

Company Registration Number: 07718351 (England & Wales)

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2021

Reference and Administrative Details

Members:	Oxford Diocesan Board of Education Gordon Joyner (appointed 31 December 2020) Buckinghamshire Council (resigned 4 August 2021) Chair of Trustees
Trustees:	A Brown (Chairman) C Adams S Adams N Brown G Chahal (Staff Governor) Q Chaudhry (appointed 13 October 2020) M Crawford G Ellerton P Garner G Hull M McCormick C Mastroilli K Patrick (Principal and Accounting Officer) M Paxton R Rochon K Shaw
Company Secretary:	Not appointed
Senior Management Team:	K Patrick – Principal J Conway – Vice Principal T Dobbs – Vice Principal A Griffiths – Vice Principal
Company Name:	Chiltern Hills Academy
Registered Office:	Church House Oxford, Langford Locks, Kidlington, Oxford, OX5 1GF
Company Registration Number:	07718351 (England and Wales)
Independent Auditor:	Landau Baker Limited, Mountcliff House, 154 Brent Street, London, NW4 2DR
Bankers:	Barclays Bank plc, One World Business Centre, Newall Road, Hounslow, TW6 2RE
Solicitors:	Winckworth Sherwood, 16 Beaumont Street, Oxford, OX1 2LZ

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

Trustees' Report

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The academy trust operates an academy for students aged 11 to 19 serving a catchment area in Chesham and the surrounding area within a 3 mile radius. When the current building work has been completed the school will have a pupil capacity of 1,300 students. There was a roll of 1056 in the school census on 7 October 2021.

Structure, Governance and Management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The academy adopted the more recent Articles and Funding Agreement during the financial period 1 September 2020 to 31 August 2021. These documents can be found on the academy website. The trustees of Chiltern Hills Academy are also the directors of the charitable company for the purposes of company law. The charitable company operates as Chiltern Hills Academy and was incorporated on 26 July 2011 and opened on 1 September 2011.

Details of the trustees who served during the year, and the date these accounts are approved are included in the Reference and Administrative Details on the preceding pages of this document.

Members' Liability

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

Trustees' Indemnities

Subject to the provisions of the Companies Act, every trustee or other officer of the academy shall be indemnified out of the assets of the academy against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy.

Method of Recruitment and Appointment or Election of Trustees

The management of the academy is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association and funding agreement as follows:

- 10 trustees appointed by the Members
- the Principal if they agree to being a trustee
- 1 staff trustee appointed by staff election
- 2 parent trustees appointed by election of parents of registered students at the academy
- up to 4 trustees co-opted by the trustees

The term of office for any trustee is 4 years. The Principal's term of office runs parallel with their term of appointment. Subject to remaining eligible to be a particular type of trustee, any trustee may be reappointed or re-elected.

Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new trustees will depend on their individual experience and expertise. Where necessary an induction will provide training on charity and educational, legal and financial matters. All new trustees are given a tour of the academy and the chance to meet with staff, students and parents with the opportunity to attend the Parents' Forum. The academy's ethos and values are discussed and all trustees are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as trustees and directors of the academy. The Clerk to the Board ensures that trustees are also provided with access to, and oversight of, GovernorHub and are supported with IT by the network manager.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, Governance and Management (continued)

Organisational Structure

The academy has established a management structure to enable its efficient running. The structure consists of three levels: the trustees and the senior leadership team consisting of the Principal and Vice Principals and a middle leadership group consisting of subject and academic year leaders.

The governing body has considered its role thoughtfully and decided that the role of the trustees is to approve the strategic direction and objectives of the academy and monitor its progress towards these objectives.

The governing body has approved a scheme of delegation which sets out a statement on the system of internal control, responsibilities, standing orders and terms of reference. The Principal is directly responsible for the day to day running of the academy and is assisted by a senior leadership team.

Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the academy by use of budgets and making major decisions about the direction of the academy, including capital expenditure and senior staff appointments.

The Principal assumes the accounting officer role.

The governing body has established 8 committees. Each committee has its own terms of reference or linked policies detailing the responsibilities discharged to the committee and to the Principal. The terms of reference and meeting frequency for each committee is reviewed and approved by the governing body annually. The terms of reference for the Finance Committee detail the Academy's authorised spending limits.

The committees of the Governing Body are:

- Finance and Audit
- Management (Personnel/Premises/Health & Safety)
- Learning and Teaching (Curriculum/Achievement)
- Admissions
- Student Discipline
- Staff Dismissal
- Staff Dismissal Appeals
- Staff Grievance Appeals Panel

Groups of trustees may be formally organised outside of the committee structure to support the Academy as required to consider significant areas of change management, eg Principal, Vice Principal recruitment.

Arrangements for setting Pay and Remuneration of Key Management Personnel

Pay and remuneration of key management personnel is determined by a variety of contributory factors, such as the academy group size, Internal Schools Review, the pay scales for each role eg Principal, Vice Principals and the levels of experience of the staff member. In addition to this, levels of pay may be affected by any nationally agreed pay awards, the ability to recruit key management personnel and retain them in post, which all coincides with the academy's appointment and pay policies. All amendments to key management personnel's pay and remuneration is discussed and agreed by the Management and Personnel Committee. The Trust Scheme of Delegation sets out the responsibility for pay increases for all staff to the Principal and the Management and Personnel Committee.

Trade Union Facility Time

The Academy did not have any employees who were relevant union officials during the account period 1 September 2020 to 31 August 2021.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Structure, Governance and Management (continued)

Related Parties and other Connected Charities and Organisations

The Academy has a lead sponsor, the Diocese of Oxford and a second sponsor, Buckinghamshire Council (the local authority) who resigned from this role, effective from 4 August 2021. The Diocese of Oxford and Buckinghamshire Council provides school improvement support, a range of training opportunities and networking opportunities for school leaders.

The Academy works with local junior schools and collaborates with other schools providing opportunities for leadership, community and learning opportunities. The shared vision of sponsors and industry partners has transformed the curriculum providing opportunities for students to engage directly with practitioners and successful innovative individuals from across a range of organisations, for example Bucks New University, University of the Arts London and Buckinghamshire Business First. To support Initial Teacher Training (ITT) the school has formed positive working relationships supporting colleagues from Astra, Brunel University, Bedford University and the Royal Academy of Dance.

Objectives and Activities

Objects and Aims

The principal object and activity of the academy is the operation of the Chiltern Hills Academy Trust to provide a broad and balanced education for students of all abilities in the Chesham area. The trustees have referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the academy. The governing body sets the Academy's strategic aims through the Academy Development Plan. These aims are monitored closely by the governing body by way of reports from the Principal, the work of the committees and visits by trustees to linked subject areas.

In accordance with the articles of association, the academy has adopted a "Scheme of Government" approved by the Secretary of State for Education.

The Scheme of Government specifies, amongst other things, that the Trust will be at the heart of the community promoting community cohesion and sharing facilities; the basis for admitting students to the Trust, that the curriculum should be broad and balanced; there will be an emphasis on the needs of individual students including students with SEN; the basis for charging students.

The Academy is founded on Christian values and principles through an ethos that promotes personal responsibility, self-respect, a valuing of the beliefs and views of others, self-confidence and a commitment to success and achievement. Embedded within the curriculum are the seven Christian values of Honesty, Respect, Compassion, Love, Forgiveness, Self-discipline and Hope.

We encourage every person in our community to Create, Aspire and Excel to "Live life in all its fullness" (John 10:10) through our dedication to the seven Christian values. We provide a safe, inspiring place of learning to encourage achievement and ambition and we guide students to become confident and successful members of society. We foster an environment within which all young people develop the moral and spiritual values which help them to become active, thoughtful and considerate citizens.

The academy has undertaken self-evaluation activities to identify aims and objectives for the next year. The key aims of the Academy for the forthcoming year are:

- Instil a culture of high achievement
- Provide outstanding learning and teaching
- Become the number one school of choice in the Chesham area
- Shares values and ethos
- Maximise student attendance

In addition, Chiltern Hills Academy aim to build and maintain a level of reserves by entering into cost effective agreements in keeping with the principal objects of the Academy.

The details of the Academy Development Plan is developed as a result of, and monitored through, department reviews, lesson observations, learning walks, self-evaluation and data analysis. Continual professional development for staff and performance management play an important role in the continual improvement of the Academy. The Academy Development Plan is published on the website by October half term each year. This is reviewed termly by the senior leadership team and the review shared with trustees and stakeholders.

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TRUSTEES' REPORT (CONTINUED)
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Objectives and Activities (continued)

Objectives, Strategies and Activities

Public Benefit

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

As an academy we make the best use of our skills, expertise and experience with regards to the community. Some examples of this are:

- Raising money for local, national and international charities.
- Providing community events such as the bi-annual Careers Fair.
- Local primary schools use the facilities for sports and competitions.
- Organisations use the site to provide opportunities for young people and for staff training events eg Rotary Club, Buckinghamshire Council
- Undertaking voluntary events eg litter collecting, community events

Due to the Covid pandemic the opportunities for public benefit have been very limited this year.

Strategic Report - Achievements and Performance

Staff and students continue to enjoy the fabulous learning environment within the Academy. Students care for each other and they care for the facilities. Visitors to the Academy remark on the buildings and how they are being respected by the school community. The Academy is calm and there is a purposeful learning atmosphere.

The Chiltern Hills Seven, our "blueprint" for excellence in teaching is the basis for lesson planning. Lessons judged to be Good or Outstanding account for 95% of all lessons observed during the year.

Students have been keen to support one another. There are a number of mentoring groups and support structures in place to enable students to gain academic skills from one another as well as for pastoral support.

Our range of opportunities outside the classroom have been restricted by the pandemic, however in the summer term these were slowly re-introduced. The Enrichment programme for all Year 7 and Year 12 students has proved to be a real success. Students undertake a range of activities each Tuesday afternoon working in mixed age groups in a wide range of interesting areas linked to hobbies, sports, personal development and self-improvement.

GCSE/BTEC Examinations

A record set of results was achieved by Year 11 students in 2021. These grades were centre assessed grades established using the guidance from Ofqual. Grades were based on mock examination performance, achievement in coursework and performance in lessons. There was a careful process of standardisation and moderation within each curriculum area to ensure that the grades awarded were the most likely grades that students would have achieved, had they had the opportunity to sit the normal examinations in the normal summer term. Smaller subjects undertook shared standardisation with other schools to ensure that grade boundaries and grades had been awarded correctly.

A Level/BTEC L3 Examinations

This year there was a 99% pass rate at A level. All students in Y13 aiming to study for a degree at University achieved their desired places. Other students have progressed to apprenticeships and to employment. As with the GCSE grades, the A Level and BTEC grades were determined by the school and these were awarded as centre assessed grades to each student.

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TRUSTEES' REPORT (CONTINUED)
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Strategic Report (continued)

OFSTED

In February 2017 the Academy had an Ofsted inspection. The outcome of the inspection was to grade the Academy "Good" in all categories. The actions from the report include:

- Strengthen the quality of teaching further so that:
- Teachers have consistently high expectations of students and give them challenging work to do
 - All teachers help students to improve their writing
 - Disadvantaged students and those who have special educational needs and/or disabilities make progress in line with national averages
 - Sharpen middle leaders' use of assessment information so they consistently use this information to identify and support students who are at risk of falling behind.

These actions have been included in the new Academy Development Plan and will be monitored closely by the governing body.

SIAMS Inspection March 2020

All Church of England Dioceses and the Methodist Church use the Church of England Education Office's framework for the **Statutory Inspection of Anglican and Methodist Schools (SIAMS)** under Section 48 of the Education Act 2005. The SIAMS Evaluation Schedule sets out the expectations for the conduct of the Statutory Inspection of Anglican, Methodist and Ecumenical Schools.

The SIAMS inspection focuses on the impact of the Church school's Christian vision on students and adults. This involves looking at the school's Christian vision, the provision the school makes because of this vision and how effective this provision is in enabling all students to flourish. In the inspection process, students, staff, parents and trustees were all spoken to, as well as a number of lessons and breaks/lunchtimes observed. The outcome following a two-day visit by the inspector was to grade the school "Good" in all aspects.

Key Performance Indicators

The tables below provide a summary of the Academy's performance in the Summer 2021 examination season. These figures are Centre assessed grades and therefore cannot be compared to other year outcomes. The calculation of Progress 8 and Attainment 8 is based on 2019 benchmarks.

GCSE Examination Results	2021
9-4 Inc English and Maths	69%
9-1	100%
1A*-G / 9-1	100%
Achieving the EBACC (Grade 4 or above)	18%
Progress 8*	0.95
Attainment 8*	49

*The figures above for P8 and A8 are estimates

A2 Examination Results	2021
A*-E	99%
A*-C	83%
A*-B	65%

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Strategic Report - Financial Review

Finance Review

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2021 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

During the period, ESFA/LA grants received totalled £6,227,181 (2020: £5,609,242). Other income included within restricted funds totalled £63,799 (2020: £80,097). Restricted fund expenditure totalled £6,432,856 (2020: £5,881,469).

The main source of unrestricted income is from donations, totalling £3,521 (2020: £29,230) and catering income totalling £113,009 (2020: £104,166).

Reserves Policy

The definition of reserves in the SORP is 'that part of a charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- permanent endowment funds
- expendable endowment funds
- restricted income funds
- any part of unrestricted funds not readily available for spending, specifically income funds which could only be realised by disposing of fixed assets held for charitable use

Reserves are therefore the resources the Academy has or can make available to spend for any or all of the Academy's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'reserves' are income which becomes available to the Academy and is to be spent at the Trustees' discretion in furtherance of any of the Academy's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (ie is 'free').

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The Trustees will keep this level of reserves under review at each board meeting and aim to build and maintain the reserves level by entering into cost effective agreements whilst in keeping with the principal object of the Academy.

Total reserves at the end of the period amounted to £16,880,351. This balance includes unrestricted funds (free reserves) of £1,489,238 which are considered appropriate for the Academy Trust, and restricted funds of £18,365,113 and a pension deficit of £2,974,000. A sinking fund in respect of the artificial grass pitch (AGP) which was completed in April 2020 has been set up and, at the end of the financial period, had a balance of £25,000. These reserves will continue to accumulate at £25,000 per annum for a 10 year period in order to fund the replacement of the AGP carpet. This requirement was a stipulation from the FA/Football Foundation that the school were happy to support in order to gain their investment in this project.

The Governing Body have determined that currently the appropriate level of free reserves should be a sum equivalent to 1 month's payroll, approximately £350,000 and an additional £100,000 due to the uncertainties of future Government spending. The reason for this reserve is to provide sufficient working capital and to provide a cushion to deal with unexpected emergencies. The level of reserves will be reviewed annually to reflect the requirements of planned future developments and the key risks determined by the Academy.

The amount of designations made in relation to the unrestricted reserves totals to £NIL.

Within the reserves policy users should note that, because of accounting for the Local Government Pension Scheme (LGPS), the Trust recognises a significant pension fund deficit totalling to £2,974,000 (2020: £2,456,000). This deficit is included within restricted funds. This does not lead to an immediate liability for this amount. Similarly, if there were a pension surplus included in the restricted fund this would not create an immediately realisable asset that can be released straight away and expended for the specific purposes of that fund.

Users should also note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Trust in the form of an increase or decrease in employers' pension contributions over a period of years. The Trust thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the Trust's

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TRUSTEES' REPORT (CONTINUED)
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budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the Trust due to the recognition of the deficit.

Strategic Report (continued)

Investment Policy

It should be noted that the Academy has substantial power with regards to investments due to cash balances held. Investment policies are determined by the Trust Board. This ensures the level of funds the Trust holds can cover any immediate expenditure, without exposing the Trust to additional risk. Should any potential investment opportunity arise this would be escalated to the Trust Board for consideration.

As at 31 August 2021, no investments were held.

Principal Risks and Uncertainties

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The Academy is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the Trust's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The trust's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the Trust faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The trustees have assessed the major risks to which the Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Trust, and its finances. The trustees have implemented a number of systems to assess risks that the Academies face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The majority of risks identified on the risk register are low risks as a result of:

- policies and procedures put in place by trustees to minimise risks, including budget management and forecasting procedures
- the procurement of adequate insurance cover
- investing in staff training and continuing professional development
- a clear school improvement strategy to ensure good outcomes for students
- policies and procedures which protect staff, students and the Academy and reduce the risk of safeguarding failures

Principal risks identified by the trustees in the risk review were:

1. Significant change in DfE funding policy, resulting in insufficient funds to deliver services to an appropriate level.

Actions agreed to address this:

- Awareness of policy change via Schools' Forum, seminars and ESFA bulletins
- Review of medium to long term financial planning of a termly basis
- Maintain appropriate levels of funding reserves
- Maximise income through facilities lettings

2. Increasing pension deficits result in increased employer contributions

Actions agreed to address this:

- Include potential increase in medium to long term financial planning

3. The recruitment and retention of high quality teaching staff

Actions agreed to address this:

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- Continue, and where possible, extend the work between the Academy and teacher training providers, universities and the local teaching schools to ensure a good supply of prospective future teachers.

Principal Risks and Uncertainties (continued)

4. The impact of Covid in relation to financial strain, the wellbeing of the CHA community and the academic outcomes for young people.

Actions agreed to address this:

- Carefully monitor the additional financial burden relating to additional cleaning; income lost from facility hire, additional costs for PPE and cleaning materials (Finance Committee)
- Ensure that a clear plan is in place to reduce the impact of the digital divide through the lending of digital devices to relevant families
- Utilise the "Catch Up" funding to provide additional learning opportunities for identified groups of students

The Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff and students.

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2021. 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.

Fundraising

The Academy carried out a limited amount of fundraising activities for national and local charities throughout the academic year, mainly consisting of non-uniform days. In the last year there has been a focus on fund raising for the building of a "reflection garden" to provide a calm and relaxing area for students within the school site.

Due consideration is given at all times to ensuring that no fundraising practices are unreasonably intrusive or apply undue pressure especially with regard to vulnerable persons.

Streamlined Energy and Carbon Reporting

As the trust has not consumed more than 40,000 kWh of energy in this reporting period, it qualifies as a low energy user under these regulations and is not required to report on its emissions, energy consumption or energy efficiency activities.

Plans for Future Periods

The Chiltern Hills Academy strives to continually improve levels of attainment for all students, equipping them with the qualifications, skills and character to follow their chosen pathway, whether it be into further and higher education or employment.

The Academy believes that developing the whole child is critical to improving levels of attainment and in developing broader skills and character that will develop students' commitment to lifelong learning and enrich their quality of life. To this extent, the Academy strives to provide exceptional behaviour and attendance management support to its students and to offer a broad range of extra-curricular activities.

The Academy is half-way through a building project to increase its capacity to eight form entry across Y7-Y13. To-date the project has provided state of the art science laboratories, additional classroom spaces, an additional drama space and recreation spaces for young people. There has been a delay in this project as a result of the pandemic, lack of building supplies and a shortage of labour. This is being carefully managed with the support of Buckinghamshire Council's Commissioning team.

Funds Held as Custodian Trustee on Behalf of Others

Neither the Chiltern Hills Academy nor its trustees are acting as custodian trustee during the current or previous period.

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TRUSTEES' REPORT (CONTINUED)
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Auditor

Insofar as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 7 December 2021 and signed on the board's behalf by:



Graham Hull
Vice Chair of Trustees

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GOVERNANCE STATEMENT

Scope of Responsibility

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

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

The board of trustees has delegated the day-to-day responsibility to the Principal, 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 Chiltern Hills Academy and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 5 times during the year.

Attendance during the year at meetings of the board of trustees was as follows:

Governor	Meetings Attended	Out of a Possible
A Brown (Chair)	5	5
C Adams	4	5
S Adams	2	5
N Brown	4	5
G Chahal (Staff Trustee)	3	5
Q Chaudhry	0	5
M Crawford	4	5
G Ellerton	2	5
P Garner	3	5
G Hull	5	5
M McCormick	2	5
C Mastroilli	4	5
K Patrick (Principal and Accounting Officer)	5	5
M Paxton	4	5
R Rochon	5	5
K Shaw	4	5

During the course of the year, the Governing Body was able to recruit additional Trustees to support the vision and direction of the Chiltern Hills Academy.

Governance Review

The Key Performance Indicator (KPI) review sheet adopted by each committee has been embedded and updated during the year. At each meeting, progress towards the Academy KPIs are discussed and reviewed.

During the year a governor skills audit was completed and this has highlighted future training needs for trustees. Training was undertaken with all trustees to support their understanding of the finances of the Academy. Additionally trustees have utilised training opportunities by the Diocese of Oxford, Buckinghamshire Council, National Governors Association and Bucks Education Partnership.

Data has been presented to the board in relation to finance, attendance, the progress of groups of students, exclusions and stakeholder surveys. The board are satisfied that the data presented has been carefully compiled

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

and shared in a format accessible to all members of the board.

The board along with the senior leadership team undertook a strategic review in June and July 2021 which led to identifying new long-term strategies. This helped to formulate aspects of the future Academy Development Plan. The Finance & Audit Committee is a committee of the main governing body. Its purpose is to monitor the work of the Academy in terms of its financial control and future financial planning. Attendance at meetings in the year was as follows:

Governor	Meetings Attended	Out of a Possible
S Adams	1	4
N Brown	4	4
G Ellerton (Chair)	4	4
G Hull	2	4
K Patrick (Principal and Accounting Officer)	4	4
M Paxton	4	4

Review of Value for Money

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

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

- The provision of breakfast clubs, after school, weekend and holiday revisions sessions has resulted in improved educational outcomes. The improving GCSE results can be attributed to this targeted intervention
- Additional staffing to support underperforming students
- The Enrichment Programme for Years 7 and 12, providing a range of interesting extra-curricular activities at no additional cost to the Academy was maintained up until the school lockdown
- An additional hour of study for all Year 11 students was programmed each Tuesday afternoon to help support the year group with their revision activities
- Income generated from hiring out the Sports Hall and other facilities was significantly impacted by Covid-19 but the AGP has been well utilised since lettings were able to resume, making up for some of the shortfall. The website promoting the facilities available has been updated to include the AGP and the Academy has a dedicated member of staff responding to enquiries and the efficient management of the lettings schedule continue to ensure potential income is maximised
- The Academy benchmarks financial performance against other academy trusts to compare spending patterns and ensure the Academy provides good value for money
- The outsourcing of the catering provision has increased financial efficiency
- Trustees have worked to align the KPIs with the risk register. The outcome is a more targeted approach to the review of these aspects.

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

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 Chiltern Hills Academy for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

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 on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The risk and control framework

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

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

The board of trustees has decided to buy-in an internal audit service from Landers Accountants Limited.

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

- IR35
- Month end procedures
- Risk Register
- Review of best value

On a termly basis, the auditor reports to the board of trustees, through the Finance & Audit Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. The agreed schedule of work has been delivered as planned. No material control issues were identified as a result of the work undertaken.

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of Effectiveness

As accounting officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor
- the work of the external auditor
- the financial management and governance self-assessment process or the school resource management self-assessment tool
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance & Audit Committee and a plan to address any weaknesses identified and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 7 December 2021 and signed on their behalf by:



Graham Hull
Vice Chair of Trustees



Kevin Patrick
Accounting Officer

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of The Chiltern Hills Academy I have considered my responsibility to notify the academy 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, under the funding agreement in place between the academy 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 2020.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2020.

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.



Kevin Patrick
Accounting Officer
Date: 7 December 2021

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2021

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The 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 financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The 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 financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees on 7 December 2021 and signed on its behalf by:



Graham Hull
Vice Chair of Trustees

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
CHILTERN HILLS ACADEMY**

Opinion

We have audited the financial statements of The Chiltern Hills Academy (the 'academy') for the year ended 31 August 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
CHILTERN HILLS ACADEMY (CONTINUED)**

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the 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 our knowledge and understanding of the academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of 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 Trustees' responsibilities statement, the Trustees (who are also the directors of the academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
CHILTERN HILLS ACADEMY (CONTINUED)**

Auditors' responsibilities for the audit of the financial statements

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

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

We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory framework that the academy operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act and tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

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

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
CHILTERN HILLS ACADEMY (CONTINUED)**

Use of our report

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

M Durst for Landau Baker Limited

Michael Durst (Senior statutory auditor)

for and on behalf of

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR

7 December 2021

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
CHILTERN HILLS ACADEMY AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 2 May 2017 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Chiltern Hills Academy during the year 1 September 2020 to 31 August 2021 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 Chiltern Hills Academy and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Chiltern Hills Academy 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 Chiltern Hills Academy and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Chiltern Hills Academy's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Chiltern Hills Academy's funding agreement with the Secretary of State for Education dated 8 August 2011 and the Academies Financial Handbook, extant from 1 September 2020, 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 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE
CHILTERN HILLS ACADEMY AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Landau Baker Limited

Reporting Accountant

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR

Date: 7 December 2021

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and capital grants	3,521	-	116,375	119,896	721,065
Other trading activities	250,646	12,214	-	262,860	313,920
Investments	2,049	-	-	2,049	6,797
Charitable activities	10,920	6,233,471	-	6,244,391	5,609,042
Total income	267,136	6,245,685	116,375	6,629,196	6,650,824
Expenditure on:					
Charitable activities	-	6,432,856	527,021	6,959,877	6,338,550
Total expenditure	-	6,432,856	527,021	6,959,877	6,338,550
Net income/(expenditure)	267,136	(187,171)	(410,646)	(330,681)	312,274
Transfers between funds	-	(34,719)	34,719	-	-
Net movement in funds before other recognised gains/(losses)	267,136	(221,890)	(375,927)	(330,681)	312,274
Other recognised gains/(losses):					
Actuarial losses on defined benefit pension schemes	-	(131,000)	-	(131,000)	(178,000)
Net movement in funds	267,136	(352,890)	(375,927)	(461,681)	134,274
Reconciliation of funds:					
Total funds brought forward	1,222,102	(2,397,992)	18,517,922	17,342,032	17,207,758
Net movement in funds	267,136	(352,890)	(375,927)	(461,681)	134,274
Total funds carried forward	1,489,238	(2,750,882)	18,141,995	16,880,351	17,342,032

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 26 to 47 form part of these financial statements.

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)
REGISTERED NUMBER: 07718351

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	14	18,141,995	18,512,922
		18,141,995	18,512,922
Current assets			
Debtors	15	138,023	139,117
Cash at bank and in hand		1,852,144	1,392,444
		1,990,167	1,531,561
Creditors: amounts falling due within one year	16	(277,811)	(246,451)
Net current assets		1,712,356	1,285,110
Total assets less current liabilities		19,854,351	19,798,032
Net assets excluding pension liability		19,854,351	19,798,032
Defined benefit pension scheme liability	23	(2,974,000)	(2,456,000)
Total net assets		16,880,351	17,342,032
Funds of the academy			
Restricted funds:			
Fixed asset funds	17	18,141,995	18,517,922
Restricted income funds	17	223,118	58,008
		18,365,113	18,575,930
Restricted funds excluding pension asset	17	18,365,113	18,575,930
Pension reserve	17	(2,974,000)	(2,456,000)
Total restricted funds	17	15,391,113	16,119,930
Unrestricted income funds	17	1,489,238	1,222,102
Total funds		16,880,351	17,342,032

The financial statements on pages 23 to 47 were approved by the Trustees, and authorised for issue on 07 December 2021 and are signed on their behalf, by:

Mr Graham Hull
Vice Chair of Trustees

The notes on pages 26 to 47 form part of these financial statements.

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by operating activities	19	529,689	298,557
Cash flows from investing activities	20	(69,989)	(196,390)
Change in cash and cash equivalents in the year		459,700	102,167
Cash and cash equivalents at the beginning of the year		1,392,444	1,290,277
Cash and cash equivalents at the end of the year	21, 22	1,852,144	1,392,444

The notes on pages 26 to 47 form part of these financial statements

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the academy 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 financial statements and have concluded that the academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

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

• **Legacies**

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the academy has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the academy, can be reliably measured.

• **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.

1.4 Expenditure

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

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

1.4 Expenditure (continued)

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets

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

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

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

Depreciation is provided on the following bases:

Long-term leasehold property	- 50 years
Furniture and equipment	- 4 years
Computer equipment	- 3 years

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 Debtors

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

1.7 Cash at bank and in hand

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

1.8 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 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.

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

1.9 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

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 16. 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. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

1.10 Pensions

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

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

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the academy 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.

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NOTES TO THE FINANCIAL STATEMENTS
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1. Accounting policies (continued)

1.11 Fund accounting

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

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

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

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. 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. Income from donations and capital grants

	Unrestricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	3,521	45,360	48,881	87,041
Capital grants	-	71,015	71,015	634,024
	<u>3,521</u>	<u>116,375</u>	<u>119,896</u>	<u>721,065</u>
<i>Total 2020</i>	<u>29,230</u>	<u>691,835</u>	<u>721,065</u>	

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

4. Funding for the academy's educational activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	5,394,270	5,394,270	4,739,071
Other DfE/ESFA grants				
Pupil premium	-	178,202	178,202	172,523
Others	-	268,915	268,915	279,389
	-	5,841,387	5,841,387	5,190,983
Other Government grants				
Other government grants	-	-	-	252,214
Local authority grants	-	287,874	287,874	165,845
	-	287,874	287,874	418,059
Other income from the academy's educational activities	10,920	6,290	17,210	-
COVID-19 additional funding (DfE/ESFA)				
Catch-up Premium	-	71,280	71,280	-
Other DfE/ESFA COVID-19 funding	-	26,640	26,640	-
	-	97,920	97,920	-
	10,920	6,233,471	6,244,391	5,609,042
Total 2020	-	5,609,042	5,609,042	

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the academy's funding for Pupil Premium is no longer reported under the Other DfE Group grants heading, but as a separate line under the Other DfE/ESFA grants heading. The prior year number has been reclassified.

The academy received £71k of funding for catch-up premium and costs incurred in respect of this funding totalled £45k with the remaining £26k to be spent in 2021/22.

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NOTES TO THE FINANCIAL STATEMENTS
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5. Income from other trading activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Lettings Income	76,924	-	76,924	64,190
Catering Income	113,009	-	113,009	104,166
Other Income	60,713	-	60,713	67,757
Trip Income	-	12,214	12,214	77,807
	<u>250,646</u>	<u>12,214</u>	<u>262,860</u>	<u>313,920</u>
<i>Total 2020</i>	<u>236,113</u>	<u>77,807</u>	<u>313,920</u>	

6. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Bank Interest	2,049	2,049	6,797
	<u>6,797</u>	<u>6,797</u>	
<i>Total 2020</i>	<u>6,797</u>	<u>6,797</u>	

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**NOTES TO THE FINANCIAL STATEMENTS
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7. Expenditure

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £	<i>Total 2020 £</i>
Educational Activities:					
Direct costs	4,167,620	-	979,247	5,146,867	4,916,410
Allocated support costs	1,185,200	281,316	346,494	1,813,010	1,422,140
	<u>5,352,820</u>	<u>281,316</u>	<u>1,325,741</u>	<u>6,959,877</u>	<u>6,338,550</u>
<i>Total 2020</i>	<u>4,923,622</u>	<u>265,705</u>	<u>1,149,223</u>	<u>6,338,550</u>	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Educational Activities	<u>6,959,877</u>	<u>6,959,877</u>	<u>6,338,550</u>
<i>Total 2020</i>	<u>6,338,550</u>	<u>6,338,550</u>	

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NOTES TO THE FINANCIAL STATEMENTS
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9. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Educational Activities	5,146,867	1,813,010	6,959,877	6,338,550
<i>Total 2020</i>	<u>4,916,410</u>	<u>1,422,140</u>	<u>6,338,550</u>	

Analysis of direct costs

	Educational Activities 2021 £	Total funds 2021 £	Total funds 2020 £
Staff costs	4,153,034	4,153,034	3,915,769
Depreciation	527,021	527,021	414,110
Educational supplies	173,343	173,343	91,794
Examination fees	63,346	63,346	82,649
Staff development	17,751	17,751	10,736
Educational consultancy	29,406	29,406	45,509
Other direct costs	16,039	16,039	120,617
Teaching supply costs	154,980	154,980	202,780
Technology costs	11,947	11,947	32,446
	<u>5,146,867</u>	<u>5,146,867</u>	<u>4,916,410</u>
<i>Total 2020</i>	<u>4,916,410</u>	<u>4,916,410</u>	

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**NOTES TO THE FINANCIAL STATEMENTS
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9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Activities 2021 £	Total funds 2021 £	Total funds 2020 £
Pension finance cost	37,000	37,000	35,000
Staff costs	835,200	835,200	589,073
Recruitment and support	17,783	17,783	14,527
Maintenance of premises and equipment	110,490	110,490	149,716
Cleaning	11,317	11,317	6,547
Rent and rates	35,841	35,841	27,708
Energy costs	100,232	100,232	82,952
Insurance	23,436	23,436	17,538
Security and transport	6,596	6,596	7,197
Catering	146,703	146,703	145,991
Governance costs	31,078	31,078	22,550
Other support costs	54,964	54,964	58,105
Technology costs	52,370	52,370	49,236
Non cash pension costs	350,000	350,000	216,000
	<u>1,813,010</u>	<u>1,813,010</u>	<u>1,422,140</u>
<i>Total 2020</i>	<u>1,422,140</u>	<u>1,422,140</u>	

In the current year, the non-cash pension costs have been re-allocated to a separate line within the support costs note 9. This cost used to be included within the staff costs line within this note. In turn, the expenditure note 7 and the staff costs note 11a have both been updated to reflect this change. The prior year figures have also been updated for comparison. This is a better reflection of the actual staff costs incurred by the Academy Trust and enhances the user's understanding of the financial statements.

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Operating lease rentals	12,108	12,108
Depreciation of tangible fixed assets	527,022	414,110
Fees paid to auditors for:		
- audit	5,100	5,100
- other services	6,025	2,490
	<u>538,155</u>	<u>431,808</u>

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NOTES TO THE FINANCIAL STATEMENTS
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11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2021	2020
	£	£
Wages and salaries	3,790,205	3,431,186
Social security costs	352,325	316,556
Pension costs	845,704	757,100
	4,988,234	4,504,842
Teaching supply costs	14,586	202,780
Non cash pension costs	350,000	216,000
	5,352,820	4,923,622

In the current year, the non-cash pension costs have been re-allocated to a separate line within the support costs note 9. This cost used to be included within the staff costs line within this note. In turn, the expenditure note 7 and the staff costs note 11a have both been updated to reflect this change. The prior year figures have also been updated for comparison. This is a better reflection of the actual staff costs incurred by the Academy Trust and enhances the user's understanding of the financial statements.

b. Staff numbers

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

	2021	2020
	No.	No.
Teachers	60	60
Administration and support	85	89
Management	4	4
	149	153

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**NOTES TO THE FINANCIAL STATEMENTS
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11. Staff (continued)

c. Higher paid staff

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

	2021 No.	2020 No.
In the band £60,001 - £70,000	3	3
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	-
	1	-

d. Key management personnel

The key management personnel of the academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy was £409,461 (2020 £450,195).

12. Related Party Transactions- Trustees' remuneration and expenses

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

		2021 £	2020 £
K Patrick, Principal and Accounting Officer	Remuneration	100,000 -	95,000 -
		105,000	100,000
	Pension contributions paid	20,000 -	20,000 -
		25,000	25,000
G Chahal, Staff Governor	Remuneration	40,000 -	35,000 -
		45,000	40,000
	Pension contributions paid	10,000 -	5,000 -
		15,000	10,000

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

13. Trustees' and Officers' insurance

In accordance with normal commercial practice, the academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the total insurance cost for the year ended 31 August 2021 was £23,363 which includes an element of cost relating to Trustees and officers. In the prior year, the academy had opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £5,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

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14. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2020	21,441,250	20,178	916,609	22,378,037
Additions	60,304	12,905	82,885	156,094
At 31 August 2021	<u>21,501,554</u>	<u>33,083</u>	<u>999,494</u>	<u>22,534,131</u>
Depreciation				
At 1 September 2020	2,982,978	20,178	861,959	3,865,115
Charge for the year	476,732	1,076	49,213	527,021
At 31 August 2021	<u>3,459,710</u>	<u>21,254</u>	<u>911,172</u>	<u>4,392,136</u>
Net book value				
At 31 August 2021	<u>18,041,844</u>	<u>11,829</u>	<u>88,322</u>	<u>18,141,995</u>
At 31 August 2020	<u>18,458,272</u>	<u>-</u>	<u>54,650</u>	<u>18,512,922</u>

15. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	5,337	3,170
Other debtors	35,214	42,945
Prepayments and accrued income	97,472	93,002
	<u>138,023</u>	<u>139,117</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

16. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	20,923	456
Other taxation and social security	183,437	166,457
Other creditors	7,722	11,708
Accruals and deferred income	65,729	67,830
	277,811	246,451
	277,811	246,451
	2021 £	2020 £
Deferred income at 1 September 2020	54,154	86,418
Resources deferred during the year	36,855	54,154
Amounts released from previous periods	(54,154)	(86,418)
	36,855	54,154
	36,855	54,154

At the balance sheet date, the academy trust was holding funds received in advance for trips and lettings for 2021/22.

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NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
General Funds - all funds	1,222,102	267,136	-	-	-	1,489,238
Restricted general funds						
GAG	58,008	5,394,270	(5,220,771)	(34,719)	-	196,788
Pupil premium	-	178,202	(178,202)	-	-	-
Other DfE/ESFA funding	-	268,915	(268,915)	-	-	-
Local authority funding	-	287,874	(287,874)	-	-	-
Catch-up premium	-	71,280	(44,950)	-	-	26,330
Other DfE/ESFA COVID-19 funding	-	26,640	(26,640)	-	-	-
General funds	-	18,504	(18,504)	-	-	-
Pension reserve	(2,456,000)	-	(387,000)	-	(131,000)	(2,974,000)
	<u>(2,397,992)</u>	<u>6,245,685</u>	<u>(6,432,856)</u>	<u>(34,719)</u>	<u>(131,000)</u>	<u>(2,750,882)</u>
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	18,517,922	116,375	(527,021)	34,719	-	18,141,995
Total Restricted funds	<u>16,119,930</u>	<u>6,362,060</u>	<u>(6,959,877)</u>	<u>-</u>	<u>(131,000)</u>	<u>15,391,113</u>
Total funds	<u><u>17,342,032</u></u>	<u><u>6,629,196</u></u>	<u><u>(6,959,877)</u></u>	<u><u>-</u></u>	<u><u>(131,000)</u></u>	<u><u>16,880,351</u></u>

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

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

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

Restricted general funds are resources for educational purposes.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

17. Statement of funds (continued)

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

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

	<i>Balance at 1 September 2019</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance at 31 August 2020</i>
	£	£	£	£	£	£
Unrestricted funds						
General Funds - all funds	1,141,311	269,850	-	(189,059)	-	1,222,102
Restricted general funds						
GAG	11,781	4,728,871	(4,682,644)	-	-	58,008
Pupil premium	-	172,523	(172,523)	-	-	-
Other DfE/ESFA funding	-	289,589	(289,589)	-	-	-
Local authority funding	-	165,845	(165,845)	-	-	-
Other government funding	-	252,214	(252,214)	-	-	-
General funds	-	80,097	(80,097)	-	-	-
Pension reserve	(2,027,000)	-	(251,000)	-	(178,000)	(2,456,000)
	<u>(2,015,219)</u>	<u>5,689,139</u>	<u>(5,893,912)</u>	<u>-</u>	<u>(178,000)</u>	<u>(2,397,992)</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds (continued)

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	18,081,666	-	(444,638)	189,059	-	17,826,087
Devolved Formula Capital	-	19,975	-	-	-	19,975
Other Capital Income	-	671,860	-	-	-	671,860
	<u>18,081,666</u>	<u>691,835</u>	<u>(444,638)</u>	<u>189,059</u>	<u>-</u>	<u>18,517,922</u>
Total Restricted funds	<u>16,066,447</u>	<u>6,380,974</u>	<u>(6,338,550)</u>	<u>189,059</u>	<u>(178,000)</u>	<u>16,119,930</u>
Total funds	<u><u>17,207,758</u></u>	<u><u>6,650,824</u></u>	<u><u>(6,338,550)</u></u>	<u><u>-</u></u>	<u><u>(178,000)</u></u>	<u><u>17,342,032</u></u>

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	18,141,995	18,141,995
Current assets	1,489,238	500,929	-	1,990,167
Creditors due within one year	-	(277,811)	-	(277,811)
Provisions for liabilities and charges	-	(2,974,000)	-	(2,974,000)
Total	<u><u>1,489,238</u></u>	<u><u>(2,750,882)</u></u>	<u><u>18,141,995</u></u>	<u><u>16,880,351</u></u>

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18. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	-	-	18,512,922	18,512,922
Current assets	1,222,102	304,459	5,000	1,531,561
Creditors due within one year	-	(246,451)	-	(246,451)
Provisions for liabilities and charges	-	(2,456,000)	-	(2,456,000)
Total	<u>1,222,102</u>	<u>(2,397,992)</u>	<u>18,517,922</u>	<u>17,342,032</u>

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

	2021 £	2020 £
Net (expenditure)/income for the year (as per Statement of financial activities)	<u>(330,681)</u>	<u>312,274</u>
Adjustments for:		
Depreciation	527,021	414,110
Capital grants from DfE and other capital income	(84,056)	(691,835)
Interest receivable	(2,049)	(6,797)
Defined benefit pension scheme cost less contributions payable	350,000	216,000
Defined benefit pension scheme finance cost	37,000	35,000
Decrease in debtors	1,094	18,432
Increase in creditors	31,360	1,373
Net cash provided by operating activities	<u>529,689</u>	<u>298,557</u>

20. Cash flows from investing activities

	2021 £	2020 £
Dividends, interest and rents from investments	2,049	6,797
Purchase of tangible fixed assets	(156,094)	(895,022)
Capital grants from DfE Group	84,056	691,835
Net cash used in investing activities	<u>(69,989)</u>	<u>(196,390)</u>

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21. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand and at bank	1,852,144	1,392,444
Total cash and cash equivalents	1,852,144	1,392,444

22. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	1,392,444	459,700	1,852,144
	1,392,444	459,700	1,852,144

23. Pension commitments

The academy'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 Buckinghamshire Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 August 2021

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

Teachers' Pension Scheme

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

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

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NOTES TO THE FINANCIAL STATEMENTS
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23. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £519,086 (2020 - £529,711).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £337,000 (2020 - £292,000), of which employer's contributions totalled £262,000 (2020 - £226,000) and employees' contributions totalled £ 75,000 (2020 - £66,000). The agreed contribution rates for future years are 22.8 per cent for employers and 5.5 - 12.5 per cent for employees.

As described in note 1.10 the LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

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

THE CHILTERN HILLS ACADEMY
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
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23. Pension commitments (continued)

Principal actuarial assumptions

Buckinghamshire Council Pension Fund

	2021	<i>2020</i>
	%	%
Rate of increase in salaries	3.90	3.30
Rate of increase for pensions in payment/inflation	2.90	2.30
Discount rate for scheme liabilities	1.65	1.60

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

	2021	<i>2020</i>
	Years	Years
<i>Retiring today</i>		
Males	21.9	21.8
Females	25.2	25.1
<i>Retiring in 20 years</i>		
Males	23.3	23.2
Females	26.6	26.6

Share of scheme assets

The academy's share of the assets in the scheme was:

	2021	<i>2020</i>
	£	£
Equities	1,649,000	1,258,000
Corporate bonds	710,000	601,000
Property	177,000	144,000
Cash	41,000	60,000
Alternative assets	459,000	232,000
Total market value of assets	3,036,000	2,295,000

The actual return on scheme assets was £313,000 (2020 - £182,000).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

23. Pension commitments (continued)

The amounts recognised in the Statement of financial activities are as follows:

	2021 £	2020 £
Current service cost	(610,000)	(440,000)
Interest income	39,000	46,000
Interest cost	(76,000)	(81,000)
Administrative expenses	(2,000)	(2,000)
Total amount recognised in the Statement of financial activities	(649,000)	(477,000)

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

	2021 £	2020 £
At 1 September	4,751,000	4,401,000
Current service cost	610,000	440,000
Interest cost	76,000	81,000
Employee contributions	75,000	66,000
Actuarial losses/(gains)	539,000	(119,000)
Benefits paid	(41,000)	(118,000)
At 31 August	6,010,000	4,751,000

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

	2021 £	2020 £
At 1 September	2,295,000	2,374,000
Interest income	39,000	46,000
Actuarial gains/(losses)	408,000	(297,000)
Employer contributions	262,000	226,000
Employee contributions	75,000	66,000
Benefits paid	(41,000)	(118,000)
Administration expenses	(2,000)	(2,000)
At 31 August	3,036,000	2,295,000

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

24. Operating lease commitments

At 31 August 2021 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	12,108	12,108
Later than 1 year and not later than 5 years	7,813	32,600
	19,921	44,708
	19,921	44,708

25. Members' liability

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

26. Related party transactions

Owing to the nature of the academy 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 the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy's financial regulations and normal procurement procedures relating to connected and related party transactions.

Nicholas Brown, who acted as a trustee during the year ended 31 August 2021, is also Treasurer of Chesham Rugby Union Football Club, which is based at the Academy and includes both rugby and netball. We received income of £10,447 (including reimbursement for additional grounds maintenance of £5,647) in respect of Chesham Rugby Club during the financial period ending 31 August 2021 (2020: - £7,141 - reimbursement £288). Income from Chesham Stags Netball Club amounted to £nil during the financial period ending 31 August 2021 (2020: £3,970).

During the current financial year, the academy trust received £12,500 for new fire doors from Oxford Diocese.

No other related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 12.

27. Agency arrangements

The academy distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2021 the academy received £11,593 (2020 - £15,457) and disbursed £15,579.65 (2020 - £10,200) from the fund. An amount of £7,722 (2020 - £11,708) is included in other creditors relating to undistributed funds that is repayable to the ESFA.