund: This restricted fund has arisen from other income that the academy trust has received. The monies have to be used for the benefit of the academy trust but there are no restrictions on when these monies can be spent.

Pension reserve: This liability has arisen from the Local Government Pension Scheme, which was inherited by the academy trust on conversion. See note 19 for further details on this liability.

Restricted fixed asset funds: These funds have arisen from fixed assets inherited upon conversion and from the subsequent purchases of new assets for use by the academy trust. All assets held are specifically for the use of the academy trust.

Unrestricted funds: These have arisen from activities carried out by the academy trust for raising funds and are unrelated to any form of government assistance and therefore the academy trust can choose to spend it however it chooses.

The transfer between funds represent fixed assets that were purchased out of restricted income funds.

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

(Continued)

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

	Balance at 1 September 2017 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2018 £
Restricted general funds					
General Annual Grant (GAG)	409,188	8,406,000	(8,409,241)	(135,799)	270,148
Other DfE / ESFA grants	-	1,055,599	(712,786)	-	342,813
Other government grants	-	618,018	(618,018)	-	-
Teaching School	-	46,000	(46,000)	-	-
Other restricted funds	-	242,734	(242,734)	-	-
Pension reserve	(3,451,000)	-	(329,000)	630,000	(3,150,000)
	<u>(3,041,812)</u>	<u>10,368,351</u>	<u>(10,357,779)</u>	<u>494,201</u>	<u>(2,537,039)</u>
Restricted fixed asset funds					
Transfer on conversion	18,034,344	-	(244,597)	-	17,789,747
DfE group capital grants	150,732	-	(45,046)	-	105,686
Capital expenditure from GAG	964,415	-	(54,142)	135,799	1,046,072
Donated fixed assets	12,855,826	-	(263,537)	-	12,592,289
	<u>32,005,317</u>	<u>-</u>	<u>(607,322)</u>	<u>135,799</u>	<u>31,533,794</u>
Total restricted funds	<u>28,963,505</u>	<u>10,368,351</u>	<u>(10,965,101)</u>	<u>630,000</u>	<u>28,996,755</u>
Unrestricted funds					
General funds	<u>1,163,222</u>	<u>320,399</u>	<u>(209,116)</u>	<u>-</u>	<u>1,274,505</u>
Total funds	<u>30,126,727</u>	<u>10,688,750</u>	<u>(11,174,217)</u>	<u>630,000</u>	<u>30,271,260</u>

Total funds analysis by academy

	2019 £	2018 £
Fund balances at 31 August 2019 were allocated as follows:		
Aylward Primary School	399,801	472,029
Bentley Wood High School	763,302	1,415,437
Total before fixed assets fund and pension reserve	<u>1,163,103</u>	<u>1,887,466</u>
Restricted fixed asset fund	31,625,473	31,533,794
Pension reserve	(4,696,000)	(3,150,000)
Total funds	<u>28,092,576</u>	<u>30,271,260</u>

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

17 Funds

(Continued)

Total cost analysis by academy

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational support staff	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2019	Total 2018
	£	£	£	£	£	£
Aylward Primary School	2,139,538	454,672	159,572	367,820	3,121,602	3,001,214
Bentley Wood High School	5,166,744	986,953	421,803	1,591,730	8,167,230	7,565,683
	<u>7,306,282</u>	<u>1,441,625</u>	<u>581,375</u>	<u>1,959,550</u>	<u>11,288,832</u>	<u>10,566,897</u>

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2019 are represented by:				
Tangible fixed assets	-	-	31,625,473	31,625,473
Current assets	1,924,599	-	-	1,924,599
Creditors falling due within one year	(761,496)	-	-	(761,496)
Defined benefit pension liability	-	(4,696,000)	-	(4,696,000)
Total net assets	<u>1,163,103</u>	<u>(4,696,000)</u>	<u>31,625,473</u>	<u>28,092,576</u>
	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2018 are represented by:				
Tangible fixed assets	-	-	31,533,794	31,533,794
Current assets	1,274,505	1,271,935	-	2,546,440
Creditors falling due within one year	-	(658,974)	-	(658,974)
Defined benefit pension liability	-	(3,150,000)	-	(3,150,000)
Total net assets	<u>1,274,505</u>	<u>(2,537,039)</u>	<u>31,533,794</u>	<u>30,271,260</u>

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

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

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. 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 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2019.

The employer's pension costs paid to TPS in the period amounted to £716,342 (2018: £648,853).

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

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 19.7% for employers and 5.5 to 12.5% for employees.

The academy trust has agreed to make additional contributions totalling £85,000 in the year to March 2020 in addition to normal funding levels.

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

Total contributions made	2019 £	2018 £
Employer's contributions	399,000	377,000
Employees' contributions	102,000	98,000
Total contributions	501,000	475,000

Principal actuarial assumptions	2019 %	2018 %
Rate of increase in salaries	2.6	2.7
Rate of increase for pensions in payment/inflation	2.3	2.4
Discount rate for scheme liabilities	1.8	2.8

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

	2019 Years	2018 Years
Retiring today		
- Males	21.2	22.2
- Females	23.5	24.4
Retiring in 20 years		
- Males	22.3	24.0
- Females	25.0	26.4

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

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

	2019 £	2018 £
Discount rate + 0.1%	(255,000)	(184,000)
Discount rate - 0.1%	255,000	184,000
Mortality assumption + 1 year	369,000	276,000
Mortality assumption - 1 year	(369,000)	(276,000)
CPI rate + 0.1%	213,000	151,000
CPI rate - 0.1%	(213,000)	(151,000)

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

	2019 Fair value £	2018 Fair value £
Equities	3,581,000	2,970,000
Bonds	635,000	451,000
Cash	-	38,000
Property	317,000	301,000
Total market value of assets	4,533,000	3,760,000

The actual return on scheme assets was £340,000 (2018: £174,000).

Amount recognised in the Statement of Financial Activities

	2019 £	2018 £
Current service cost	564,000	616,000
Past service cost	28,000	-
Interest income	(111,000)	(84,000)
Interest cost	202,000	174,000
Total operating charge	683,000	706,000

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2019

19 Pension and similar obligations

(Continued)

Changes in the present value of defined benefit obligations	2019 £	2018 £
At 1 September 2018	6,910,000	6,624,000
Current service cost	564,000	616,000
Interest cost	202,000	174,000
Employee contributions	102,000	98,000
Actuarial loss/(gain)	1,491,000	(540,000)
Benefits paid	(68,000)	(62,000)
Past service cost	28,000	-
At 31 August 2019	9,229,000	6,910,000

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

	2019 £	2018 £
At 1 September 2018	3,760,000	3,173,000
Interest income	111,000	84,000
Actuarial gain	229,000	90,000
Employer contributions	399,000	377,000
Employee contributions	102,000	98,000
Benefits paid	(68,000)	(62,000)
At 31 August 2019	4,533,000	3,760,000

20 Reconciliation of net expenditure to net cash flow from operating activities

	2019 £	2018 £
Net expenditure for the reporting period (as per the statement of financial activities)	(916,684)	(485,467)
Adjusted for:		
Capital grants from DfE and other capital income	(112,025)	(411,317)
Investment income receivable	(9,169)	(8,174)
Defined benefit pension costs less contributions payable	193,000	239,000
Defined benefit pension scheme finance cost	91,000	90,000
Depreciation of tangible fixed assets	630,062	607,322
Decrease/(increase) in debtors	68,911	(45,728)
Increase/(decrease) in creditors	102,522	(185,449)
Net cash provided by/(used in) operating activities	47,617	(199,813)

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

21 Commitments under operating leases

At 31 August 2019 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2019 £	2018 £
Amounts due within one year	21,630	16,282
Amounts due in two and five years	16,016	23,740
	<u>37,646</u>	<u>40,022</u>

22 Related party transactions

Owing to the nature of the academy trust's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which Trustees have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

Expenditure related party transactions

During the year there were fees of £14,400 (2018: £14,400) paid to Harrow Alternative Provision Academy Trust, a school set up by the senior schools of the Harrow Collegiate to offer alternative provision education to pupils from their respective schools, of which the academy trust is a member.

During the year there were fees of £2,435 (2018: £3,120) paid to Corbeau Procurement Supplies Ltd, a school stationery supplier, whom is related due to a Trustee of the academy (C Hardy) also being a Director of the company.

23 Members' liability

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

THE BENTLEY WOOD TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2019

24	Teaching School trading account	2019		2018	
		£	£	£	£
	Direct income				
	Other external funding		46,000		46,000
	Direct costs				
	Staff development	46,000		46,000	
		<u>46,000</u>		<u>46,000</u>	
	Total operating costs		(46,000)		(46,000)
			<u>-</u>		<u>-</u>
	Surplus from teaching school		-		-
	Teaching School balances at 1 September 2018		-		-
			<u>-</u>		<u>-</u>
	Teaching School balances at 31 August 2019		-		-
			<u>-</u>		<u>-</u>
