

Registered company number: 07849731 (England and Wales)

PLUME SCHOOL

ANNUAL REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

PLUME SCHOOL

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

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PLUME SCHOOL

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

Reference and Administrative Details

Members

John Everard	Carl Wakefield
Paul Nagle	Clare Whitaker
Mark Howell	

Trustees (Governors)

John Everard (*) (***) (Vice-Chair of the Board)
Mark Howell (***)
Paul Nagle (*) (Chair of the Board)
Carl Wakefield (*) (**) (Accounting officer)
Clare Whitaker
Steven Watterson
Elliot Judge
Mark Judd (*)
Keith Bannister (*)
Michael Chaplin (*)
Jessica Finch
Lisa Smart

* Members of the Finance Committee

** Members of Staff

*** Members of the Audit Committee

Company Secretary

Richard Scott

Leadership team

Principal	Carl Wakefield
Vice Principal	Ruth Crang
Vice Principal	Nigel Brunt
Finance Director	Richard Scott

Company Name

Plume School

Principal and Registered Office

Fambridge Road
Maldon
Essex
CM9 6AB

Company Registration Number

07849731 (England and Wales)

Independent Auditors

UHY Hacker Young LLP
Quadrant House
4 Thomas Square
London
E1W 1YW

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

Reference and Administrative Details (continued)

Bankers

Lloyds Bank Commercial
1 Legg Street
Chelmsford
CM1 1JS

Solicitors

Stone King Solicitors LLP
Boundary House,
91 Charterhouse St,
Clerkenwell,
London
EC1M 6HR

PLUME SCHOOL

TRUSTEES' REPORT

The Trustees present their annual report together with the consolidated financial statements and auditors' report of the charitable company for the year ended 31 August 2020. The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the company's Memorandum and Articles of Association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on September 2015 (FRS 102).

The Trust operates one standalone secondary academy serving pupils aged 11 to 18 in the town of Maldon, Essex, and the surrounding villages within the Maldon District. The Academy has a pupil capacity of 1841 and had a roll of 1702 in the school census on 16 January 2020. As the Academy is the only secondary school in the Maldon and Heybridge area, new housing now under construction and significant planned further development in this area will require the school to grow the pupil capacity significantly during the period 2021 to 2024. The Academy has now entered into an agreement with the Local Authority (Essex County Council) to increase the pupil capacity by 300 students in years 7-11 (20.3%) by September 2024 in order to provide sufficient future school places. This growth equates to a further 2 forms of entry per year group.

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 Trust was incorporated on 16 November 2011, in the name of Plume School, and commenced as an academy on 1 January 2012. The Academy Trust has entered into a funding agreement with the Department for Education which provides the framework within which the Academy must operate.

The Academy Trust also has a wholly owned subsidiary, Plume Trading Limited, details of which can be found in note 13.

The Trustees of Plume School are also the directors of the charitable company for the purposes of company law. The charitable company is known as Plume School.

Details of the Trustees who served throughout the year are included in the Reference and Administrative Details on page 2.

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' indemnity

In accordance with the Articles of Association, subject to the provisions of the Companies Act 2006 and Article 6.3 every Trustee or other officer or auditor of the Company and every member of any Local Governing Body and/or Advisory Body (in so far as necessary) shall be indemnified out of the assets of the Company against any liability incurred by him in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Company.

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TRUSTEES' REPORT

Principal Activities

The Academy Trust's objects are specifically restricted to the following:

- a) to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the Academy"); and
- b) to promote for the benefit of the inhabitants of Maldon and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

Method of Recruitment and Appointment or Election of Trustees

The initial Members of the Academy Trust shall be the subscribers to the Memorandum of Association.

The subsequent Members of the Academy Trust shall comprise:

- 1 person appointed by the Secretary of State, in the event that the Secretary of State appoints a person for this purpose;
- the chairman of the Trustees;
- the vice-chairman of Trustees;
- the Executive Principal;
- the chair of finance and estates committee;
- the chair of personnel committee; and
- any person appointed under Article 16.

When required, new Trustees are recruited through localised internal and external advertising, and where previous assessments and skills audits have raised a need for better understanding in specific areas, priority will be given to those who can actively demonstrate the required skillset. A robust selection process is undertaken involving existing Trustees and Members before an appointment is made by the Academy Trust. Article 16 allows for the Members to remove or replace any Member by special resolution.

The Secretary of State for Education may appoint Trustees in certain circumstances; no such appointments were made in the year under review.

The term of office for any Trustee shall be 4 years, save that this time limit shall not apply to either the Executive Principal or the staff Trustees. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re-appointed or re-elected.

A Trustee shall cease to hold office if he resigns his office by notice to the Academy (but only if at least 3 Trustees will remain in office when the notice of resignation is to take effect). A Trustee shall cease to hold office if he is removed by the person or persons who appointed him. The Article does not apply in respect of a Parent Trustee.

Policies and Procedures Adopted for the Induction and Training of Trustees

On appointment, Trustees are provided with copies of all essential documentation needed to undertake their role, including the memorandum and articles of association, Academies Financial Handbook and Plume School's Funding Agreement.

PLUME SCHOOL

TRUSTEES' REPORT

A Trustee Handbook with key information is available for all Trustees. This includes such aspects as:

- the structure of the Academy and the relationship with the Board of Trustees;
- a statement of values and expectations;
- key elements of effective governance and the link to the Ofsted Handbook;
- the committee structure of the Board of Trustees;
- a brief description of the role of the chair and the role of the clerk/company secretary; and
- terms of reference for committees.

The Board of Trustees subscribe to The Key for School Governors, which provides an accurate and up to date knowledge base on which Trustees can draw from and also provides online training as and when required. Trustees are informed of external training opportunities. New Trustees are mentored by existing Trustees.

Organisational Structure

The Board of Trustees of Plume School is constituted under the memorandum and articles of association. The Board of Trustees is responsible for ensuring high standards of corporate governance are maintained.

The Trustees are responsible for the strategic direction of the Academy Trust, setting policy and agreeing the annual budget. Trustees are also responsible for monitoring the work of the Academy and ensuring the objectives of the Academy are achieved.

In addition to the full Board of Trustees meetings, Plume School has a committee structure: the main committees are Admissions, Finance and Premises, Human Resources (HR), Strategy Development, Pay and Audit.

The Chair of the Board meets regularly with the Executive Principal and all Trustees visit Plume Academy to make first hand observations of the work of the Academy. Reports of these visits are shared with all Trustees.

The Executive Principal is required to provide strategic leadership and management of the Academy; he is assisted by a Vice Principal and 2 Joint Interim Heads of Academy. In addition, the Academy has 4 Assistant Vice Principals, a Director of Finance & Premises a Director of Human Resources and a Director of ICT Systems. These staff members comprise the Senior Leadership Team (SLT).

The Executive Principal is the 'Accounting Officer' of Plume School.

Arrangements for setting pay and remuneration of key management personnel

Members and Trustees receive no remuneration for their role and all give their time freely to the position. Some Trustees are existing members of staff also, any remuneration received is in relation to their employed role, not that as a Trustee.

The Plume School operates under the guidelines of the National Teachers Pay & Conditions and Local Government Pay Scheme for all staff, without exception. All roles within the Academy are graded appropriately against national criteria and pay scales are allocated accordingly. All staff are subject to annual review under a rigorous Performance Management Review scheme, and subject to successful performance, pay awards are given in line with national levels. This system is shared equally and fairly by all staff members including key management personnel. All pay decisions are the responsibility of the Pay Committee.

Connected Organisations, including Related Party Relationships

Plume School works closely with all of its local primary schools, working hard to maintain relationships to smooth the transition from primary to secondary education, and ensure a consistent curriculum. Where possible this is achieved through academic means, but the Academy also works closely on many sporting and social activities to ensure community cohesion.

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TRUSTEES' REPORT

The Academy is also following its ethos of community inclusion by developing links with the wider community and local businesses whilst also engaging with community groups to utilise resources, knowledge and further the schools purpose. This is an area that the school continued to follow during the last 12 months, with key relationships being consolidated locally with organisations such as the Rotary Club of Maldon, the Plume Library trustees and the world famous Maldon Mud Race amongst others. Clearly, due to Covid-19 these have been formed as virtual meetings and associations to continue the good work rather than physical meetings to ensure compliant social distancing.

Historically, performing arts was a speciality of the Academy, and this still remains a key focus today, with a dedicated dance school continuing to actively utilise Academy facilities outside of the school day and at weekends. Local singing groups, both adult and youth, affiliated to the Plume School take advantage of the Academy facilities to promote their clubs, attracting new young members alongside their existing cohorts.

The Academy also maintains its joint use agreement with Maldon District Council in the promotion and shared risk of the 3G artificial sports pitch, trying to maximise community sports uptake. Again after March 2020 all of these groups have been unable to utilise the academy facilities due to Covid-19 restrictions, however communications have continued and relationships have been maintained.

As described in note 13 of the financial statements, the Academy has a wholly owned subsidiary, Plume Trading Limited.

Trade Union Facility Time

The Trust employed more than 49 full time employees during the financial year and therefore it must disclose trade union facility time in accordance with the requirements of the Trade Union (Facility Time Publication Requirements) Regulations 2017. The required information is set out in the tables below:

Relevant Union Officials

	Full time equivalent employees
Number of employees who were relevant union officials during the year	
3	3

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	£3,425
Total pay bill	£8,161,956
% of the total pay bill spent on facility time	0.042%

Paid trade union activities

Total spent on paid trade union activities as a percentage of total paid facility hours	100%
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PLUME SCHOOL

TRUSTEES' REPORT

Objectives and Activities

Objects and Aims

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

- to enable every student to fulfil their potential;
- to focus on raising standards and progression of all students;
- to improve effectiveness by regular review of all aspects of educational provision and the organisational structure of the Academy;
- to improve the quality of teaching and learning;
- to provide good value for money in the use of delegated funds; and
- to conduct all business of the Academy in accordance with the highest standards of integrity, probity and openness.

Objectives, Strategies and Activities

The principal object and activity of the charitable company is the operation of the Academy to advance, for the public benefit, education in the United Kingdom, for students of different abilities between the ages of 11 to 18. The aim is the rapid transformation into a successful, sustainable, high achieving academy for students of all abilities through the appointment of specialist, well qualified, staff and the embedding of a clear, focused and consistently applied ethos.

The main priorities of the Academy are to ensure high standards of teaching and learning, to recruit and retain high quality teaching and support staff and to establish an excellent pastoral and student support team so that all students will be encouraged to achieve their full potential.

Activities provided include:

- opportunities for all students to gain appropriate academic qualifications through consistently good teaching and on-going support; training and development opportunities for all staff;
- Staff Welfare, Wellbeing and Counselling advice program available to all staff;
- teaching staff professional development initiative to improve teaching & learning;
- a programme of enrichment activities for all students; and
- careers advisory scheme to help students progress to further education, higher education, employment or training.

Public Benefit

The activities undertaken to further the Academy Trust's purposes for the public benefit are:

- Plume School has provided education to all registered students.
- Partnerships with local Primary schools have been established and maintained. Primary school students have attended educational activities at the Academy; including various sporting activities hosted by the Academy, and continued sharing of facilities, such as the mini bus.
- Leisure and sports facilities have been provided to the community through our continued partnership with Maldon District Council on the 3G artificial sports pitch and other school facilities in particular the Drama and Halls for community performing arts group development.
- Close liaison with high street businesses for mutual benefit and promotion of community based events.
- Development of external relationships with other similar roles in regional schools and academies through the executive leadership team.
- Expansion of the teacher training school (Initial Teacher Training – ITT) to share skills and develop the next generation of educators and ensure the best teachers are available to this and all educational establishments.

The Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

PLUME SCHOOL

TRUSTEES' REPORT

STRATEGIC REPORT

Achievements and Performance

Total student numbers in the year ended 31 August 2020 were 1,702 (2019: 1,676).

2020 GCSE, BTEC & Vocational Examination Results:

Due to the unprecedented circumstances in 2020 brought about by the COVID-19 pandemic from March, the formal examinations due to be sat by Years 11, 12 and 13 students were cancelled without notice. As a direct result, the tremendous prior efforts and significant amount of hard work already undertaken left students, their families and the staff of Plume Academy, as well as secondary schools throughout Mid-Essex, feeling absolutely devastated.

Nevertheless, after being instructed by the examinations regulator, the academy adopted a meticulous approach over a 10-week period to produce its own Centre Assessed Grades (CAGs) for nearly 500 students and for over 3000 individual subject entries.

Sitting examinations in the age-old established manner would have been stressful enough for these young people, however, losing the chance to prove what they could achieve left many extremely upset. Nevertheless, and despite these significant and somewhat unique challenges, the students were allocated their grades, which in most cases enabled them to progress onto the next stage of their education, employment or training.

Despite the massive challenges they had to face, the academy was absolutely delighted to announce as well as celebrate the fact that the class of 2015-20 secured a year of fantastic GCSE examination results. The year group were awarded an incredible 208 9-8 grades (formerly A*-A) with an equally impressive 11 students securing 10+ grade 9-8 grades (formerly A*/A grades) with two of our students securing an astonishing 8 top grade 9s!

However, there is a great deal more positive news to share including:

- 67% of all grades awarded being 9-4 grades
- 100% pass rate in a joint-record 18 subjects
- A record 9 subjects saw 75%+ of their students secure a grade 4+
- 89% 9-4 (A*-C) grades in Media Studies
- 82% 9-4 (A*-C) grades in Design and Technology
- 81% 9-4 (A*-C) grades in both French and Spanish
- 8 Grade 9 and 12 Grade 8 grades in Mathematics
- 8 Grade 9 and 10 Grade 8 grades in Biology
- $\frac{3}{4}$ of all grades in English Language and Literature were 9-4
- $\frac{2}{3}$ of all grades in Mathematics were 9-4

The results are outstanding but it must be taken into account that not just the grades that the year group have achieved and very much earned, but how the students have handled themselves over the past six months too during a period of huge uncertainty and unprecedented change. This is a reflection of how hard the students have worked since they started their courses of work, and the results very much reflected that. The fact that so many students secured top 8-9 grades and 18 subjects secured a 100% pass rate was particularly pleasing.

Results like these simply do not happen without a massive amount of commitment, dedication and sheer hard work from the students and of course the excellent and highly skilled team of staff working in collaboration over a significant period of time. Students and staff alike feel exceptionally proud of these superb outcomes. The same should also be felt by our tremendously supportive and loyal parents and carers who themselves worked in partnership with the academy over the past five years, thus ensuring every single one of their children, our students, progressed on to the next stage of their education, employment or training.

In 2020, record numbers of students have chosen to stay on at the academy to further their studies in the sixth form college in September, extending their time as part of The Plume Family!

PLUME SCHOOL

TRUSTEES' REPORT

2020 A-level Examination Results:

Again, due to the unprecedented circumstances brought about by the COVID-19 pandemic, the formal examinations due to be sat by Years 12 and 13 students were cancelled without notice. As a direct result, and similar to the GCSE students, the tremendous prior efforts and significant amount of hard work already undertaken left students, their families and staff at Plume Academy feeling absolutely devastated.

Whilst the academy, every Mid-Essex secondary school and schools the length and breadth of the country adopted a meticulous approach over a 10 week period to produce their own Centre Assessed Grades, ultimately, the examination boards applied their own calculations to generate final student grades in each of their subjects. Therefore, none of the usual benchmark data or any usual comparisons between schools has any validity whatsoever this year.

Despite these significant and somewhat unique challenges, the Plume Academy were also particularly delighted with the outcomes in the following subject areas with well over 50% of grades at A*-B in: Art and Design: Fine Art, Art and Design: Photography, Chemistry, Philosophy, Physical Education, Spanish and BTEC Sport and Dance.

25% plus of the grades in seven other subject areas were also graded at A*-A with a number of other subjects securing both pleasing and somewhat impressive grades.

The vast majority of the Year 13 students also secured the grades to progress onto their first choice university, into apprenticeships as well as into provisionally offered employment.

Impact of COVID-19 - how virus control measures affected activities

The Senior Leadership team had been discussing the implications of the potential of a National Lockdown several weeks prior to the 23 March 2020, and had commenced advanced plans in terms of managing the potential impact, cleaning regimes, remote learning activities and managing staff workloads from a distance. This was discussed with trustees at all stages. The primary concern was to the wellbeing and ongoing health of our staff and students and the academy fully supported the measures that were taken nationally. Having watched other local academies and schools start to close due to staff shortages brought about by suspected cases and staff self-isolation, the decision was taken by the Academy Leadership team, and endorsed by the Trustees to commence remote learning and close the Academy to all but non-essential users on Thursday 18 March, 2 days ahead of the enforced closure which occurred on the 23 March.

From the outset the Academy remained open at all times for children of key workers and vulnerable students. The Fambridge Road campus was closed entirely, and all services were provided from the Mill Road Campus. The rationale for this decision was purely down to the size and complexity of the site, where Fambridge Road is a complex and large site which would prove difficult and expensive to deep clean in the event of a confirmed case, whereas Mill Road was easier for students to navigate (all students would have passed through this site and would have been familiar with the layout) and the single point of entry provided at Mill Road was deemed the most appropriate for monitoring all site visitors.

As lockdown progressed past the Easter holidays, the academy revised and improved the home learning provision and devised home/school communication strategies to support parents and students with home based education and wellbeing. Many families had materials posted or hand delivered to them, as well as the academy doing all it could to ensure internet enabled devices were available.

Free school meals were provided from the outset, utilising the WONDE online voucher system, which due to its simplicity and popularity with parents and carers was used throughout the entire lockdown period, apart from the summer holiday period when the government issued vouchers were utilised.

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Due to the lost classroom learning time, the academy took the lead to arrange a summer school for the Year 10 group, who would be returning in September 2020 as Year 11's, for a 2-week program of learning. Again, whilst payment was offered to staff, it was on a voluntary basis to support the students, and the uptake from teachers and support staff alike to assist was phenomenal, leading to a first class summer school being produced to really help close the learning gap that may have occurred during the period of remote learning. This was initially funded through academy resources, however the government subsequently announced it would be releasing a catch up grant for such activities, and the costs were applied to this.

The academy substantially re-organised the following processes and operational plans to minimise risk:

- Hand sanitisation and social distancing procedures
- Use of school resources and equipment
- cleaning and caretaking duties (4 additional 'day' cleaners employed)
- classroom layouts (forward facing desks)
- lunch and catering arrangements
- movement around the school (one way systems)
- parents' evenings (virtualised)
- staff meetings (virtualised)
- assemblies(virtualised)
- home virtual learning
- wearing of PPE

Financial Uncertainties due to Covid-19:

Certainly there are significant known costs related to COVID-19 control measures and these have been budgeted for during 2020/21 within the academy spending plans – these known costs cover:

1. Increased cleaning costs
2. Increased PPE costs
3. Increased cleaning materials costs
4. Additional counselling services to manage student anxiety
5. Loss of income from lettings and external hire

A substantial amount of the uncertainty lies within the affordability of covering teaching and support staff absence if they are absent due to COVID-19 related measures.

At the moment, staff are absent for the following reasons:

- Their children require a COVID-19 test
- Their children are required to self-isolate
- Staff are required to take a COVID-19 test
- Staff are required to self-isolate for 14 days
- Staff who are clinically extremely vulnerable and are self-isolating during lock down periods
- Staff mental health has suffered due to anxiety and they are unable to attend the Academy

The Academy self-insures against sickness as this has proven to be cost effective in recent history and most insurers are not covering Covid related absence anyway.

The Academy has existing preferential rates with agency supply staff already and these are being utilised where necessary and will continue to do so into the following year. To date the level of staff absence has been very low, primarily due to the low infection rate in the district but supported by the strict hygiene that is enforced throughout the academy to ensure staff are as safe as possible.

Where additional non-staff costs, such as PPE and cleaning equipment are impacting the budget, the academy is making sound procurement decisions to purchase in bulk to maximise the best value possible and raising competition between suppliers to achieve the lowest unit cost for items.

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TRUSTEES' REPORT

The impact on fundraising:

The lockdown period and subsequent COVID-19 precautionary measures from March 2020 onwards have resulted in an immediate cessation of use of the premises by external hirers. This is likely to continue for the foreseeable future; however, this will have a significantly negative impact on the budget with an estimated loss of £60,000 of revenue for a full year. In addition to this, the Artificial Grass Pitch that is hired outside of academy usage time has been stopped during all lockdown phases, which will likely see a reduction of £20,000 profit being returned to the pitch sinking fund which will need to be addressed in future years.

This is seemingly unavoidable in order to support the government's policy to reduce social interaction.

Additionally, parental contributions are significantly reduced this year for donations towards lesson resources in areas such as DT and Art. Departmental leaders are aware of this and have adjusted their curriculum to suit.

How the outbreak of the virus has affected staff, volunteers and beneficiaries:

Impact of virus on staff and pupils	Impact on Trust's operations and activities
Anxiety and stress caused to staff and children by potential exposure to the virus – low staff and pupil morale	Staff assigned to small groups of pupils, facing increased duties and cleaning responsibilities. Free PPE provided and clear guidance/expectations of when staff are expected to wear masks. Staff given choice to wear masks at all time Students hand sanitising on entry and exit to the academy and also in and out of every lesson. Staff and pupil wellbeing checks carried out routinely
Implications to health worse for staff who are pregnant in third trimester who may contract COVID-19	Any pregnant member of staff will automatically undergo a risk assessment, members of staff in their third trimester will undertake an additional assessment to review risks further and take more steps to reduce potential exposure to the virus.
Staff absence due to testing of themselves or their children	Schools has to pay for cover for teachers.
Additional staff to support with increased cleaning duties	The academy has employed 4 additional day time cleaners to ensure the environment is as clean as physically possible to reduce infections and staff absence.
No school trips/visits for pupils, no after school clubs	Students missing out on enriched learning experiences, the academy is seeking alternative ways to enrich their learning experience which needs to be balanced with need to catch pupils up in basics of their subjects.
Students have gaps in their learning	Some students have targeted tutoring provided by teachers and support staff taking on additional responsibilities over and above their usual duties. The academy is employing specific advocates for key subjects such as Science, Maths & English to assist all student to narrow any learning gaps. Students potentially at school longer in order to catch up. COVID -19 catch up funding may not stretch far enough. Aspirational targets may be too high for some students to reach and stressful for some teachers to obtain. Progress review meetings need to balance progress with mental wellbeing of staff and students.

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TRUSTEES' REPORT

Implications for any existing or potential defined benefit pension liability and investments:

At the time of writing, there are no known implications any existing or potential defined benefit pension liability or investments at this point in time.

Impact on the academy trust's reserves policy:

Due to the increased cost of provision for Covid-19 there has been a reduction in the forecast surplus in the academy, brought about by additional staffing costs (sickness & support) the reduction in income from lettings and additional costs from utilities and equipment.

Additionally, the reduction of forecast surplus will be from expenditure incurred to cover mental health councillors and increased investment into staff and pupil mental health wellbeing, alongside the core elements of enhancing the resources to students to catch up on lost learning.

The Academy has extensive long term plans to manage the reserves to ensure the sustainability of the academy and these are always in a state of flux as the academy adapts to the challenges faced at the time. Clearly Covid-19 has been the most significant variable in the reserves predictions, and current estimates move the academy back about 12 months in terms of balancing it's in year expenditure to income levels and reducing reliance on reserves on an annual basis.

Key Performance Indicators

The Trustees regularly review Plume School's actual income and expenditure against the authorised budget. Changes to the budget to reflect new information with regard to income or expenditure are approved in line with the authorisation limits established in the Plume School Financial Regulations.

Ratio analysis and benchmarking is performed annually to ensure that the Academy is applying its resources efficiently and effectively to achieve the best possible educational outcomes.

- a) Unrestricted income (excludes income from grants & delegated funding) as a percentage of total income: 4.0% (2018/19: 5.7%)
- b) Staff costs as a percentage of total costs: 79.8% (2018/19: 76.8%)
Investing in quality staff has been fundamental in recruiting and retaining the right staff to raise pupil performance and improve teaching & learning standards.
- c) Salary Expenditure: £8,630,445 (2018/19: £8,150,054)
- d) Total Income Grants: £9,222,598 (2018/19: £8,709,914)
- e) Staff costs as a percentage of grant income: 93.6% (2018/19: 93.6%)
- e) Net incoming/(outgoing) resources (before transfers and pension adjustments): £(595,057) (2018/19: £(1,059,913))
- f) Current Ratio (current assets/current liabilities) 3.9:1 (2018/19: 4.2:1)
- g) Liquidity: £1,563,641 cash at bank and in hand (2018/19: £1,666,437)

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TRUSTEES' REPORT

When seeking non-financial KPI's the Academy seeks to review areas where under the formal scrutiny of benchmarking, it is clear that improvements can be made. One area the Academy has been striving to make substantial improvements is the area of student attendance. In 2011 the Academy was rated as 77th out of 80 secondary schools in Essex for attendance rates, this has turned around and now the Academy find itself in the top 20. Significant resource has been expended in this area with the assistance of external advisors and the appointment of an attendance officer, leading to a whole school ethos of good attendance. Attendance has improved from:

- 2011/12 – 92.7%
- 2012/13 – 93.0%
- 2013/14 – 92.6%
- 2014/15 – 93.7%
- 2015/16 – 95.3%
- 2016/17 – 94.8%
- 2017/18 – 94.6%
- 2018/19 – 94.3%
- 2019/20 – 94.3% *

* The 2019-20 year relies on data only from the autumn term of 2019, with no attendance data from March 2020 due to transition to remote learning due to Covid-19.

Going Concern

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

Financial Review

The majority of Plume School's income is derived from the Education and Skills Funding Agency (ESFA), an agent of the Department for Education (DfE), in the form of recurrent grants, the use of which is limited to specific purposes. The grants received from the ESFA during the year ended 31 August 2020 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The education sector still continues to face significant pressure in its core funding, with unprecedented strain on expenditure in the form of raised staff costs, inflation and future pension demands. The 2019-20 academic year has been especially variable in terms of greater staffing costs with only partially funded income rises to meet the demand, especially surrounding rising pension contribution costs. The imminent implementation of the National Funding Formula appears to illustrate that the south east of the county may benefit from balancing out some of the prior inequalities that face education funding, and recent projections of an improved picture moving forward illustrate this.

The Trustees take their financial role incredibly seriously to ensure that all funds are utilised in the most efficient way possible in order to deliver an effective and high quality curriculum to all students at the Plume Academy. When reviewing the Academy medium to long term financial plans, and in turn the planned reserve position, the Trustees take into consideration both the projected student numbers and the assumed Age Weighted Pupil Units (AWPU) funding to estimate the likely level of income, as well as accurately calculating the future staffing profile and non-pay costs associated with running the academy to ensure the projected budget plan is as accurate and realistic as possible.

PLUME SCHOOL

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As the academy continues to grow in terms of popularity and subsequently student numbers, this does bring with it greater funding in terms of the AWPU derived from those additional students, albeit lagged, whilst not increasing fixed costs in terms of staffing and premises. However, expenditure pressures continue to mount, such as rising staff costs, maintaining a stable workforce entitled to incremental and inflationary rises, and mandatory charges outside of management control, such as pension contributions, exam fees and statutory charges and licences which are rising at rates far greater than inflation, which must all be managed both in the short, medium and long terms to ensure a stable and balanced financial position.

The demands on the Academy finances grow increasingly challenging as the academy passes through a period of significant growth and change. With the agreement to increase the Planned Admission Number (PAN) by 2 forms of entry, will bring significant growth to the academy in terms of the input resources needed – this will be in terms of the human resource to directly educate and administrate this increase, alongside the huge capital outlay required to finance the expansion of the facilities to accommodate the new students.

This must be considered whilst not forgetting the ongoing revenue cost in terms of capitation expenditure to ensure the new students are provided with adequate resources to excel at their studies, whilst not impeding existing students. This is especially pertinent during the lagged funding phase, when the income follows 12 months behind the student. This last point will have a significant effect on the cash flow management of the academy in the short term, and whilst this is an area of low risk and concern in prior years, will certainly require significant review moving forward.

Reserves Policy

The Trustees review the reserve levels of Plume School annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves. The level of reserves will be kept under review and is necessary to provide sufficient working capital to cover delays between spending and the receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance and planned changes such as managing the declining income from post 16 funding in a sustainable fashion. Reserves may be used to achieve the objectives of the Academy at any time at the discretion of the Trustees.

The Trustees are conscious of increasing external demands placed on the Academy leading to a rise in the number of students, due to both local popularity and increased housebuilding, and continually review the reserves alongside the need to maintain staff numbers at a level to cope with increasing class populations, whilst also ensuring the facilities (buildings & capitation) are aligned whilst at the same maintaining adequate reserves.

As experienced nationally, the Trustees are aware of a net deficit on both the teachers and local government pension funds. However, this doesn't present an immediate liability and drain on reserves, as the deficit is being addressed by means of an actuarially calculated long term increase in the employer's contribution towards the fund. This increase will have an effect on the cash flow of the school annually, but will not result in a direct impact on the free reserves. Due to continued sound investment from the local government pension fund, itself a funded pension scheme with significant assets, the actuarial revaluation for 2020 has seen an increase in the value of the assets of £881k but unfortunately liabilities rose by £1,952k resulting in a net increase in the liability of £1,071k.

As in previous years the opening budget is set to utilise an element of the reserves. For 2019-20 this was £226,932. This is seen by management as a target figure in which to achieve in year savings to this effect to preserve reserves, whilst noting that the spend is approved by the trustees to this limit if necessary. Restricted reserves have reduced in the 2019-20 year as the Academy prepares for expansion and employs additional staff and builds expanded facilities to manage the larger cohort whilst recognising the lagged nature of education GAG funding which will see the additional students being funded in the following year. These remaining reserves are almost entirely reserved for future capital use, as the Academy moves forward with its capital expansion plans between now and 2024. The Academy works closely with the Local Authority, who have the overriding responsibility for the provision of student places, in this substantial scheme of work. Unrestricted reserves have reduced from £437,338 to £111,090, a decrease of £326,248, which will be held to provide the necessary funds to balance the planned in-year deficit both now and those identified in the mid/ long-term budget plans.

PLUME SCHOOL

TRUSTEES' REPORT

Investment Policy

Within the Plume School investment policy, the Trustees agree all investments made by Plume School are in line with the Charity Commission guidance. Investments are currently restricted to low risk deposit accounts held with UK banks.

Financial and Risk Management Objectives and Policies

The Academy Trust has a formal risk management process in place to identify and assess all risks associated with the organisation; this enables the instigation of risk mitigation strategies. A Risk Register is in place and has been subject to a full and robust review in the 2019-20 financial year by Trustees and is made available to all staff via the website. Key members of staff and Trustees are involved in the preparation of the Risk Register, overseen by the Finance & Premises committee. All members of staff are aware of the risk management policy and the controls in place to limit exposure to risk. The Risk Register identifies the types of risk the Academy Trust might encounter and rates the risks in terms of likelihood and impact. This ensures that the most significant risks are highlighted, appropriate strategies to be implemented and the allocation of resources. The 2019-20 year saw a comprehensive review of the register, to include the provision for dealing with each risk identified in terms of whether the risk is treated, tolerated, treated or terminated.

As the majority of the Academy Trust's funding is derived from the ESFA, via the Department for Education, the Trustees consider this element of funding to be reasonably secure. The most significant risks relating to this income result from changing government policy on school funding, the effect of increasing contribution rates for stakeholder pensions and NI rebate deletion, and the effect of changing pupil numbers. The Trustees have laid out their strategies for dealing with these risks within the Academy Trust's risk register.

Principal Risks and Uncertainties

The education sector is one in which there is constant change and therefore there is continual need to identify and address risks and uncertainty. The responsibility to identify and react to risk rests with the Trustees and Senior Leadership Team.

The Trust has adopted a policy whereby risks are monitored on a likelihood and impact basis. As such, the key risks facing the Trust are detailed below:

Pupil numbers

Plume School remains a popular Academy; however, the Trustees are aware of substantial and rapid house building which currently appears to be drawing in new families greatly increasing the demand for pupil places at the Academy. The Academy is either at, or above PAN in 4 out of 5 year groups, and this is set to continue according to Local Authority projections. To mitigate this risk, the Academy has provisionally agreed with the Local Authority to expand the PAN from the current year and 2024 by 2 further forms of entry. In itself this project is a substantial risk, which is being shared with the Local Authority in terms of the source of funding from S106 allocations from developers which are at the risk of the housing market. Overall the pupil number risk is assumed to be low as a growing PAN results in increased available revenue income.

Reserve balances

The Academy has carried forward a significant sum from the previous period; this has been essential to contend with the increased staff costs, reduced post 16 funding and the impacts of planned increases in teacher numbers to manage the rising PAN. Furthermore, as a split site school, with an aging building stock, reserves are being retained to address known building condition issues especially surrounding disability access and under the grounds of health and safety, whilst also addressing expansion requirements.

Other risks

The Academy Trust's risk register also considers the operational and reputational risks involved in the running of the school within the risk register. Whilst it has been identified that the likely occurrence of these risks is low, it is also accepted that the impact if they were to occur is potentially high, therefore the Trustees seek professional advice whenever necessary to mitigate against these risks.

PLUME SCHOOL

TRUSTEES' REPORT

Financial Instruments

Credit Risk

With the vast majority of the Academy funding coming from the ESFA, the Academy is confident in its primary source of funding, this is backed up by positive and consistent student numbers. In order to expand its appeal both financially and for community involvement, the Academy markets and hires out its premises where suitable and beneficial. Clearly this presents a risky form of credit, and is mitigated by sound marketing and ensuring customer satisfaction to continue with all lets and hires. Where previously unknown, all hirers are asked to pay in advance of use to ensure reduced bad credit.

Cash flow and liquidity

The Trust continues to maintain significant cash balances which represent a high degree of liquidity. With most cash paid regularly and equally to the Academy from the ESFA, the Academy reviews its cash-flow position on a monthly basis to ensure it can meet its financial obligations as they fall due.

Equal Opportunities and Disabled persons policies (Equalities Policy)

The Academy Trust's policy on equal opportunities outlines the commitment of the staff and Governors of Plume School. Plume School ensures that equality of opportunity is available to all members of the Trust community. For our Trust this means, not simply treating everybody the same but, understanding and tackling the different barriers which could lead to unequal outcomes for different groups of students in the Academy. It also means celebrating and valuing the equal opportunity achievements and strengths of all members of the School community. These include:

- Students;
- Teaching staff;
- Support staff;
- Parents/carers;
- Community governors;
- Multi-agency staff linked to the Trust;
- Visitors to the Trust and Academy; and
- Students on placement.

The Trustees believe that equality at the Trust should permeate all aspects of Trust life and is the responsibility of every member of the Trust and wider community. Every member of the Trust community should feel safe, secure, valued and of equal worth. At Plume School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs, sexual orientations, age or any other recognised area of discrimination.

Plume School is an Equal Opportunities Employer and is committed to the employment of people with disabilities and guarantees an interview for those who meet minimum selection criteria. The Academy Trust provides training and development for all its employees, including people with disabilities, tailored where appropriate, to ensure they have the opportunity to achieve their potential. If an Academy Trust employee becomes disabled while in our employment, Plume School will do its best to retain them, including consulting them about their requirements, making reasonable and appropriate adjustments, and providing alternative suitable provisions.

Employee Information Policy

Plume School includes 1 staff Trustees on its Board who is the Executive Principal as ex-officio Trustee. This ensures that:

- Employees' views are taken into account on decisions affecting their interests
- there is a common awareness on the part of all employees of all factors that affect the Academy Trust's performance
- Key stakeholders, Director of Finance & Premises and Director of HR are regular attendees at Board meetings to provide information and to receive direct instructions on academy matters

Plume School also undertakes discussions with employees and their unions when making decisions that affect employee interests to ensure that employees' views are reflected in decisions made and their interests are protected.

PLUME SCHOOL

TRUSTEES' REPORT

Fundraising

Plume School works closely with the parent/carers body (Parents Voice Association) with regard to fundraising, to ensure that funds are collected in line with the Charities (Protection and Social Investment) Act 2016 and meets the needs and requirements of the Academy itself. Historically this is an area that has not been utilised heavily by the Plume School, however the Academy is working with the Parents Voice group to raise funds through music/dance evenings, the sale of second hand uniform, and more recently the commencement of a Lottery scheme.

All fundraising is carried out in the name of the Parent Voice group, but in line with the financial regulations of the Academy. The lottery itself is registered with the gambling commission who maintain the oversight and control on this venture.

All fundraising is on a voluntary, low pressure, approach to avoid causing undue upset within the community, however any complaints would be dealt with formally by the Trustees using the normal complaints procedure for the Academy. There were no such complaints during the year.

Plans for Future Periods

As previously mentioned, the town in which the Academy Trust is based (Maldon, Essex) is experiencing an unprecedented expansion in housing growth (3000+ homes over a 15-year period). The Academy continues to work alongside the Local Authority and District Council on this matter to ensure that the Plume Academy, as the only secondary school in the area, is capable of managing the planned rise in student numbers (circa 300 rise in pupils).

The Trustees have given this matter significant thought, setting up a distinct Strategic Developments Committee, which considers the best way in which to expand the premises, with funds available from reserves, Section 106 developer contributions, and the strategic disposal of specific Academy assets in order to ensure that the Academy premises provide first class classrooms and learning resources to meet the growing demands between now and 2029, the end of the current Local Development Plan.

Funds held as Custodian Trustee on behalf of others

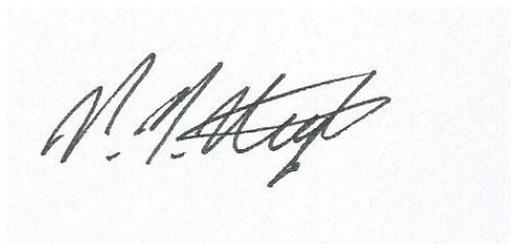
Neither the Academy Trust nor any of its Trustees act as a custodian trustee.

Auditor

In so far as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the members of the governing body on 27 January 2021 and signed on its behalf by:



Paul Nagle
Chair of Trustees

PLUME SCHOOL

GOVERNANCE STATEMENT

Scope of Responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to the Executive 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 Plume School 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 3 times during the year, with 1 previously agreed meeting date cancelled due to Covid-19. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustees	Meetings attended	Out of a possible
Joan Binder (resigned 31 March 2020)	2	2
Paul Nagle (Chair)	2	3
Mike Chaplin	1	3
John Everard	3	3
Mark Howell	2	3
Elliot Judge	2	3
Jill McKinnell (resigned 31 March 2020)	2	2
Adrian Stead (resigned 31 August 2020)	3	3
Debbie Thomas (resigned 31 March 2020)	3	3
Carl Wakefield	3	3
Clare Whitaker	2	3
Steven Watterson (appointed 1 October 2019)	2	3
Keith Bannister (appointed 1 September 2020)	0	0
Jessica Finch (appointed 1 September 2020)	0	0
Mark Judd (appointed 1 September 2020)	0	0
Lisa Smart (appointed 1 September 2020)	0	0

Changes to the Board in the financial year include the appointment of Steve Watterson, Keith Bannister, Jessica Finch, Mark Judd and Lisa Smart and the resignation of four Trustees, Joan Binder (Chair), Jill McKinnell, Debbie Thomas and Adrian Stead.

The Finance and Estates Committee is a sub-committee of the main governing body. The purpose of the Finance and Estates Committee is to share the workload of the Accounting Officer in managing and monitoring the organisation's finances and premises matters. The Finance and Estates Committee has formally met 3 times during the year; An Audit Committee exists to oversee the year end audit process.

This Finance and Estates Committee provides an opportunity for detailed discussion and consideration of financial and property matters, with regular reporting to the full Board of Trustees. It is given delegated authority for most financial decision-making, but the full Board of Trustees as a whole remains accountable and must still remain actively engaged in financial and premises matters.

PLUME SCHOOL

GOVERNANCE STATEMENT

Benefits of the Finance and Estates Committee include:

- Helping to prevent fraud by ensuring that all tasks associated with the finance function are not performed by one person without supervision from others (segregation of duties);
- Allowing the Full Governing Body meetings to focus on a wider range of issues, as detailed financial and property discussions can take place within the sub-committee;
- Enabling more democratic control of the organisation's finances and estate;
- Spreading the burden of financial and premises management, thereby also potentially improving its quality; and
- Helping train new committee members in financial and premises related matters.

Matters discussed during the year to 31 August 2020 include:

- Full review of finance and estates policies;
- Agreement of financial regulations and scheme of delegation;
- Regular review of the current financial position;
- Review of long term (3-5 years) financial position;
- Assurance work on health and safety matters relating to the estate;
- Investigations into furthering the trusts charitable aim through community involvement;
- Continuation of the audit committee to meet statutory needs;
- Review of capital grants received in year for the improvement of the estate;
- Consideration of the schools assets and fulfilment of the Trusts charitable obligations to maximise the benefit of those assets with regard to asset disposal and reinvestment; and
- Effect of Covid-19 on the short term budget and long term implications this may have on the academy as a whole.

Attendance at Finance and Estates Committee meetings in the year was as follows:

Trustees	Meetings attended	Out of a possible
Joan Binder (resigned 31 Mar 2020)	2	2
Mark Howell	3	3
Jill McKinnell (resigned 31 Mar 2020)	2	2
Paul Nagle	3	3
Adrian Stead (resigned 31 Aug 2020)	3	3
Debbie Thomas (resigned 31 Mar 2020)	2	2
Carl Wakefield	3	3

The Audit Committee is also a sub-committee of the main Board of Trustees. Its purpose is to:

- Recommend the appointment of the auditors;
- Remove the burden of audit matters from the Finance & Estates Committee;
- Act as the investigating body in the event of any accusation of fraud;
- Oversee the year end process;
- Receive the response from the appointed Auditors;
- Recommend adjustments to the practice of the finance function based on the auditors findings; and
- Receive and recommend the adoption or rejection of the Annual Accounts to the Board of Trustees.

Attendance at Audit Committee meetings in the year was as follows:

Trustees	Meetings attended	Out of a possible
Mark Howell	1	1
John Everard	1	1

PLUME SCHOOL

GOVERNANCE STATEMENT

Review of Value for Money

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

- Minibus rental renewal
- Litter collection brought in-house
- IT system upgrade and procurement

Minibus Rental Renewal

With the existing academy minibus reaching 5 years old, the rental agreement with the supplying company was due to conclude with the minibus being returned. An analysis was conducted to see how much the bus was used over the last 5 years, and whether it was cheaper to remain with our own vehicle or to book coaches/ taxi whenever external events took place. Factoring in the cost of external hire, and the cost of fuel and insurance and also the convenience factor that arises from having access to your own multi passenger vehicle, it was very clear that having access to a minibus made substantial financial sense. Additionally, there are the clear marketing benefits from both the signage on the vehicle itself and the reputational benefits from owning a high quality vehicle.

An informal tender/ invitation to quote was completed, targeting 5 national minibus rental companies, and the lowest full maintenance rental was found to be the existing rental company, who would also write off the cost of some minor damage on the old minibus if we renewed with them for a further 5-year period. Compared to the previous minibus, the savings equated to circa £2,400 per annum, totalling £12,000 over the 5-year arrangement.

Litter collection brought in-house

As part of the annual review of premises costs, litter picking was identified as an area where the academy spent a significant amount of money to a contractor, and although the service provided was to a very high standard, it was felt, when benchmarked against other services and academies of similar size, in terms of student numbers and grounds, that savings could be made.

A review was completed, and the decision was decided to bring the service in-house and have the work completed by the academies own caretaking team. Not only did this save a significant amount of money, it also provided additional capacity to the exiting caretakers team through the addition of an additional member of staff, who was able to cover during times of any other staff absence, ensure service provision and value for money.

IT system upgrade and procurement

The primary IT server system across both campuses had reached 5 years old, having originally been bought on a compliant operating lease agreement, then extended for a further 1 year, then purchased outright through a third party distributor. The hardware was no longer covered by any warranty and all suppliers were refusing to offer any further extension to that warranty. Therefore, having sweated the asset for as long as reasonably practical, it was time for a full replacement system.

Full tenders were published for a new network and 6 different companies provided responses. From those tenders, a full assessment was conducted to ensure all tenders were equal and provided an adequate IT system that matched academy requirements and a preferred supplier was identified.

Initially it was the intention to re-lease the equipment, as that was the previous arrangement and as such a £50,000 annual revenue budget was identified for the purchase. However, due to the high financing cost of IT equipment, primarily due to its low residual value at the end of its life, and also the risk factor as a significant proportion of the sale was software and installation, the cost of borrowing came in significantly higher than expected and greater than the available budget.

PLUME SCHOOL

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Calculations were made, and trustees approved the use of the existing cash reserves to outright purchase the equipment from capital. This recognised the fact that academy cash reserves, held inline with our investment policy, were currently achieving a very low rate of interest, compared to the cost of borrowing, and calculations on the rates at the time indicated that over the 5-year life expectancy of this equipment, a £50,000 saving would be made.

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 Plume School for the year ended 31 August 2020 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 have been in place for the year ended 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of 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 Estates Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Mr A Gothard, as Responsible Officer ('RO'). The RO's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems.

In particular the checks carried out in the current period include:

- testing of payroll systems;
- testing of purchase systems;
- testing of control / bank reconciliations; and
- governance.

On a termly basis, the internal audit reports to the Board of Trustees, through the Finance and Estates Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

On a termly basis, the RO reports to the Board of Trustees, through the Finance and Estates Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. The RO completed 1 planned visit during 2019-20, with a second visit in the early part of the 2020-21 financial year, following his pre-determined program of work.

PLUME SCHOOL

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This program of work did not follow the original intentions of once termly visits due to the Covid-19 pandemic, which saw the country placed into lockdown and the RO unable to complete his physical visits due to the physical closure of the building and national guidance to isolate. Historically the Autumn term is not assessed by the RO, due to the work of the external auditor, and three visits are completed between January and Aug in the financial year. The first visit took place, but all subsequent visits in year, were cancelled. It took some while to transfer the RO assessments to a virtual environment, and the first virtual assessment took place in September 2020.

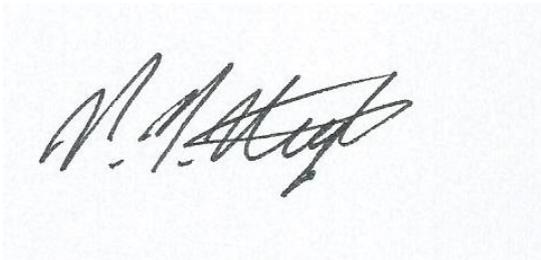
Review of Effectiveness

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

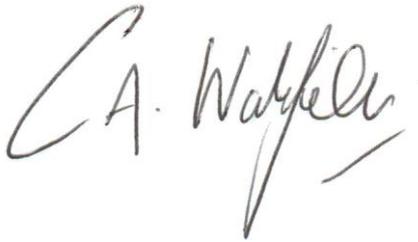
- the work of the internal auditor;
- the work of the external auditor;
- the financial management and governance self-assessment process; and
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Board of Trustees on 27 January 2021 and signed on its behalf by:



Paul Nagle
Chair of Trustees



Carl Wakefield
Accounting Officer

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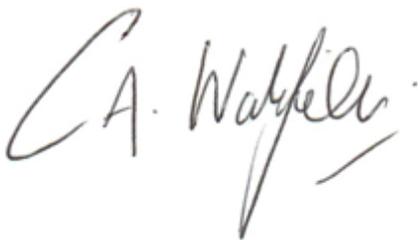
STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Plume School I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the Academy and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

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

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

Approved on 27 January 2021 and signed by:

A handwritten signature in black ink, appearing to read 'C.A. Wakefield', with a horizontal line underneath the name.

Carl Wakefield
Accounting Officer

PLUME SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who act as governors of Plume School and 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 Annual Accounts Direction issued 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 year. In preparing these financial statements, the Trustees are required to:

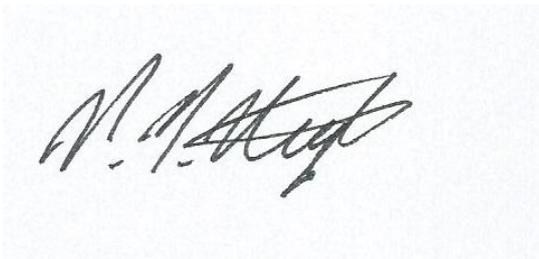
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 the 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 27 January 2021 and signed on its behalf by:



Paul Nagle
Chair of Trustees

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PLUME SCHOOL

Opinion

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

In our opinion, Plume School's financial statements (the "financial statements"):

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

Basis for opinion

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

Conclusions relating to going concern

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PLUME SCHOOL (continued)

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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 Statement of Trustees' Responsibilities, the Trustees 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 Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

**INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF PLUME SCHOOL (continued)**

Use of our report

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



**Colin Wright (Senior Statutory Auditor)
for and on behalf of UHY Hacker Young LLP, Statutory Auditor**

Chartered Accountants
Statutory Auditor

Quadrant House
4 Thomas More Square
London
E1W 1YW

28 January 2021

UHY Hacker Young LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE BOARD OF TRUSTEES OF PLUME SCHOOL AND THE EDUCATING & SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 16 June 2015 and further to the requirements of the Education & Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Plume School during the year to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Plume School and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Plume School and the ESFA those matters we are required to state to it 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 Plume School and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of the Plume School's accounting officer and the reporting auditor

The accounting officer is responsible, under the requirements of Plume School's funding agreement with the Secretary of State for Education dated 18 October 2011 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

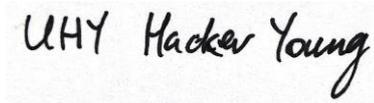
INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE BOARD OF TRUSTEES OF PLUME SCHOOL AND THE EDUCATING & SKILLS FUNDING AGENCY (continued)

The work undertaken to draw our conclusion includes:

- Evaluation of the general control environment;
- Confirmation that the internal delegations have been approved by the governing body, and conform to the limits set by the Department for Education;
- Review of the declaration of interests to ensure completeness;
- Review of minutes for evidence of declaration of interest;
- A sample of payments has been reviewed to confirm that each item has been appropriately authorised in accordance with the Academy Trust's delegated authorities;
- A sample of cash payments were reviewed for unusual transactions;
- A sample of expenditure items were reviewed against specific terms of grant funding within the funding agreement; and
- Formal representations have obtained from the governing body and the accounting officer acknowledging their responsibilities for matters relating to regularity and propriety.

Conclusion

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



UHY Hacker Young LLP

Chartered Accountants
Statutory Auditor

Quadrant House
4 Thomas More Square
London
E1W 1YW

28 January 2021

PLUME SCHOOL

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2020
(INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL
RECOGNISED GAINS & LOSSES)**

	Notes	Unrestricted fund £	Restricted funds General funds £	Fixed asset fund £	2020 Total £	2019 Total £
Income and endowments from:						
Donations and capital grants	2	-	130,533	288,082	418,635	133,124
<i>Charitable activities:</i>						
Funding for the Academy Trust's educational operations	3	-	9,222,598	-	9,222,598	8,709,914
Other trading activities	4	403,165	175,062	-	578,227	703,970
Investments	5	1,969	-	-	1,969	3,156
Total income and endowments		<u>405,134</u>	<u>9,528,213</u>	<u>288,082</u>	<u>10,221,429</u>	<u>9,550,164</u>
Expenditure on:						
Raising funds	6	180,122	268,138	-	448,260	524,771
<i>Charitable activities:</i>						
Educational operations	6/7	335,435	9,355,180	677,611	10,368,226	10,085,306
Total resources expended		<u>515,557</u>	<u>9,623,318</u>	<u>677,611</u>	<u>10,816,486</u>	<u>10,610,077</u>
Net (outgoing)/incoming resources before transfers		<u>(110,423)</u>	<u>(95,105)</u>	<u>(389,529)</u>	<u>(595,057)</u>	<u>(1,059,913)</u>
Gross transfers between funds		<u>(215,825)</u>	<u>-</u>	<u>215,825</u>	<u>-</u>	<u>-</u>
Net income/(expenditure) for the year		<u>(326,248)</u>	<u>(95,105)</u>	<u>(173,704)</u>	<u>(595,057)</u>	<u>(1,059,913)</u>
Other recognised gains and losses						
Actuarial gains on defined benefit pension schemes	29	-	(670,000)	-	(670,000)	(819,000)
Gains on revaluations of land	12	-	-	-	-	2,692,000
Fair value gains on investment property	12	-	-	-	-	85,500
Net movement in funds		<u>(326,248)</u>	<u>(765,105)</u>	<u>(173,704)</u>	<u>(1,265,057)</u>	<u>898,587</u>
Total funds brought forward at 31 August 2019		<u>437,338</u>	<u>(4,601,417)</u>	<u>26,746,609</u>	<u>22,582,530</u>	<u>21,683,943</u>
Total funds carried forward at 31 August 2020		<u>111,090</u>	<u>(5,366,522)</u>	<u>26,572,905</u>	<u>21,317,473</u>	<u>22,582,530</u>

All of the academy's activities derive from continuing operations during the financial period.

PLUME SCHOOL

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2020
(INCLUDING INCOME AND EXPENDITURE ACCOUNT AND STATEMENT OF TOTAL
RECOGNISED GAINS & LOSSES)**

Comparative year information		Restricted funds			2019	2018
Notes	Unrestricted fund	General funds	Fixed asset fund	Total	Total	
	£	£	£	£	£	£
Income and endowments from:						
Donations and capital grants	2	7,297	4,030	121,797	133,124	52,032
<i>Charitable activities:</i>						
Funding for the Academy Trust's educational operations	3	-	8,709,914	-	8,709,914	8,900,430
Other trading activities	4	532,792	171,178	-	703,970	781,130
Investments	5	3,156	-	-	3,156	1,504
Total income and endowments		<u>543,245</u>	<u>8,885,122</u>	<u>121,797</u>	<u>9,550,164</u>	<u>9,735,096</u>
Expenditure on:						
Raising funds	6	200,469	324,302	-	524,771	496,446
<i>Charitable activities:</i>						
Educational operations	6/7	379,583	9,087,992	617,731	10,085,306	9,899,283
Total resources expended		<u>580,052</u>	<u>9,412,294</u>	<u>617,731</u>	<u>10,610,077</u>	<u>10,395,729</u>
Net (outgoing)/incoming resources before transfers		(36,807)	(527,172)	(495,934)	(1,059,913)	(660,633)
Gross transfers between funds		-	-	-	-	-
Net income/(expenditure) for the year		<u>(36,807)</u>	<u>(527,172)</u>	<u>(495,934)</u>	<u>(1,059,913)</u>	<u>(660,633)</u>
Other recognised gains and losses						
Actuarial gains on defined benefit pension schemes	29	-	(819,000)	-	(819,000)	1,015,000
Gains on revaluations of land	12	-	-	2,692,000	2,692,000	-
Fair value gains on investment property	12	-	-	85,500	85,500	-
Net movement in funds		<u>(36,807)</u>	<u>(1,346,172)</u>	<u>2,281,566</u>	<u>898,587</u>	<u>354,367</u>
Total funds brought forward at 31 August 2018		<u>474,145</u>	<u>(3,255,245)</u>	<u>24,465,043</u>	<u>21,683,943</u>	<u>21,329,576</u>
Total funds carried forward at 31 August 2019		<u>437,338</u>	<u>(4,601,417)</u>	<u>26,746,609</u>	<u>22,582,530</u>	<u>21,683,943</u>

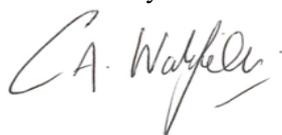
All of the academy's activities derive from continuing operations during the financial period.

PLUME SCHOOL

**CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2020**

	Notes	2020 £	2019 £
Fixed assets			
Tangible assets	12	26,311,083	26,423,223
Investment property	12	300,000	300,000
		<u>26,611,083</u>	<u>26,723,223</u>
Current assets			
Debtors	15	149,665	106,662
Cash in hand and at bank	26	1,563,641	1,666,437
		<u>1,713,306</u>	<u>1,773,099</u>
Liabilities			
Creditors: amounts falling due within one year	16	(439,916)	(417,792)
Net current assets		<u>1,273,390</u>	<u>1,355,507</u>
Net assets excluding pension liability		<u>27,887,573</u>	<u>28,078,530</u>
Pension scheme liability	29	(6,567,000)	(5,496,000)
Net assets including pension liability		<u>21,317,473</u>	<u>22,582,530</u>
The funds of the Academy Trust:			
Restricted funds			
Fixed asset funds	17	26,572,905	26,746,609
Restricted income funds	17	1,200,478	894,583
Pension reserve	17	(6,567,000)	(5,496,000)
Total restricted funds		<u>21,206,383</u>	<u>22,145,192</u>
Unrestricted income fund			
General fund	17	111,090	437,338
Total funds		<u>21,317,473</u>	<u>22,582,530</u>

The financial statements on pages 31 to 61 were approved by the Board of Trustees, and authorised for issue on 27 January 2021 and are signed on their behalf by:

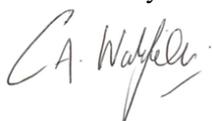


Carl Wakefield
Accounting Officer
Company registration no: 07849731

PLUME SCHOOL**ACADEMY BALANCE SHEET
AS AT 31 AUGUST 2020**

	Notes	2020 £	2019 £
Fixed assets			
Tangible assets	12	26,311,082	26,423,223
Investments	13	300,001	300,001
		<hr/>	<hr/>
		26,611,083	26,723,224
		<hr/>	<hr/>
Current assets			
Debtors	15	310,535	243,067
Cash in hand and at bank		1,380,195	1,526,081
		<hr/>	<hr/>
		1,669,730	1,769,148
		<hr/>	<hr/>
Liabilities			
Creditors: amounts falling due within one year	16	(417,342)	(413,842)
		<hr/>	<hr/>
Net current assets		1,273,388	1,355,306
		<hr/>	<hr/>
Net assets excluding pension liability		27,884,471	28,078,530
		<hr/>	<hr/>
Pension scheme liability	29	(6,567,000)	(5,496,000)
		<hr/>	<hr/>
Net assets including pension liability		21,317,471	22,582,530
		<hr/> <hr/>	<hr/> <hr/>
The funds of the academy:			
Restricted income funds			
Fixed asset funds	18	26,572,905	26,746,609
Restricted income funds	18	1,203,577	894,583
Pension reserve	18	(6,567,000)	(5,496,000)
		<hr/>	<hr/>
Total restricted funds		21,209,482	22,145,192
		<hr/>	<hr/>
Unrestricted income fund			
General fund	18	107,989	437,338
		<hr/>	<hr/>
Total funds		21,287,441	22,582,530
		<hr/> <hr/>	<hr/> <hr/>

The financial statements on pages 31 to 61 were approved by the Board of Trustees, and authorised for issue on 27 January 2021 and are signed on their behalf by:



Carl Wakefield
Accounting Officer
Company registration no: 07849731

PLUME SCHOOL**CONSOLIDATED CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020**

	Notes	2020 £	2019 £
Cash flows from operating activities	23	134,445	103,500
Cash flows (used in)/from investing activities			
Capital grants from DfE and ESFA	2	288,082	121,797
Payments to acquire tangible fixed assets	12	(527,292)	(58,553)
		<hr/>	<hr/>
		(239,210)	63,244
		<hr/>	<hr/>
Cash flows from financing activities	24	1,969	3,156
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		(102,796)	169,900
Cash and cash equivalents at 1 September 2019		1,666,437	1,496,537
		<hr/>	<hr/>
Cash and cash equivalents at 31 August 2020		1,563,641	1,666,437
		<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

PLUME SCHOOL

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

1 Statement of accounting policies

Company Information

Plume School is a company limited by guarantee, incorporated in England and Wales. The registered office is Plume School, Fambridge Road, Maldon, Essex, CM9 6AB.

Basis of preparation

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

Plume School meets the definition of a public benefit entity under FRS 102.

The financial statements have been prepared in sterling, which is the functional currency of the company.

The financial statements have been prepared under the historic cost convention. A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

Basis of consolidation

These financial statements consolidate on a line-by-line basis the results of the Academy Trust and its wholly owned subsidiary, Plume Trading Limited. A separate statement of financial activities (incorporating an income and expenditure account) for the Company itself is not presented because the Company has taken advantage of the exemptions afforded by section 230 of the Companies Act 2006 and SORP 2019. The Academy Trust's net expenditure for the year was £595,057.

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 one year from the date of approval of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

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

Grants receivable

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

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

PLUME SCHOOL

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

1 Statement of accounting policies (continued)

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

Donations

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

Other income

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

Donated goods, services and gifts in kind

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

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

On becoming an Academy, the land and property of the predecessor school was transferred to the academy for nil consideration. The valuation of the land and buildings as at the date of conversion was prepared by Lambert, Smith Hampton on a depreciated replacement cost basis.

Expenditure

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

Expenditure on raising funds

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

Charitable activities

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

All resources expended are inclusive of irrecoverable VAT.

PLUME SCHOOL

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

1 Statement of accounting policies (continued)

Tangible fixed assets

Assets costing £2,000 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 or donated market value 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 such assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

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

Freehold buildings	2%
Freehold building improvements	5-10%
Artificial pitch	10%
Fixtures, fittings and equipment	20%
Motor vehicles	20%

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

Impairment of fixed assets

At each reporting period end date, the company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the Academy Trust estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

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.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in the Statement of Financial Activities.

Investment property

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at an estimated fair value at each year end reporting date. Changes in fair value are recognised in income and expenditure.

PLUME SCHOOL

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

1 Statement of accounting policies (continued)

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

Financial instruments

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

Financial instruments are recognised in the Academy Trust's Statement of Financial Position when the Academy Trust becomes a party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

Cash at bank

Cash and 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 charity's wholly owned subsidiary are held at face value less any impairment.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

Provisions

Provisions are recognised when the Academy Trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Leased assets

Rentals under operating leases are charged on a straight line basis over the lease term.

Investments

The academy's shareholding in the wholly owned subsidiary, Plume Trading Limited, is included in the balance sheet at the cost of the share capital owned less any impairment. There is no readily available market value and the cost of valuation exceeds the benefit derived.

PLUME SCHOOL

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

1 Statement of accounting policies (continued)

Stock

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.

Taxation

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

Employee benefits

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

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pension benefits

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 and the assets are held separately from those of the Academy Trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 29, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

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

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

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.

PLUME SCHOOL

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

1 Statement of accounting policies (continued)

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency, the Department for Education or other funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency.

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

Pension Liability

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

For 2019-20 there have been some specific issues which have impacted on the actuarial assumptions and closing pension scheme liability of all LGPS employers:

i) The "McCloud/Sargeant judgement"

This relates to legal rulings regarding age discrimination arising from public sector pension scheme transitional arrangements. Actuarial evidence suggested that the impact of making an allowance for this judgement would be material, and so the academy trust asked the actuary to make an allowance in the figures.

In order to quantify the constructive obligation the actuary has made calculations using an approximate approach. One critical assumption under this method is that salaries will increase at least CPI plus 1.5%. Furthermore, the approximate approach does not take into account the specific age profile of the employer's pension scheme members.

ii) Guaranteed Minimum Pension ("GMP")

GMP is a portion of pension that was accrued by individuals who were contracted out of the State Second Pension between 6 April 1978 and 6 April 1997. In October 2018 the High Court ruled in the Lloyds Bank case that equalisation for the effect of unequal GMPs between genders is required. As a result of an on-going debate on how this impacts on public service pension schemes, there has been national debate about the point at which a past service cost is triggered. Briefing notes provided by the actuary have indicated that a 'trigger event' is yet to occur for

the LGPS and so no allowance has been made for GMP in the LGPS liability included within these financial statements. It is, in any case, considered likely that any impact would be immaterial.

PLUME SCHOOL

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

iii) Discount rates

There has been a change in financial assumptions over the period, including the discount rate. The discount rate has been reduced significantly which has resulted in a less positive balance sheet position than if the discount rate at the start of the period had been used. The impact comes through as part of the actuarial movement shown on Statement of Financial Activities.

iv) Mortality rates

Details of the changes in mortality assumptions are shown in note 29. The actuary calculations use a model prepared by the Continuous Mortality Investigation (CMI) which is updated on an annual basis, incorporating the latest mortality data in the national population. This year the mortality assumptions use an updated CMI model which now anticipates a significant reduction in the projected life expectancies. The lower life expectancy assumptions result in a more positive balance sheet position than if the mortality rates at the start of the period had been used, and the impact comes through as part of the actuarial movement shown on Statement of Financial Activities.

Depreciation

The Trustees estimate the useful economic lives and residual values of Buildings, Building Improvements, the Artificial Pitch, Furniture and Equipment and Motor Vehicles in order to calculate the depreciation charges. Changes in these estimates could result in changes being required to the annual depreciation charges in the statement of financial activities and the balance sheet.

The Trustees have reviewed the carrying values of the Trust's Buildings, Building Improvements, Artificial Pitch, Furniture and Equipment and Motor Vehicles.

Critical areas of judgement

The Trustees do not consider that they have made any critical judgements in the preparation of the financial statements.

2 Donations and capital grants	Unrestricted fund £	Restricted funds £	Total 2020 £	Total 2019 £
Capital grants	-	288,082	288,082	121,797
Other donations	-	130,553	130,553	11,327
	<hr/>	<hr/>	<hr/>	<hr/>
	-	418,635	418,635	133,124
	<hr/>	<hr/>	<hr/>	<hr/>

PLUME SCHOOL

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

3 Funding for the Academy Trust's educational operations

	Unrestricted fund £	Restricted funds £	Total 2020 £	Total 2019 £
DfE / ESFA grants				
- General Annual Grant (GAG)	-	8,767,834	8,767,834	8,222,476
- Other DfE / ESFA grants	-	321,265	321,265	352,166
	-----	-----	-----	-----
		9,089,099	9,089,099	8,574,642
Other Government grants				
- Local Authority grants	-	133,499	133,499	135,272
	-----	-----	-----	-----
	-	9,222,598	9,222,598	8,709,914
	=====	=====	=====	=====

4 Other trading activities

	Unrestricted fund £	Restricted funds £	Total 2020 £	Total 2019 £
Hire of facilities	74,099	-	74,099	86,484
Catering income	295,360	-	295,360	389,223
Fees charged for music tuition	16,355	-	16,355	29,749
Trip income	-	88,687	88,687	66,246
Sale of school uniform	2,602	-	2,602	3,322
Other income	14,382	86,375	101,124	128,946
	-----	-----	-----	-----
	402,798	175,062	578,227	703,970
	=====	=====	=====	=====

5 Investment income

	Unrestricted fund £	Restricted funds £	Total 2020 £	Total 2019 £
Bank interest receivable	1,969	-	1,969	3,156
	=====	=====	=====	=====

PLUME SCHOOL

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

6 Expenditure

	Staff costs £ (note 8)	Non pay expenditure		Total 2020 £	Total 2019 £
		Premises £	Other costs £		
Academy's educational operations (note 7)					
- direct costs	7,158,202	-	475,788	7,633,990	7,239,307
- allocated support costs	1,292,121	956,575	485,541	2,734,237	2,845,999
	<u>8,450,323</u>	<u>956,575</u>	<u>961,329</u>	<u>10,368,227</u>	<u>10,085,306</u>
Expenditure on raising funds	180,122	-	268,138	448,260	524,771
	<u>8,630,445</u>	<u>956,575</u>	<u>1,229,467</u>	<u>10,816,487</u>	<u>10,610,077</u>

Net income / (expenditure) for the year includes:

	2020 £	2019 £
Operating lease rentals	-	545
Fees paid to auditor for:		
- audit services	15,000	15,000
- other services	12,600	12,600
Depreciation of tangible fixed assets	677,610	617,731
	<u>677,610</u>	<u>617,731</u>

7 Charitable activities

	Total 2020 £	Total 2019 £
Direct costs – educational operations	7,633,990	7,239,307
Support costs – educational operations	2,734,237	2,845,999
	<u>10,368,227</u>	<u>10,085,306</u>

PLUME SCHOOL

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

7 Charitable activities (continued)

	2020	2019
	Total	Total
	£	£
Analysis of support costs		
Support staff costs	1,292,121	1,262,461
Depreciation (fixed asset restricted fund)	677,611	617,731
Technology costs	70,148	149,048
Premises costs	278,964	351,993
Other support costs	326,976	311,026
Governance costs	88,417	153,740
	<hr/>	<hr/>
Total support costs	2,734,237	2,845,999
	<hr/> <hr/>	<hr/> <hr/>

8 Staff costs

Staff costs during the year were:

	2020	2019
	Total	Total
	£	£
Wages and salaries	6,226,835	5,995,004
Social security costs	576,691	544,118
Pension costs	1,756,164	1,443,461
	<hr/>	<hr/>
	8,559,690	7,982,583
Supply teacher costs	70,755	167,471
	<hr/>	<hr/>
	8,630,445	8,150,054
	<hr/> <hr/>	<hr/> <hr/>

The average number of persons (including senior management team) employed by the Academy during the year was as follows:

	2020	2019
	Number	Number
Teachers	102	110
Administration and support	89	157
Management	11	11
	<hr/>	<hr/>
	202	278
	<hr/> <hr/>	<hr/> <hr/>

PLUME SCHOOL

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

8 Staff costs (continued)

The number of employees whose emoluments fell within the following bands was:

	2020 Number	2019 Number
£ 60,001 - £ 70,000	7	-
£ 70,001 - £ 80,000	-	2
£ 80,001 - £ 90,000	-	-
£ 90,001 - £100,000	-	-
£100,001 - £110,000	-	-
£110,001 - £120,000	-	-
£120,001 - £130,000	-	1
£130,001 - £140,000	1	-
	=====	=====

106 of the above employees participated in the Teachers' Pension Scheme (2019: 106). During the year ended 31 August 2020, pension contributions for these staff amounted to £977,610 (2019: £994,461). 104 employees participated in the Local Government Pension Scheme; employer's pension contributions amounted to £376,467 (2019: £362,000).

9 Key management personnel

The key management personnel of the School comprise the governors and the Senior Leadership Team as listed on page 2. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the school was £456,698 (2019: £435,682).

10 Trustees' remuneration and expenses

The Principal and Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff and not in respect of their services as Trustees. Other Trustees did not receive any payments from the academy in respect of their role as Trustees. The value of Trustees' remuneration was as follows:

Carl Wakefield (Principal) £130,001 – £140,000

During the year ended 31 August 2020, travel and subsistence expenses totalling £Nil were reimbursed to Trustees (2019: £Nil).

11 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 (2019: £5,000,000) on any one claim and the cost for the year ended 31 August 2020 was £Nil (2019: £Nil).

The cost of this insurance is included in the total insurance cost.

**PLUME SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

12 Tangible fixed assets – Group & Academy

	Freehold Land and Buildings £	Building Improvements £	Artificial Pitch £	Furniture & Equipment £	Motor Vehicles £	Investment Property £	Total £
Cost							
At 1 September 2019	28,135,870	2,135,576	487,455	328,366	8,000	300,000	31,395,267
Additions	-	342,525	-	222,944	-	-	565,469
Revaluations	-	-	-	-	-	-	-
At 31 August 2020	28,135,870	2,478,101	487,455	551,312	8,000	300,000	31,960,736
Depreciation							
At 1 September 2019	3,087,200	913,689	381,785	281,370	8,000	-	4,672,044
Charge in year	358,910	208,743	48,745	61,212	-	-	677,610
At 31 August 2020	3,446,110	1,122,432	430,530	342,582	8,000	-	5,349,654
Net book values							
At 31 August 2020	24,689,760	1,355,669	56,925	208,728	-	300,000	26,611,083
At 31 August 2019	25,048,670	1,221,887	105,670	46,996	-	300,000	26,723,223

PLUME SCHOOL

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

13 Investments - Academy

	Total 2020 £	Total 2019 £
Shares in subsidiary undertaking	1	1
	-----	-----
	1	1
	=====	=====

Holdings of more than 20%

The company holds more than 20% of the share capital of the following company:

Company	Country of registration or incorporation	Class	Shares held %
Plume Trading Limited	England and Wales	Ordinary	100.00

Plume Trading Limited carries out the trading activities of the Academy Trust such as lettings and external catering sales.

The results of the subsidiary for the year ended 31 August 2020 were as follows:

	£
Turnover	51,857
Operating expenses	(21,827)
Gift aid payment made to the Academy Trust	(30,030)

Net profit before taxation	-
Taxation charge	-

Retained profit for the year	-
	=====

At 31 August 2020 the aggregate amount of net assets and reserves was as follows:

	£
Current assets	203,250
Current liabilities	(203,249)

	1
	=====
<i>Represented by:</i>	
Share capital	1
Reserves	-

	1
	=====

PLUME SCHOOL

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

14 Financial instruments

	Group Total 2020 £	Group Total 2019 £	Academy Total 2020 £	Academy Total 2019 £
Carrying amount of financial assets				
Debt instruments measured at amortised cost	25,260	18,033	156,430	154,438
	=====	=====	=====	=====
Carrying amount of financial liabilities				
Measured at amortised cost	147,379	161,127	124,805	157,177
	=====	=====	=====	=====

The Trustees have considered the Academy Trust's exposure to credit, cash flow and liquidity risks as part of its annual risk assessment procedures. Risks are assessed within the Academy Trust's risk register and monitored throughout the year. The Trustees do not consider the Academy Trust to be materially exposed to credit, cash flow or liquidity risk, owing to sufficient bank balances and limited debtor exposures.

15 Debtors

	Group 2020 £	Group 2019 £	Academy 2020 £	Academy 2019 £
Trade debtors	25,262	18,033	5,458	3,466
VAT recoverable	84,815	88,629	84,487	88,629
Amounts due from subsidiary	-	-	181,002	150,972
Prepayments and accrued income	39,590	-	39,588	-
	-----	-----	-----	-----
	149,665	106,662	310,535	243,067
	=====	=====	=====	=====

16 Creditors: amounts falling due within one year

	Group 2020 £	Group 2019 £	Academy 2020 £	Academy 2019 £
Trade creditors	34,481	23,271	27,045	23,271
Other tax and social security	140,472	135,573	140,472	135,573
Other creditors	152,115	121,142	152,115	121,142
Accruals and deferred income (see below)	112,848	137,806	97,710	133,856
	-----	-----	-----	-----
	439,916	417,792	417,342	413,842
	=====	=====	=====	=====

PLUME SCHOOL

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

16 Creditors: amounts falling due within one year (continued)

Deferred income	Group 2020 £	Group 2019 £	Academy 2020 £	Academy 2019 £
Deferred income at 1 September 2019	-	-	-	-
Income deferred in the year	-	-	-	-
Amounts released from previous years	-	-	-	-
	_____	_____	_____	_____
Deferred income at 31 August 2020 included in accruals and deferred income above	-	-	-	-
	=====	=====	=====	=====

At the balance sheet date the Academy was holding funds of £nil received in advance for catering.

17 Funds – Group

	Balance at 31 August 2019 £	Incoming resources £	Resources expended £	Gains, losses & transfers £	Balance at 31 August 2020 £
Restricted general funds					
General Annual Grant (GAG)	894,583	8,767,834	(8,461,940)	-	1,200,477
Other DfE/ESFA grants	-	321,265	(321,265)	-	-
Other government grants	-	133,499	(133,499)	-	-
Activities generating funds	-	305,615	(305,615)	-	-
Pension reserve (note 29)	(5,496,000)	-	(401,000)	(670,000)	(6,567,000)
	_____	_____	_____	_____	_____
Total restricted general funds	(4,601,417)	9,528,213	(9,623,319)	(670,000)	(5,366,523)
	=====	=====	=====	=====	=====
Restricted fixed asset funds					
Acquired on conversion	25,751,883	-	-	-	25,751,883
DfE/ESFA capital grants	994,726	288,082	(677,611)	215,825	821,022
	_____	_____	_____	_____	_____
Total restricted fixed asset funds	26,746,609	288,082	(677,611)	215,825	26,572,905
	=====	=====	=====	=====	=====
Total restricted funds	22,145,192	9,816,295	(10,300,930)	(454,175)	21,206,382
	=====	=====	=====	=====	=====
Unrestricted fund					
Unrestricted fund	437,338	405,134	(515,557)	(215,825)	111,090
	=====	=====	=====	=====	=====
Total funds	22,582,530	10,221,429	(10,816,487)	(670,000)	21,317,473
	=====	=====	=====	=====	=====

PLUME SCHOOL

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

17 Funds – Group (continued)

	Balance at 31 August 2018 £	Incoming resources £	Resources expended £	Gains, losses & transfers £	Balance at 31 August 2019 £
Restricted general funds					
General Annual Grant (GAG)	972,755	8,222,476	(8,300,648)	-	894,583
Other DfE/ESFA grants	-	352,166	(352,166)	-	-
Other government grants	-	135,272	(135,272)	-	-
Activities generating funds	-	175,208	(175,208)	-	-
Pension reserve (note 29)	(4,228,000)	-	(449,000)	(819,000)	(5,496,000)
	-----	-----	-----	-----	-----
Total restricted general funds	(3,255,245)	8,885,122	(9,412,294)	(819,000)	(4,601,417)
	=====	=====	=====	=====	=====
Restricted fixed asset funds					
Acquired on conversion	23,337,583	-	(363,200)	2,777,500	25,751,883
DfE/ESFA capital grants	1,127,460	121,797	(254,531)	-	994,726
	-----	-----	-----	-----	-----
Total restricted fixed asset funds	24,465,043	121,797	(617,731)	2,777,500	26,746,609
	=====	=====	=====	=====	=====
Total restricted funds	21,209,798	9,006,919	(10,030,025)	1,958,500	22,145,192
	=====	=====	=====	=====	=====
Unrestricted fund					
Unrestricted fund	474,145	543,245	(580,052)	-	437,338
	=====	=====	=====	=====	=====
Total funds	21,683,943	9,550,164	(10,610,077)	1,958,500	22,582,530
	=====	=====	=====	=====	=====

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

General Annual Grant

The General Annual Grant must be used for the normal running costs of the Academy including salary costs, overheads, premises costs and curriculum costs. Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2020.

Other DfE/ESFA and government grants

Other grants include funding received from the DfE and Local Education Authorities for specific purposes.

Fixed asset fund

The fixed asset fund includes grants received from the DfE and other sources to finance the purchase of tangible fixed assets.

Pension reserve

The pension reserve is the element of the local government pension fund liability attributable to the Academy (see note 29).

Transfer between funds

In the current year, a transfer from restricted funds to restricted fixed asset funds and unrestricted funds was necessary to reallocate expenditure. In the prior year, a transfer from fixed asset funds and unrestricted funds to the restricted funds was necessary to fund educational operations in the year.

PLUME SCHOOL

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

18 Funds – Academy

	Balance at 31 August 2019 £	Incoming resources £	Resources expended £	Gains, losses & transfers £	Balance at 31 August 2020 £
Restricted general funds					
General Annual Grant (GAG)	894,583	8,767,834	(8,461,940)	-	1,200,477
Other DfE/ESFA grants	-	321,265	(321,265)	-	-
Other government grants	-	133,499	(133,499)	-	-
Activities generating funds	-	305,615	(305,615)	-	-
Pension reserve (note 29)	(5,496,000)	-	(401,000)	(670,000)	(6,567,000)
	-----	-----	-----	-----	-----
Total restricted general funds	(4,601,417)	9,528,213	(9,623,319)	(670,000)	(5,366,523)
	=====	=====	=====	=====	=====
Restricted fixed asset funds					
Acquired on conversion	25,751,883	-	-	-	25,751,883
DfE/ESFA capital grants	994,726	288,082	(677,611)	215,825	821,022
	-----	-----	-----	-----	-----
Total restricted fixed asset funds	26,746,609	288,082	(677,611)	215,825	26,572,905
	=====	=====	=====	=====	=====
Total restricted funds	22,145,192	9,816,295	(10,300,930)	(454,175)	21,206,382
	=====	=====	=====	=====	=====
Unrestricted fund					
Unrestricted fund	437,338	405,134	(515,557)	(215,825)	111,090
	=====	=====	=====	=====	=====
Total funds	22,582,530	10,221,429	(10,816,487)	(670,000)	21,317,472
	=====	=====	=====	=====	=====

PLUME SCHOOL

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

18 Funds – Academy (continued)

	Balance at 31 August 2018 £	Incoming resources £	Resources expended £	Gains, losses & transfers £	Balance at 31 August 2019 £
Restricted general funds					
General Annual Grant (GAG)	972,755	8,222,476	(8,300,648)	-	894,583
Other DfE/ESFA grants	-	352,166	(352,166)	-	-
Other government grants	-	135,272	(135,272)	-	-
Activities generating funds	-	498,185	(498,185)	-	-
Pension reserve (note 29)	(4,228,000)	-	(449,000)	(819,000)	(5,496,000)
	-----	-----	-----	-----	-----
Total restricted general funds	(3,255,245)	9,208,099	(9,735,271)	(819,000)	(4,601,417)
	=====	=====	=====	=====	=====
Restricted fixed asset funds					
Acquired on conversion	23,337,583	-	(363,200)	2,777,500	25,751,883
DfE/ESFA capital grants	1,127,460	121,797	(254,531)	-	994,726
	-----	-----	-----	-----	-----
Total restricted fixed asset funds	24,465,043	121,797	(617,731)	2,777,500	26,746,609
	=====	=====	=====	=====	=====
Total restricted funds	21,209,798	9,329,896	(10,353,002)	1,958,500	22,145,192
	=====	=====	=====	=====	=====
Unrestricted fund					
Unrestricted fund	474,145	533,422	(570,229)	-	437,338
	=====	=====	=====	=====	=====
Total funds	21,683,943	9,863,318	(10,923,231)	1,958,500	22,582,530
	=====	=====	=====	=====	=====

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

General Annual Grant

The General Annual Grant must be used for the normal running costs of the Academy including salary costs, overheads, premises costs and curriculum costs. Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2020.

Other DfE/ESFA and government grants

Other grants include funding received from the DfE and Local Education Authorities for specific purposes.

Fixed asset fund

The fixed asset fund includes grants received from the DfE and other sources to finance the purchase of tangible fixed assets.

Pension reserve

The pension reserve is the element of the local government pension fund liability attributable to the Academy (see note 29).

Transfer between funds

In the current year, a transfer from restricted funds to restricted fixed asset funds and unrestricted funds was necessary to reallocate expenditure. In the prior year, a transfer from fixed asset funds and unrestricted funds to the restricted funds was necessary to fund educational operations in the year.

PLUME SCHOOL

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

19 Analysis of net assets between funds – Group

Fund balances at 31 August 2020 are represented by:

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds 2020 £
Tangible fixed assets	-	-	26,611,082	26,611,082
Current assets	175,312	1,534,894	-	1,713,306
Current liabilities	(64,222)	(334,417)	(38,177)	(439,916)
Pension scheme liability	-	(6,567,000)	-	(6,567,000)
	-----	-----	-----	-----
Total net assets	111,090	(5,366,523)	26,572,905	21,317,473
	=====	=====	=====	=====

Fund balances at 31 August 2019 are represented by:

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds 2019 £
Tangible fixed assets	-	-	26,723,223	26,723,223
Current assets	452,164	1,257,689	63,246	1,773,099
Current liabilities	(14,826)	(363,106)	(39,860)	(417,792)
Pension scheme liability	-	(5,496,000)	-	(5,496,000)
	-----	-----	-----	-----
Total net assets	437,338	(4,601,417)	26,746,609	22,582,530
	=====	=====	=====	=====

20 Analysis of net assets between funds - Academy

Fund balances at 31 August 2020 are represented by:

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds 2020 £
Tangible fixed assets	-	-	26,611,082	26,611,082
Current assets	152,737	1,537,994	-	1,690,731
Current liabilities	(44,748)	(334,417)	(38,177)	(417,342)
Pension scheme liability	-	(6,567,000)	-	(6,567,000)
	-----	-----	-----	-----
Total net assets	107,989	(5,363,423)	26,572,905	21,317,471
	=====	=====	=====	=====

PLUME SCHOOL

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

20 Analysis of net assets between funds – Academy (continued)

Fund balances at 31 August 2019 are represented by:

	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds 2019 £
Tangible fixed assets	-	-	26,723,223	26,723,223
Investment in subsidiary	1	-	-	1
Current assets	448,213	1,257,689	63,246	1,769,148
Current liabilities	(10,876)	(363,106)	(39,860)	(413,842)
Pension scheme liability	-	(5,496,000)	-	(5,496,000)
	-----	-----	-----	-----
Total net assets	437,338	(4,601,417)	26,746,609	22,582,530
	=====	=====	=====	=====

21 Capital commitments

	Freehold land & buildings 2020 £	Freehold land & buildings 2019 £
Contracted for, but not provided in the financial statements	-	-
	=====	=====

22 Financial commitments

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

	2020 £	2019 £
Due within one year	-	545
Due in one to five years	-	-
Due after five years	-	-
	=====	=====

PLUME SCHOOL

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

23 Reconciliation of net income to net cash from/(used in) from operating activities	2020	2019
	£	£
Net deficit for the year	(595,057)	(1,059,913)
Depreciation (note 12)	677,610	617,731
Capital grants from DfE and other capital income	(288,082)	(121,797)
Interest receivable (note 5)	(1,969)	(3,156)
Defined benefit pension scheme cost less contributions payable (note 29)	300,000	341,000
Defined benefit pension scheme finance cost (note 29)	101,000	108,000
(Increase)/decrease in debtors	(43,003)	(66,805)
(Decrease)/increase in creditors	(16,054)	288,440
	<hr/>	<hr/>
Net cash from operating activities	134,445	103,500
	=====	=====
 24 Cash flows from financing activities		
	2020	2019
	£	£
Bank interest	1,969	3,156
	<hr/>	<hr/>
Net cash provided by financing activities	1,969	3,156
	=====	=====
 25 Cash flows from investing activities		
	2020	2019
	£	£
Capital grants from DfE / ESFA	288,082	121,797
Payments to acquire tangible fixed assets	(527,292)	(58,553)
	<hr/>	<hr/>
Net cash (used in)/from investing activities	(239,210)	63,244
	=====	=====

PLUME SCHOOL

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

26 Analysis of cash and cash equivalents

	At 31 August 2020 £	At 31 August 2019 £
Cash in hand and at bank	1,563,641 =====	1,666,437 =====

27 Contingent liabilities

There are no contingent liabilities at 31 August 2020 (2019: £Nil).

28 Members' liability

Each Member of the charitable company undertakes to contribute to the assets of the Academy 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 (2019: £10) for the debts and liabilities contracted before he/she ceases to be a Member.

29 Pension and similar obligations

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 Essex County Council. Both are defined-benefit schemes.

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year (2019: £Nil).

Teachers' Pension Scheme

Introduction

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

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

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

29 Pension and similar obligations (continued)

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

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

A copy of the latest valuation report can be found by following this link:

<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

The employer's pension costs paid to the TPS in the period amounted to £977,610 (2019: £612,600).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below.

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.

PLUME SCHOOL

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

29 Pension and similar obligations (continued)

Principal Actuarial Assumptions:	At 31 August 2020 £	At 31 August 2019 £
Rate of increase in salaries	3.25%	3.7%
Rate of increase for pensions	2.25%	2.2%
Discount rate for scheme liabilities	1.6%	1.85%
Inflation assumption (CPI)	2.25%	2.2%
Retail price index assumption (RPI)	3.05%	3.2%

The below table, as produced by Barnett Waddingham (actuary) sets out the impact of a small change in the discount rates on the defined benefit obligations and projected service cost along with a plus/minus 1 year age rating adjustment to the mortality assumption.

Assumption:	Movement	Impact	
		2020 £'000	2019 £'000
Mortality Age Rating Assumption	+ 1 year	433	376
Salary Increase Rate	+ 0.1%	25	31
Real Discount Rate	+ 0.1%	(284)	(231)
Pension Increase Rate	+ 0.1%	264	204

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

	At 31 August 2020 (years)	At 31 August 2019 (years)
Retiring today		
Males	21.8	21.3
Females	23.8	23.6
Retiring in 20 years		
Males	23.2	23.0
Females	25.2	25.4

PLUME SCHOOL

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

29 Pension and similar obligations (continued)

The academy's share of the assets and liabilities in the scheme and the expected rates of return were:

	Fair value at 31 August 2020	Fair value at 31 August 2019
Equity instruments	3,216,000	2,716,000
Debt instruments	290,000	242,000
Property	403,000	345,000
Gilts	222,000	237,000
Cash	141,000	126,000
Other managed funds	315,000	221,000
Alternative assets	603,000	422,000
	<hr/>	<hr/>
Total market value of assets	5,190,000	4,309,000
	<hr/> <hr/>	<hr/> <hr/>

Actual return on scheme assets was £120,000 (2019: £315,000).

Amounts recognised in the statement of financial activities

	2020 £	2019 £
Current service cost	673,000	703,000
Net interest	98,000	107,000
Administrative expenses	3,000	1,000
	<hr/>	<hr/>
Total operating charge	774,000	811,000
	<hr/> <hr/>	<hr/> <hr/>

PLUME SCHOOL

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

29 Pension and similar obligations (continued)

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

	2020 £	2019 £
At 1 September 2019	9,805,000	7,793,000
Current service cost	673,000	592,000
Past service cost	-	111,000
Interest cost	182,000	207,000
Employee contributions	96,000	98,000
Actuarial gain / (loss)	501,000	1,533,000
Change in demographic assumptions	533,000	(499,000)
Benefits paid	(33,000)	(30,000)
	<hr/>	<hr/>
At 31 August 2020	11,757,000	9,805,000
	=====	=====

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

	2020 £	2019 £
At 1 September 2019	4,309,000	3,565,000
Return on plan assets (excluding net interest on the net defined pension liability)	84,000	100,000
Actuarial gains / (loss)	364,000	215,000
Administrative expenses	(3,000)	(1,000)
Employer contributions	373,000	362,000
Employee contributions	96,000	98,000
Benefits paid	(33,000)	(30,000)
	<hr/>	<hr/>
At 31 August 2020	5,190,000	4,309,000
	=====	=====

30 Related party transactions

Owing to the nature of the Academy Trust 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 Academy Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procurement procedures.

There are no related party transactions in the year other than those disclosed in note 9, 10 and 13.