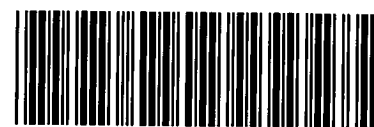


(Company Registration Number: 07638999 (England & Wales))

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 16
Governance Statement	17 - 21
Statement on Regularity, Propriety and Compliance	22
Statement of Trustees' Responsibilities	23
Independent Auditor's Report on the Financial Statements	24 - 27
Independent Reporting Accountant's Report on Regularity	28 - 29
Consolidated Statement of Financial Activities Incorporating Income and Expenditure Account	30
Consolidated Balance Sheet	31 - 32
Academy Balance Sheet	33 - 34
Consolidated Statement of Cash Flows	35
Notes to the Financial Statements	36 - 65

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr John Barlow
Dr Anthony Burne
Mr Barry Clarke OBE
Mr Colin Hayfield
Mr Philip Maskell
Mr Mark Phillips KC

Trustees

Mr Khawar Asif^{2,3}
Mr Faraz Baber (resigned 17 December 2021)³
Mr Adrian Brown³
Mr Ian Cooksey^{2,4}
Mrs Emily Davis, Parent Governor^{3,4}
Mr Gareth Davies²
Mrs Jane Godfrey, Parent Governor²
Mr Nicholas Jones (resigned 30 November 2021)
Miss Barbara Harrison, Staff Governor (appointed 19 September 2022)¹
Miss Tracey Hartley, Head Teacher and Accounting Officer^{1,2,3,4}
Mr Matthew Hill, Staff Governor (appointed 3 October 2022)³
Ms Dominique Kent, Chair of PPR Committee, Chair of Education Committee^{2,4}
Mr Philip Maskell, Chair of Governors^{1,2,3,4}
Mr Mark Phillips KC¹
Mr Peter Phippen, Community Governor³
Mr Sarfaraz Raja, Community Governor (appointed 14 March 2022)¹
Mr Giles Roberts, Community Governor (appointed 14 March 2022)³
Mr Khaïam Shabbir, Community Governor (appointed 14 March 2022)²
Mr Gregory Stevenson, Chair of Finance Committee, Community Governor¹
Mr Ian Stubbs²
Mr Mark Till, Staff Governor²
Mr Nick Townsend, Staff Governor (resigned 31 August 2022)³
Miss Susanna Venn, Staff Governor (resigned 31 August 2022)¹

- ¹ Member of the Finance and Audit Committee
² Member of the Education Committee
³ Member of the Estates Committee
⁴ Member of the People, Performance and Remuneration Committee

Company registered number

07638999

Company name

John Hampden Grammar School

Principal and registered office

John Hampden Grammar School, Marlow Hill, High Wycombe, Bucks, HP11 1SZ

Company secretary

Mrs Kate Bailey

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Senior management team

Miss Tracey Hartley, Headteacher
Mr Neil Hathaway, Deputy Head
Miss Helen Burrow, Assistant Head
Mr David Sammels, Assistant Head
Mr Jon Turner, Assistant Head
Mrs Kate Bailey, Business Manager

Independent auditor

James Cowper Kreston, Reading Bridge House, George Street, Reading, Berkshire, RG1 8LS

Bankers

HSBC Bank Plc, 1 Cornmarket, High Wycombe, Buckinghamshire, HP11 2AY

Lloyds Bank Plc, 27-31 White Hart Street, High Wycombe, Buckinghamshire, HP11 2HL

Nationwide Building Society, Nationwide House, Pipers Way, Swindon, SN38 1NW

Solicitors

Browne Jacobson LLP, Mowbray House, Castle Meadow Road, Nottingham, NG2 1BJ

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the financial statements and auditors' reports of the charitable company for the year ended 31 August 2022. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Trust operates an Academy for pupils aged 11 to 18 serving a catchment area in and around High Wycombe. It has a pupil capacity of 1260 and had a roll of 1227 in the school census in October 2022.

Structure, governance and management

a. Constitution

The Academy, which was incorporated on 18 May 2011 and opened as an Academy on 1 June 2011, is a company limited by guarantee and an exempt charity.

The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of John Hampden Grammar School are also the directors of the charitable company for the purposes of company law and are the Governors of the school. The charitable company is known as John Hampden Grammar School.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1. The majority of the Members are independent of the Trustees.

The Articles of Association and the Funding Agreement were updated by the Academy Trust in 2018, in agreement with the Education and Skills Funding Agency (ESFA), in order to ensure that the constitution is maintained in line with current government guidance.

b. 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.

c. Trustees' indemnities

The Academy has entered into the Department for Education's Risk Protection Arrangement (RPA) for Academy Trusts. Within the RPA there is indemnity to cover the liability of the Governors which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of Trust or breach of duty of which they may be guilty in relation to the Academy Trust. The cost of this indemnity in the year is incorporated within the overall charge for the RPA.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Trustees

Sections 45 to 93 of the Academy Trust's Articles of Association require the make-up of the Governors/Trustees to be as follows:

- Up to 3 Staff Trustees appointed by staff election
- 2 Parent Trustees elected by parents of registered pupils at the Academy
- Up to 8 Trustees appointed by the Members
- Co-opted Trustees appointed by Trustees who have not themselves been co-opted
- The Principal (Headteacher)

The term of office of any Governor/Trustee is four years in all cases apart from the Headteacher or any post held ex-officio. Subject to remaining eligible to be a particular type of Governor, any Governor may be re-appointed or re-elected.

When appointing new Governors, the Governing body gives consideration to the skills and experience mix in order to ensure that the Governing body has the necessary skills to contribute fully to the Academy's development.

e. Policies adopted for the induction and training of Trustees

The induction and training of new Governors is individually tailored to take account of their existing knowledge and experience. An induction pack is used to identify training required on charity and educational, legal and financial matters. New Governors complete a skills audit which identifies any areas of knowledge that need improvement and existing Governors are also asked to complete this from time to time to identify any remaining gaps in their knowledge. Training sessions are arranged periodically for the Full Governing Body and cover areas such as finance, safeguarding and the role of Governors in respect of stewardship and challenge. A Development Governor is appointed to maintain and monitor Governor training.

All new Governors are given a tour of the school and the chance to meet with staff and students. All Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and any other documents that they need to properly undertake their role.

There is an annual Governors' training day to update Governors on relevant developments impacting on their roles and responsibilities. All Governors have the opportunity to complete training provided by the National Governance Association.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

f. Organisational structure

The management structure consists of four levels, the Governing Body (Directors and Trustees), the Headteacher, the Senior Leadership Team, and middle managers being Heads of Department who are responsible for curriculum delivery and Heads of Year who are responsible for pastoral care. The aim of the structure is to devolve responsibility and encourage involvement in decision-making at all levels.

The Full Governing Body (FGB) meets four times each year, at the end of each term, and at the start of the academic year in September. The Governing Body establishes an overall framework for governance and determines the membership, terms of reference and procedures of its sub-committees. It receives reports and minutes of the committees and policies for ratification.

Management accounts are made available every month on a shared drive, enabling all Governors full access to the monthly reports.

The Governors' sub-committees, each with its own terms of reference, are as follows:

- Education Committee – meets three times each year
- Estates Committee – meets three times each year
- Finance and Audit Committee – meets three times each year
- People, Performance and Remuneration Committee – meets twice each year
- The Governance Group meets as and when required
- Appeals and Disciplinary Committees are convened when required

The Full Governing Body is responsible for setting general policy, adopting an annual development plan and budget, approval of the annual report and accounts, monitoring budgets, exam results and other comparative data and making major decisions about the direction and strategy of the Academy, capital expenditure, reserves and senior staff appointments.

The Headteacher has overall executive responsibility for the Academy activities and the appointment of staff with the exception of the Deputy Head, Assistant Heads and the Business Manager which is in consultation with Governors.

The Senior Leadership Team (SLT) consists of the Headteacher, A Deputy Head, three Assistant Heads and the Business Manager. As a group the SLT controls the Academy at an executive level, implementing the policies laid down by the Governing Body and reporting back to them. The SLT are responsible for overall day-to-day operation of the Academy, continuous performance monitoring of both staff and students, and the development and implementation of new guidelines and initiatives.

The Governing Body is held accountable by the Members, a majority of whom are independent from the Governing Body. The Members are kept updated regarding developments at the Academy and the Chair gives an annual presentation to the Members describing how the Governing Body has met its governance responsibilities.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

g. Arrangements for setting pay and remuneration of key management personnel

SLT pay is set by the Chair of the People, Performance and Remuneration Committee (PPRC) in conjunction with discussions with the Chair of Governors and Vice Chair. Leadership team pay is set within bandings which are determined by reference to responsibilities and experience. Leadership pay does not increase at a faster rate than the pay of teachers.

The remuneration of Staff Governors in respect of their role as teachers or support staff is set by reference to that role, and is not influenced by their role as a Staff Governor.

All staff in the school, including SLT, undertake annual appraisals, and remuneration is set by reference to national and local payscales and the appraisal process.

h. Related parties and other connected charities and organisations

John Hampden Grammar School exists as a single entity and is not part of a wider Federation of Academies. The Academy does however have links with the separate John Hampden Grammar School Fund (JHGS Fund), registered charity number 296155, the Trustees of which are:

- Miss Tracey Hartley (Headteacher)
- Mr Philip Maskell (JHGS Chair of Governors)
- Mr Peter Phippen (formerly Parent Governor)
- Mr Neil Hathaway (Deputy Headteacher)

The object of the JHGS Fund is to raise money from parents, guardians and former pupils to provide assistance in the provision of facilities for the education of pupils at the School not normally provided by annual government funding.

i. Trade Union facility time

The Academy has an agreement with another Buckinghamshire school which provides union facilities within the local area. During the year the school had two members of staff who are representatives of teaching unions. No union facility time was requested in 2021/22, but the cost to John Hampden Grammar School of the shared facilities in 2021/22 was £821 (2020/2021: £200).

OBJECTIVES AND ACTIVITIES

Section 4 of the Academy Trust's Articles of Association define the Academy Trust's objects and principal activities as being "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".

a. Objects and Aims

The main aims are as outlined in the School Prospectus:

- The achievement of academic excellence through a broad curriculum, encouragement and experience
- The creation of a passion for learning and development of individual potential
- The provision of outstanding pastoral care in a happy and supportive environment
- The creation of leadership opportunities throughout the School
- The provision of a wide range of sporting opportunities, with teams performing at the highest levels
- The encouragement of creativity through an extensive arts and STEM programme

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

(continued)

b. Objectives, strategies and activities

The strategic objectives for the next 10 years are outlined in the School Development Plan and are summarised below:

- Leadership and Management – To engage all stakeholders in promoting the vision of #BeMore for the future of the JHGS community
- The Curriculum : Teaching and Learning – To deliver consistently outstanding teaching and learning and a broad curriculum experience that prepares students for their future
- Recruitment, retention and resourcing – To deliver the highest quality educational experience by having in place excellent governance, staff and facilities
- Assessment and outcomes – To enable students to achieve outstanding outcomes through robust assessment processes and to prepare them for the requirements of working life in the 21st Century
- ICT – To provide a flexible infrastructure to support teaching and learning and to facilitate effective digital teaching, learning and literacy
- Pastoral, behaviour, well-being, safeguarding – To embed the #BeMore vision and values in the students so that they play a full role in society
- Stakeholder engagement and outreach – To share our resources for the benefit of the wider community
- Viability and Sustainability – To pursue all opportunities to secure the long term future of John Hampden, encouraging an environmentally conscious culture and to reduce carbon emissions

Short term objectives for the coming year are as follows:

- Quality of Education: #BeMore: Knowledgeable
To continue to have self-evaluation, external audits and partnership work to drive school improvement and maintain Ofsted outstanding status
- Student Outcomes: #BeMore: Ambitious
To have a sustained focus on improving the Quality of Teaching and Learning to improve educational outcomes and value added performance
- Behaviour and attitudes, Pastoral, Wellbeing and Safeguarding: #BeMore Involved
To provide the students with an extensive range of experiences to help them enjoy school and develop their social and wider life skills
- Leadership and Management: #BeMore Ambitious
To promote and develop all opportunities to support staff wellbeing, recruitment and retention
- Viability and Sustainability: #BeMore: Involved
To develop a greater awareness of the school's environmental impact so that together we can reduce the school's use of resources and costs.

c. Public benefit

The Governors of the Academy Trust have complied with the requirement in the Charities Act 2011 to have due regard to the guidance on public benefit in exercising their powers and duties. During meetings of the Full Governing Body and its sub-committees, the Governors discuss the curriculum, local community and school environment and have taken due regard to the Charity Commission guidance at all times. They can demonstrate that the Academy's aims and activities are purely for the advancement of education, the development of the students and the satisfaction of parents and guardians.

The school is actively working with five partner primary schools through a developing outreach programme in order to widen the access to grammar school for Pupil Premium children in High Wycombe and the school's catchment area.

The general public has access to the school site outside of school hours to use the Synthetic Turf Pitch (STP) which has been developed in partnership with Wycombe District Council, and through the use of school facilities outside of school hours.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

(continued)

a. Achievements and performance

JHGS was inspected by Ofsted in September 2022 and was judged Outstanding in all measures. Given that approximately 3-5% of schools will be graded outstanding under the new inspection framework this is a very significant achievement. Ofsted were particularly impressed by the pupils describing them as ambitious, confident, happy and kind. They behave exceptionally well and display exemplary character. They were very impressed by the rich and ambitious curriculum which is exceptionally well taught and enables students of all abilities to learn far more than just the national curriculum and exam syllabus. Ofsted noted that pastoral care and inclusion are strengths of the school as is Careers information, education, advice and guidance. They said that the Trustees know the school very well and have set the school's clear vision.

The school introduced an Advanced Recovery Curriculum (ARC) in the 2021 Autumn term, the aim of which is to improve the outcomes for boys adversely affected by the Covid-19 pandemic in Key Stages 3 to 5 inclusive, with a focus on those from a disadvantaged background, through implementing a targeted and comprehensive recovery plan. A tiered approach was adopted based on need, addressing the needs of all boys:

Tier 1 - High Quality Teaching for all boys

Tier 2 - Targeted intervention outside of the classroom, with a focus on; Yr 7-10: Wellbeing and personal development; Yr 11-13: Curriculum intervention support

Tier 3 - Bespoke interventions for boys with more significant or complex needs

Small group tuition sessions after school were run by JHGS teachers and were funded by the Covid Catch-up grant and, the 16-19 Tuition Fund, and the Recovery Premium. Some small-group and targeted tutoring continues in 2022/23.

Our students are excellent ambassadors for the school and convey their pride in the school. They confidently interact with each other, the staff and visitors demonstrating their passion for learning, and engaging warmly with confidence and courtesy. Our students have high levels of interest and resilience and their collaboration, co-operation and community spirit can be seen around the school. Students are inspired and through digital learning, for example, acquire knowledge and develop independent learning exceptionally well across the curriculum. Staff/student relationships are extremely strong; academic standards are very high; and the overall development of the student is at the core of our provision and ethos.

The 2022 exam achievements are summarised below:

GCSE

- The 2022 results were our strongest set of results since the introduction of the new exam system. This is partly explained by nationally rising grades, compared to 2019, but our Progress scores are also the best the school has ever achieved since the introduction of Progress 8.
- 25.9% of all grades were a 9, 50.3% were an 8 or 9, and 70.8% were 7+.
- The school's draft Progress 8 score is 0.69, versus 0.29 in 2019. This is our highest ever score and close to the average for the Thames Valley grammar schools.
- Attainment 8 was very high, at 75.4.
- The most notable successes were in English, Science and Humanities, where Progress scores were 0.74, 0.80, and 0.98 respectively. The English and Humanities Progress 8 scores are the highest of any boy's grammar school in the Thames Valley.
- Our Progress 8 score for disadvantaged students was 0.18. Although this is a positive number we will seek to close the gap between this number and achievement of the overall cohort.
- Our Ebacc score is 79%, and if Business and RS were included as humanities subjects, the figure would be 99%.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

(continued)

A Level

- We had our strongest ever set of A Level results, though the value add may look negative because these students were given higher than average grades during the CAG years (from which progress is measured).
- 20.6% of grades were an A*, 46.6% were an A* or A, and 70.6% were a B or higher.
- Expressed as a grade, the average grade was an A-.
- 45 students (29.4% of the cohort) achieved straight A*/A grades.
- There is some variation between different focus groups. We will look to close the gap between the overall cohort and students on Sixth Form Bursaries.
- The vast majority of students progressed to university in 2022. A smaller number of students are taking up places on higher level apprenticeships or planned gap years. The vast majority of those going to university secured their firm offer's grade requirements.

Construction of the new Innovation Hub was completed in September 2021 in time for the new academic year, financed largely by the Selective Schools Expansion Fund. From September 2021 the school was able to resume face to face outreach support in five partner primary schools, and the Admissions Policy includes 12 places in Year 7 ring-fenced for Pupil Premium boys with a lower pass-mark of between 115 and 120.

The building is the new department base for maths, computing and social sciences including economics and business studies and psychology. A new quadrangle, the Compass Quad, was also created which provides an improved external area for students within the school's secure perimeter. The compass which is set out in the centre of the new quad aims to inspire the students to reach out to all parts of the world in their lives, and in doing so to refer to their moral compass which has been developed during their time at JHGS. The building is fully occupied and provides modern teaching facilities for the curriculum departments noted above.

Reflecting the Technical College origins of the school we invested £500k in modernising the Design Technology workshops and creating 2 new Science Labs. These facilities were opened in September 2021 and are used by all year groups. The modern facilities have enabled us to offer DT and DT Engineering A level as well as GCSE Food and Nutrition.

We are very proud of the pastoral and special needs support we provide our students. Our reputation for excellent pastoral care is often quoted by parents as one of their reasons for choosing the School. We provide support for boys to access the curriculum led by the Special Educational Needs Coordinator (SENCO) and coordinated by the Learning Support Manager. Regular meetings are held with parents and students and the school has an excellent reputation for the quality of support offered. Every member of staff takes responsibility for the identification of pupils with Special Educational Needs (SEN) to provide strategies for overcoming barriers for learning. If difficulties are more specific then appropriate outside agencies are brought in, these might include dyslexia screening, hearing and visual impairment specialist teachers etc. SEN students perform extremely well academically and participate actively in the full range of opportunities available at the school. The Learning Support Manager liaises with the SEN departments of other local schools to ensure best practice.

The school has a comprehensive programme of extra curricular activities promoting the Arts and Public Speaking. The Pratchett Society debate vociferously each Thursday lunchtime. Young Magistrates mull over challenging legal cases in preparation for district and regional competitions. Over 100 students take part in our termly musical concerts and the annual school production.

Our ethos is further characterised by the wide choice and exposure students have to an exceptionally high number of sports and sport at the highest levels, striking a balance between sporting excellence and participation. It is this balance that really stands us apart from our local competitors. We are sure that other schools do not offer such breadth whilst still offering access to elite environments. Whilst at school, students will experience over 21 different sports, ranging from rugby to handball, squash to gymnastics and swimming to football, with the aim of finding sports that they can continue to play after they have left school. We have a comprehensive fixture list against other schools and our teams often feature in final rounds of county, regional and national competitions.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

(continued)

During 2021/22 sports fixtures were largely back to normal following the pandemic, and a full programme of football, rugby, hockey and, in the summer term, athletics, cricket and tennis fixtures were able to take place against other schools, as well as our JHGS Sports Day and Sport Festivals organised by our School Games Organiser for local primary schools. Specific achievements during the year were: Y8 and Y10 Football County Cup winners; 1st XV Next Phase 10s Tournament winners; Senior Boys Cross Country 14th at Nationals; Junior and Inter Boys ESAA Track Field Cup Regional Finalists; Y7, Y8 and Y9 District Athletics Championships winners and 1st XI Cricket Bablake T20 winners.

An after-school Sports Club enables wider participation for all in a wide variety of sports and continues to be a great success. From September 2021 the club returned to its full after-school programme. We have specialist coaches in many sports, adding to the expertise within the department and giving boys access to areas that we could not otherwise provide for, such as climbing, fencing, squash, table tennis and taekwondo. A total of 408 students took part in squad or participation after-school clubs during 2021/22.

The school offers a comprehensive programme of sport in the sixth form. For students who have played sport regularly throughout their school years and therefore have a good ability level in their chosen sport, we offer a strong competitive fixture list in cricket, cross country, football, hockey, squash, swimming and rugby. During the 2021/22 academic year the 1st XV reached the 3rd round of the National Vase and won the NPA 10s tournament; 1st XI Football reached the quarterfinals of the County Cup; 1st XI reached the regional finals for Indoor Hockey; 1st XI Cricket Bablake T20 winners; KS5 Squash competed in the National Cup and Senior Boys Cross Country 14th at Nationals. These sports have regular training schedules which require commitment. In July 2022 the cricket team were able to take part in a 3-day schools tournament in Coventry, and further sporting tours are now being planned.

Individual athletes are also given the opportunity to compete for the school under the JHGS name, where there are school events in that sport, for example biathlon, table tennis, tennis, judo and athletics. We are proud to celebrate the achievements of our students and ex-students. Former JHGS pupils have competed at international level in Hockey at the 2016 and 2021 Olympics; Swimming at the Commonwealth Games; represented GB at table tennis and represented GB at Rowing. Other individuals have competed at national level in athletics, boxing and cross country running.

We directly support the development of sport in the wider community by assisting with local primary schools, specifically through the School Games Organiser programme. This has been strengthened by the creation of a sports leadership initiative that allows year 12 and 13 students to coach and lead competitions. Some of these students go on to paid roles within the JHGS Sports Club, and we have strong links with many local clubs, who work with us in providing specialist coaching to our students and the local community.

The school benefits from a Synthetic Turf Pitch (STP) on the school premises which is run in partnership with Wycombe District Council. The facility is available to the school until 5.30pm each school day and has greatly enhanced the school's sporting provision to both students and to the wider local community.

b. 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.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

(continued)

c. Key performance indicators

Financial performance is tracked throughout the year against an approved budget. In 2021/22 there was a revenue surplus of £219K compared with a budget of £51k, resulting largely from a delay in planned summer maintenance and improvement works which have been deferred into the 2022/23 academic year, as well as a teachers' pay grant which had not been included in the budget. Staff costs in the year were 81.9% of GAG revenue expenditure compared with the budget of 81.2%, however these figures exclude an additional £42k in respect of classroom assistants and £27k salaries for summer school which were funded from non-GAG grants. Staff costs per pupil were £4,323 compared with a budget of £4,243 and non- staff costs per pupil were £880 compared with a budget of £978.

The majority of the Academy's income is based on pupil numbers, which is a key performance indicator. Pupil numbers have increased, from 1208 in October 2021 to 1227 in October 2022, as the school continues to expand.

Per pupil funding for key stage 3 and key stage 4 rose in line with the national funding formula from £5,000 in 2020/21 to £5,150 plus £265 in respect of the pay and pensions grants in 2021/22. Core sixth form funding, before adjustments, remained at £4,188 per pupil.

Governors benchmark financial performance with that of similar academies in Buckinghamshire and also against similar schools nationwide using the View my Financial Insights (VMFI) tool provided by the ESFA. A report is prepared annually for the Finance and Audit Committee. Based on data from 2020/21, the tool showed 0 red areas for investigation, 3 amber and 5 green. The variance in Educational Supplies was explained by the accounting treatment and inclusion in this category of school trips, chromebook purchases, and sports club expenses, all three of which were costs that were reimbursed by parents. There is no facility within the VMFI tool to separate out costs that are reimbursed. Explanations were also provided for the variances in teaching staff costs and educational consultancy, which were explained by the school's use of agency supply and IT consultancy staff during the year.

Exam results and Progress 8 scores have been benchmarked against 18 other local grammar schools from the Thames Valley. JHGS' overall Progress 8 score is now average for these schools, having been the lowest in 2019. In English and Humanities the school is now ranked 5th and 6th respectively out of 19. In each of these subject areas, JHGS is the boys' grammar school with the best student progress.

Individual performance for teachers and support staff is monitored through the appraisal programme.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

a. Financial review

Revenue funding from the ESFA during the year amounted to £6,416k (2020/21: £6,017k), and £102k individually assigned resources (2020/21: £93k). Other revenue income totalled £431k (2020/21: £310k), including £241k received in respect of school trips (2020/21: £123k). School trips were again significantly reduced in 2021/22 due to the pandemic, with only UK based trips. Devolved Formula Capital Grant of £25k (2021/22: £24k) was also received.

Staff costs of £5,086k, including £4,463k directly related to teaching and educational support form the largest item of expenditure. Premises costs amounted to £847k, including £418k premises-related non-cash depreciation costs. All direct and support costs are detailed in Note 8 to the accounts.

Covid catch-up funding of £18k was brought forward from 2021/22 and contributed towards the recovery programme. Additional grants totalling £44k were received in respect of Covid mass-testing, Recovery, and Tuition.

Net assets at the end of the period totalled £19,994k, with significant movements since 31 August 2021 relating to the capital investments and increased pension fund deficit. The net book value of the land and buildings included is £19,865k. Also included within net assets is a £459k deficit relating to the Local Government Pension Scheme for support staff. This is based on the latest actuarial report at 31 August 2022 prepared for the purposes of FRS102 disclosure. The increase in the discount rate to £4.25% has significantly reduced the deficit.

Capital projects

CIF funding of £834k was awarded in June 2021 for roof replacement works and further upgrades to fire doors. This income was recognised in the 2020/21 accounts but the expenditure on these projects fell within the 2021/22 financial year. Work was completed on the boiler replacement project for which CIF funding had been awarded in 2019/20.

Salix loans totalling £86k are included in the balance sheet. These are in respect of a LED replacement lighting project and the replacement boiler project, and are repayable from energy savings over the next eight years.

Construction of the new teaching block which is funded primarily by the Selective Schools Expansion Fund (SSEF) was completed in time for the new academic year at the beginning of September 2021 and was funded primarily by a SSEF grant of £3,061,003. A SSEF loan of £450,000 is shown in the balance sheet at 31 August 2022 and is repayable over ten years at an interest rate of 2.07%.

The capital cost of the synthetic turf pitch (STP) was donated by Wycombe District Council (now Buckinghamshire Council (BC)) in 2014, and the asset is recorded in the financial statements as a jointly-controlled asset. In accordance with the terms of the agreement with BC, the JHGS share of the asset is 54.4% and the BC share is 45.6%. All rental income outside of school hours benefits BC. Under the agreement, the maintenance costs of the STP and also the shared changing room and office facilities are split between JHGS and BC.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

The operating surplus is reconciled to the Statement of Financial Activities as shown below:

	2022 £000's	2021 £000's
Operating surplus	317	220
Capital grants	25	3,092
Private funds surplus	28	-
	<u>370</u>	<u>3,312</u>
Capital expenditure and depreciation	(460)	(416)
JHGS Fund donations	62	74
Costs of defined benefit pension scheme	(432)	(335)
	<u>(460)</u>	<u>2,635</u>
Actuarial gains/(losses) on defined benefit pension scheme	3,429	(112)
	<u>2,969</u>	<u>2,523</u>

Reserves Policy

The Governors have reviewed the predicted reserve levels of the Academy regularly throughout the duration of the major capital projects. The reviews encompassed the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. Particular regard is given to the likely levels of future income to be received from the Education and Skills Funding Agency, and predicted increases in staffing costs which account for approximately 80% of the school's budget.

Reserves are maintained at a minimum of between 4% and 8% of income which will provide sufficient working capital to cover delays between spending and receipts of grants, and will provide a cushion to deal with unexpected emergencies or a fall in pupil numbers. Reserves may be accumulated further as part of a medium-term finance strategy to invest in school improvement and to fund medium term improvements to the school's estate. At 31st August 2022, £130k of reserves related to capital projects that had been deferred to the 2022/23 financial year. Further improvements to the school estate over the next two to three years will require a significant contribution from reserves.

At 31 August 2022 the total funds comprised:

	£'000's
Unrestricted:	216
Restricted:	
Fixed asset funds	19,413
GAG	750
Pension	(459)
Other	74
Total	19,194

The deficit on the pension reserve relates to the non-teaching staff pension scheme where, unlike the teachers' scheme, separate assets are held to fund future liabilities as discussed in note 26. The deficit can be met in the longer term from any combination of increased employer or employee contributions, increased government funding or changes to scheme benefits, and in addition is supported by a Government guarantee. It has reduced significantly this year due to changes in financial assumptions. The GAG and other restricted funds will be spent in accordance with the terms of the particular funds. Restricted general funds are for use on the general purposes of the Academy, at the discretion of the Governors, and the policy is that these reserves should represent between 4% and 8% of Academy income. The aim of the Governors is to maintain these reserves to meet future working capital requirements, to provide a contingency against funding obligations in relation to the pension reserve, and to defray the impact of unfunded cost pressures, particularly in relation to staffing. Reserves remain adequate following the capital projects and this, coupled with the excellent management of the Academy's finances by the SLT, place it in a sustainable position.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

b. Investment policy

Reserve funds are held in deposit at major UK-based banks and building societies with a minimum credit rating of 'Strong'/'A'. Deposits can be placed for a period of up to 12 months provided that these are long term reserves and there is no reasonably foreseeable use of such funds within 12 months. There is unlikely to be any significant build-up of capital.

c. Principal risks and uncertainties

The Academy Trust manages risk through its Governing Body and sub-committees. The risk register is reviewed by each of the Governors' sub-committees and is approved annually by the Full Governing Body.

Reputational risk – The Academy is generally oversubscribed and the position is continually monitored and the number of annual applicants is known well in advance. Child protection and safeguarding risks are closely monitored by both Governors and staff, and appropriate procedures are in place and subject to regular review. Safeguarding training is undertaken annually by all staff and Governors.

Performance risk – Achievement and performance are continually monitored and exam performance, the main indicator, is predicted and updated on an on-going basis and measured against actual results. Assessment is kept under constant review with careful monitoring of grades and predictions throughout the year.

Financial risk – The Academy is reliant upon per pupil Government funding, and on maintaining pupil numbers. The school has benefited from the impact of the National Funding Formula which was introduced from September 2018 in respect of pupils aged between 11 and 16. Per pupil funding for sixth form students increased in 2020 for the first time since 2012. Salaries for teachers and support staff have increased in line with national pay recommendations, and all operating costs have increased. The risks presented here are mitigated by the reserves held by the school due to the positive financial performance in previous years. Predicted future increases in pupil numbers mitigate the risk to revenue funding, and the school has launched a marketing strategy to raise the profile of the school and maintain pupil numbers.

The £459k deficit relating to the Local Government Pension Scheme (LGPS) for support staff is significantly reduced from the deficit at 31 August 2021, due to the change in assumptions. Employer contributions to this scheme increased slightly to 23.0% from April 2022 but are now fixed until March 2024. The level of contributions is determined by the LGPS Actuary, and the deficit may result in higher contributions in the future. The deficit is guaranteed by the ESFA. Employer contributions to the Teachers' Pension Scheme are now 23.68%. Staffing costs are an increasing financial risk as recruitment, relocation and retention allowances have to be offered to new and existing staff.

Staffing – It is becoming increasingly difficult to fill teaching vacancies with subject specialists in all subject areas, and the Academy suffers from being located just beyond the London outer fringe boundary which makes teacher salaries offered less attractive to potential applicants. Recruitment costs have increased as a result of multiple adverts and agency fees. The Governors monitor and review policies and procedures that ensure continued development and training of staff as well as succession planning in order to retain staff.

Risks associated with Employer's Liability, Professional Liability, Public Liability and Employment Liability are covered by the Risk Protection Arrangement.

Risks associated with cybersecurity – A number of schools in the UK have suffered from ransomware attacks in the last 18 months, and JHGS has strengthened its IT systems and infrastructure in order to offer increased protection. A penetration test was commissioned in 2021 which was unsuccessful in infiltrating the network. A cyber response plan has been formulated, and cyber insurance is now provided by the Risk Protection Arrangement.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Unfunded increases in utilities cost:

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

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

Fundraising

Fundraising for improvements to the educational facilities and for improved pastoral and educational offerings to students of the school is predominantly by means of requests for parental donations. The Friends of JHGS run social events for parents and students which raise money for the school although Covid restrictions reduced the opportunities for social events over the last 18 months, however a fundraising campaign will be launched in the near future.

Plans for future periods

The new teaching block, the Innovation Hub, opened in September 2021. This has allowed the reconfiguration of some internal spaces within the school and further improvements to the school's facilities are planned including expansion of the dining room. The school will continue to admit six forms of entry (180 students) in Year 7 and this will result in pupil numbers of approximately 1260 by the year 2024.

The Academy will continue striving to improve the levels of performance of the students at all levels and ensure that each student realises his potential, including achievement of the best possible move to further education or career after completion of sixth form learning. The Academy is committed to increasing the number of Pupil Premium students successfully qualifying for a place at the school. The school development plan and Self Evaluation (SEF) set out the school's ambitions for the future in terms of teaching and learning.

Funds held as custodian on behalf of others

The Academy has links with the separate John Hampden Grammar School Fund (JHGS Fund), the object of which is to raise money from parents, guardians and former pupils of JHGS to provide assistance in the provision of facilities for the education of pupils at the school not normally provided by annual government funding. Money is raised mainly from one-off or regular scheduled payments from parents and all expenditure is controlled and agreed by the Trustees. The Trustees meet once a year to decide which projects to support. The Head Boy attends this meeting to present the views of the student body.

Income from the JHGS Fund during the year amounted to £63K (2020/21: £74K) and expenditure totalled £19K, of which £18K was donated to the school as a regular contribution towards the cost of employing a full-time counsellor to support student welfare. Funds of £74K were carried forward at 31 August 2022.

These figures are all consolidated in the financial statements.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

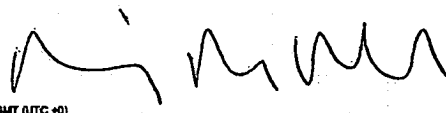
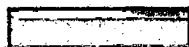
Auditor

James Cowper Kreston were appointed as auditor of the Academy Trust for the 2018/2019 financial year.

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- that 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 was approved by order of the Board of Trustees, as the company directors, and signed on its behalf by:

Philip Maskell 16 Dec 2022 09:13:31 GMT (UTC +0)

Mr Philip Maskell

Chair of Trustees

Date: 16 December 2022

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As Governors, we acknowledge that we have overall responsibility for ensuring that John Hampden Grammar 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 Governing Body has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between John Hampden Grammar School and the Secretary of State for Education. She is also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' responsibilities. The Full Governing Body (FGB) has formally met 4 times during the year, all meetings held on-site during 2021/22 following the end of Covid restrictions. In order to ensure effective oversight outside of these meetings, all Governors have secure access to documents relating to each sub-committee, including those of which they are not a member. The only exception is that Staff Governors do not have access to the papers of the People, Performance and Remuneration Committee. Governors have considered whether there is sufficient oversight with 4 FGB meetings a year, and are satisfied that the access provided to management accounts, Governor departmental visits, committee meetings and regular meetings between the Chair and the Headteacher allow for effective oversight. Attendance during the year at meetings of the Full Governing Body was as follows:

Trustee	Meetings attended	Out of a possible
Mr. Khawar Asif	3	4
Mr. Faraz Baber	2	2
Mr. Adrian Brown	3	4
Mr. Ian Cooksey	3	4
Mrs Emily Davis, Parent Governor	4	4
Mr. Gareth Davies	2	3
Mrs Jane Godfrey, Parent Governor	4	4
Mr. Nicholas Jones	0	1
Miss Tracey Hartley, Head Teacher and Accounting Officer	3	4
Ms Dominique Kent, Chair of PPR Committee, Chair of Education Committee	3	4
Mr Philip Maskell, Chair of Governors	4	4
Mr Mark Phillips KC	2	4
Mr Peter Phippen, Community Governor	3	4
Mr Sarfaraz Raja, Community Governor	1	2
Mr Giles Roberts, Community Governor	0	2
Mr Khaïam Shabbir, Community Governor	1	2
Mr Gregory Stevenson, Chair of Finance Committee, Community Governor	3	4
Mr. Ian Stubbs	3	4
Mr Mark Till, Staff Governor	4	4
Mr Nicholas Townsend, Staff Governor, resigned 31 August 2022	4	4
Miss Susanna Venn, Staff Governor	3	4

In his role as Chair of Governors during 2021/22, Mr Philip Maskell was entitled to attend all Committee meetings.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Finance and Audit Committee is a sub-committee of the main Governing Body. Its purpose is to oversee all aspects of the finances of the School, including medium and long-term financial planning. During the year, the committee reviewed the budgets for the year September 2021 to August 2022 and continually monitored actual expenditure in comparison with budgeted amounts, as well as forecasts of cash and reserves. The committee reviewed the capital expenditure proposals put forward by the Estates Committee to ensure that adequate finance was available, particularly in respect of the major refurbishment projects. The committee met virtually throughout the year.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr G Stevenson (Chair)	3	3
Miss T Hartley (Headteacher)	3	3
Mr N Jones (resigned 30 November 2021)	1	1
Mr P Maskell	2	3
Mr M Phillips KC	1	3
Miss S Venn (resigned 31 August 2022)	2	3

Ms Anna Bulmer attended all three meetings of the Finance and Audit Committee as an independent member. She is not a Governor of the school.

The Education Committee is a sub-committee of the main Governing Body. Its purpose is to oversee the educational provision of the Academy, including the curriculum, and to monitor and evaluate the Academy's academic targets. The school regularly reviews its curriculum and ensures it matches the needs of its students. The curriculum is broad, balanced and offers opportunities for personalisation and extension. This breadth and depth has a positive impact on the spiritual, moral, social and cultural development of all pupils. The committee met virtually throughout the year.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr K Asif	3	3
Mr G Davies	1	3
Miss T Hartley (Headteacher)	3	3
Mr I Cooksey	1	3
Ms D Kent (Chair)	2	3
Mr P Maskell	2	3
Mr K Shabbir (appointed 14 March 2022)	1	1
Mr I Stubbs	2	3
Mr M Till	2	3

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Estates Committee is a sub-committee of the main Governing Body. Its purpose is to continually review the condition of the school buildings and grounds; ensure proper maintenance thereof; oversee health and safety; and review and implement any repair or expansion projects. The committee continued to monitor the Health and Safety requirements of the school, and monitored the progress of the major refurbishment projects. The committee also takes responsibility for the ICT infrastructure and cyber security. The committee met virtually throughout the year.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr. K. Asif	3	3
Mr. F. Baber (Chair, resigned 17 December 2021)	1	1
Mrs. E. Davis (left this committee in December 2021)	1	1
Mr. A. Brown (Chair from 1 January 2022)	2	3
Miss T. Hartley (Headteacher)	3	3
Mr. P. Maskell	2	3
Mr. P. Phippen	3	3
Mr. G. Roberts (appointed 14 March 2022)	1	1
Mr. N. Townsend (resigned 31 August 2022)	3	3

The People, Performance and Remuneration Committee is a sub-committee of the main Governing Body. Its purpose is to oversee the HR, remuneration and well-being of all members of staff. Ms Dominique Kent is Chair of the committee which met virtually throughout the year.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Ms D. Kent (Chair)	1	2
Miss T. Hartley (Headteacher)	2	2
Mrs E. Davis (joined this committee May 2022)	1	1
Mr. I. Cooksey	2	2
Mr. P. Maskell	1	2

Review of value for money

As Accounting Officer, the Headteacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. She understands that value for money refers to the educational and wider societal outcome achieved in return for taxpayers' 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 Governors where value for money can be improved, including the use of benchmarking data where available. During the 2021/22 academic year value for money can be evidenced by the following:

- The projects to replace boilers, roofing and fire doors were all fully tendered through professional advisors to ensure value for money.
- Supply cover costs were kept to a minimum by employing two full-time cover staff.
- Purchases are routinely benchmarked with alternative suppliers to ensure value for money.
- The DfE's procurement tools are used when appropriate.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in John Hampden Grammar School for the year from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Governing Body has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. The Governing Body, individual committees and the Senior Leadership Team reviewed the risk register during 2021/22 and identified those areas of both financial and non-financial risk which require closer inspection. The Committees work with the appropriate member of the Senior Leadership Team to ensure that the risk is managed correctly.

Managing conflicts of interest

The Register of Interests is updated throughout the year when a new interest is notified. At the beginning of each Governors meeting, Governors are asked to declare whether they have any interests in the agenda items which have been previously notified. The sole purpose of the JHGS Fund is to raise additional monies for the school, and as such no conflicts of interest exist.

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 Governing Body;
- regular reviews by the Finance and Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks;
- cyber security risks and precautions, following a review of cyber security.

The Governing Body has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. In 2021/22 an Internal Scrutiny report was commissioned from Bishop Fleming Chartered Accountants in line with the requirements of the Academies Financial Handbook 2021.

The Governing Body and each committee make a formal review of the risk register at least once a year.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

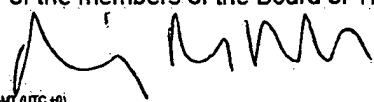
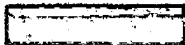
Review of effectiveness

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

- the work of the Finance and Audit Committee;
- the work of the external auditor, James Cowper Kreston;
- the Internal Scrutiny report prepared by Bishop Fleming;
- the regular maintenance and review of the Self Evaluation Form and School Development Plan;
- peer reviews of departments by colleagues in other local grammar schools;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

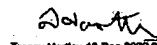
The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit committee and a plan to ensure continuous improvement of the system is in place.

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

Philip Maskell 16 Dec 2022 09:13:31 GMT (UTC +0)

Mr Philip Maskell
Chair of Governors
Date: 16 December 2022



Tracey Hartley 16 Dec 2022 09:18:11 GMT (UTC +0)

Miss Tracey Hartley
Accounting Officer
Date: 16 December 2022

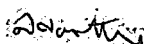
JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of John Hampden Grammar School, I have considered my responsibility to notify the Academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that I and the Academy board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academy Trust Handbook 2021.

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


Tracy Hartley 16 Dec 2022 09:18:11 GMT (UTC +0)

T Hartley
Accounting Officer
Date: 16 December 2022

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

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

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


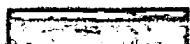
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and 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 Group and 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 their conduct and operation the Group and the charitable company apply financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the group'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 and signed on its behalf by:

Philip Maskell 16 Dec 2022 09:13:31 GMT (UTC +0)

P Maskell

Chair of Governors

Date: 16 December 2022

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF JOHN HAMPDEN GRAMMAR SCHOOL

Opinion

We have audited the financial statements of John Hampden Grammar School (the 'parent Academy') and its subsidiaries (the 'Group') for the year ended 31 August 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Academy Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Academy's affairs as at 31 August 2022 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF JOHN HAMPDEN GRAMMAR SCHOOL (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the Trustees' Report has been prepared in accordance with applicable legal requirements;

Matters on which we are required to report by exception:

In the light of our knowledge and understanding of the Group and the parent Academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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:

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

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

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF JOHN HAMPDEN GRAMMAR SCHOOL (CONTINUED)

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of noncompliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

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 Auditor's report.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF JOHN
HAMPDEN GRAMMAR SCHOOL (CONTINUED)**

Use of our report

This report is made solely to the Academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy's members those matters we are required to state to them in an 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 Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Darren O'Connor BSc (Hons) FCCA ACA (Senior Statutory Auditor)

for and on behalf of

James Cowper Kreston

Chartered Accountants and Statutory Auditor

Reading Bridge House

George Street

Reading

Berkshire

Date: 19 December 2022

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO JOHN
HAMPDEN GRAMMAR SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 5 August 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by John Hampden Grammar School during the year 1 September 2021 to 31 August 2022 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 John Hampden Grammar School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to John Hampden Grammar School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than John Hampden Grammar School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of John Hampden Grammar School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of John Hampden Grammar School's funding agreement with the Secretary of State for Education dated 27 May 2011 and the Academy Trust Handbook, extant from 1 September 2021, 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 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO JOHN HAMPDEN GRAMMAR SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

Approach

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

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

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

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

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the Academy complied with the framework of authorities. We also reviewed the reports commissioned by the Governors to assess the internal controls throughout the year.

Specific work undertaken to draw to our conclusion includes:

- reviewing the minutes of the meetings of the Board of Trustees and other evidence made available to us, relevant to our consideration of regularity;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- testing of a sample of grants received and other income streams;

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



James Cowper Kreston
Chartered Accountants and Statutory Auditor

Reading Bridge House
George Street
Reading
Berkshire

Date: 19 December 2022

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022**

	Note	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:						
Donations and capital grants	3	62,970	25,293	-	88,263	3,166,510
Other trading activities		156,488	-	5,722	162,210	158,988
Investments	6	7	-	249	256	2,839
Charitable activities	4	6,786,835	-	-	6,786,835	6,259,837
Total income		7,006,300	25,293	5,971	7,037,564	9,588,174
Expenditure on:						
Raising funds		25	-	-	25	2,000
Charitable activities	7	6,901,605	593,977	1,468	7,497,050	6,951,315
Total expenditure		6,901,630	593,977	1,468	7,497,075	6,953,315
Net income/(expenditure)		104,670	(568,684)	4,503	(459,511)	2,634,859
Transfers between funds	18	(195,610)	187,610	8,000	-	-
Net movement in funds before other recognised gains/(losses)		(90,940)	(381,074)	12,503	(459,511)	2,634,859
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	26	3,429,000	-	-	3,429,000	(112,000)
Net movement in funds		3,338,060	(381,074)	12,503	2,969,489	2,522,859
Reconciliation of funds:						
Total funds brought forward		(2,972,799)	19,794,121	203,329	17,024,651	14,501,792
Net movement in funds		3,338,060	(381,074)	12,503	2,969,489	2,522,859
Total funds carried forward		365,261	19,413,047	215,832	19,994,140	17,024,651

The notes on pages 36 to 65 form part of these financial statements.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07638999

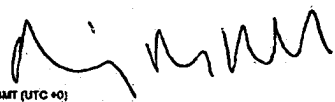
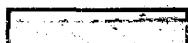
CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	13	19,864,799	19,487,882
Current assets			
Debtors	14	408,686	1,354,986
Investments	15	123,455	473,455
Cash at bank and in hand		1,291,957	663,883
		<u>1,824,098</u>	<u>2,492,324</u>
Creditors: amounts falling due within one year	16	(756,197)	(1,019,353)
Net current assets		<u>1,067,901</u>	<u>1,472,971</u>
Total assets less current liabilities		<u>20,932,700</u>	<u>20,960,853</u>
Creditors: amounts falling due after more than one year	17	(479,560)	(480,202)
Net assets excluding pension liability		<u>20,453,140</u>	<u>20,480,651</u>
Defined benefit pension scheme liability	26	(459,000)	(3,456,000)
Total net assets		<u><u>19,994,140</u></u>	<u><u>17,024,651</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	18	19,413,047	19,794,121
Restricted income funds	18	824,261	483,201
Restricted funds excluding pension liability	18	<u>20,237,308</u>	<u>20,277,322</u>
Pension reserve	18	(459,000)	(3,456,000)
Total restricted funds	18	<u>19,778,308</u>	<u>16,821,322</u>
Unrestricted income funds	18	215,832	203,329
Total funds		<u><u>19,994,140</u></u>	<u><u>17,024,651</u></u>

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07638999

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

The financial statements on pages 30 to 65 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

Philip Maskell 16 Dec 2022 09:13:31 GMT (UTC +0)

.....
P Maskell
Chair of Trustees
Date: 16 December 2022

The notes on pages 36 to 65 form part of these financial statements.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07638999

ACADEMY BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	13	19,864,799	19,487,882
Current assets			
Debtors	14	396,346	1,342,136
Investments	15	123,455	473,455
Cash at bank and in hand		1,228,655	646,067
		<u>1,748,456</u>	<u>2,461,658</u>
Creditors: amounts falling due within one year	16	(754,407)	(1,018,477)
Net current assets		<u>994,049</u>	<u>1,443,181</u>
Total assets less current liabilities		<u>20,858,848</u>	<u>20,931,063</u>
Creditors: amounts falling due after more than one year	17	(479,560)	(480,202)
Net assets excluding pension liability		<u>20,379,288</u>	<u>20,450,861</u>
Defined benefit pension scheme liability	26	(459,000)	(3,456,000)
Total net assets		<u><u>19,920,288</u></u>	<u><u>16,994,861</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	18	19,413,047	19,794,121
Restricted income funds	18	750,409	453,411
Restricted funds excluding pension liability	18	<u>20,163,456</u>	<u>20,247,532</u>
Pension reserve	18	(459,000)	(3,456,000)
Total restricted funds	18	<u>19,704,456</u>	<u>16,791,532</u>
Unrestricted income funds	18	215,832	203,329
Total funds		<u><u>19,920,288</u></u>	<u><u>16,994,861</u></u>

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07638999

ACADEMY BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

The financial statements on pages 30 to 65 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



Philip Maskell 16 Dec 2022 09:13:31 GMT (UTC +0)

P Maskell
Chair of Trustees
Date: 16 December 2022

The notes on pages 36 to 65 form part of these financial statements.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	20	1,245,625	(486,660)
Cash flows from investing activities	22	(595,345)	(719,417)
Cash flows from financing activities	21	(22,206)	570,969
Change in cash and cash equivalents in the year		628,074	(635,108)
Cash and cash equivalents at the beginning of the year		663,883	1,298,991
Cash and cash equivalents at the end of the year	23, 24	1,291,957	663,883

The cash and cash equivalents balance does not include investments in a fixed term account of £123,455 (2021: £473,455).

The notes on pages 36 to 65 form part of these financial statements.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

No separate SOFA has been presented for the Academy alone as permitted by section 408 of the Companies Act 2006.

1.2 Going concern

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

1.3 Basis of consolidation

The financial statements consolidate the accounts of John Hampden Grammar School and all of its subsidiary undertakings ('subsidiaries').

The Academy has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and expenditure account.

The income and expenditure account for the year dealt with in the accounts of the Academy was a surplus of £2,925,427 (2021: surplus of £2,527,802) before the actuarial gain/loss on the defined benefit pension scheme.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.4 Fund accounting

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

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

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

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

1.5 Income

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

• **Grants**

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

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

Capital grants are recognised when 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 are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

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

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefits 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.

Charitable activities 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.

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

- **Expenditure on raising funds**

This includes all expenditure incurred by the Group 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 Group's educational operations, including support costs and costs relating to the governance of the Group apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

1.7 Tangible fixed assets

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

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

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.7 Tangible fixed assets (continued)

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

Leasehold land	- over the life of the lease
Leasehold buildings	- 50 years straight line
Equipment	- 5-25 years straight line
Computer equipment	- 3 years straight line
Motor vehicles	- 5 years straight line

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

1.8 Investments

Current asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of Financial Activities.

1.9 Jointly controlled assets

Where assets are jointly controlled by the Academy Trust and third parties, the Academy accounts for its share of assets, liabilities, income, expenditure and cash flows in accordance with the terms of the joint agreement.

1.10 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the lease term.

1.11 Debtors

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

1.12 Cash at bank and in hand

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

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.13 Liabilities and provisions

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

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.

1.14 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

1.15 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 Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
(FOR THE YEAR ENDED 31 AUGUST 2022)

1. Accounting policies (continued)

1.16 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 26, 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 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 Consolidated 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.

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

The Academy 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:

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

2. Critical accounting estimates and areas of judgment (continued)

Local Government Pension Scheme

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 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. 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.

Depreciation

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual values assessments consider issues such as the remaining life of the asset and projected disposal values.

3. Income from donations and capital grants

	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
Capital grants	-	25,293	25,293	3,092,534
School fund income	62,970	-	62,970	73,976
Total 2022	62,970	25,293	88,263	3,166,510
Total 2021	73,976	3,092,534	3,166,510	

In the current year capital grants wholly relate to devolved formula capital.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4. Funding for the academy's educational operations

	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
DfE/ESFA grants			
General Annual Grant (GAG)	6,169,235	6,169,235	5,519,735
Other DfE/ESFA grants			
Pupil premium	36,775	36,775	39,895
Other DfE group grants	147,934	147,934	329,123
	<u>6,353,944</u>	<u>6,353,944</u>	<u>5,888,753</u>
Other Government grants			
SEN income	101,813	101,813	92,564
	<u>101,813</u>	<u>101,813</u>	<u>92,564</u>
Other income	268,680	268,680	148,060
COVID-19 additional funding (DfE/ESFA)			
Catch-up Premium	17,912	17,912	51,768
Other DfE/ESFA COVID-19 funding including testing, recovery and tuition grants	44,486	44,486	78,692
	<u>62,398</u>	<u>62,398</u>	<u>130,460</u>
	<u>6,786,835</u>	<u>6,786,835</u>	<u>6,259,837</u>
	<u>6,786,835</u>	<u>6,786,835</u>	<u>6,259,837</u>
Total 2021	<u>6,259,837</u>	<u>6,259,837</u>	

£17,912 Covid catch-up premium income was brought forward from 2020/21

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

5. Income from other trading activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Rental income	-	5,722	5,722	582
Examination fees	2,013	-	2,013	409
Other income	141,398	-	141,398	150,769
Reimbursements re. synthetic turf pitch	13,077	-	13,077	7,228
Total 2022	156,488	5,722	162,210	158,988
Total 2021	158,406	582	158,988	

6. Investment income

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Interest receivable	7	249	256	2,839
Total 2022	7	249	256	2,839
Total 2021	6	2,833	2,839	

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

7. Expenditure

	Staff costs 2022 £	Premises 2022 £	Other 2022 £	Total 2022 £	Total 2021 £
Fundraising costs	-	-	25	25	2,000
Direct costs	4,677,935	-	785,667	5,463,602	5,211,472
Support costs	781,980	846,671	404,797	2,033,448	1,739,843
Total 2022	5,459,915	846,671	1,190,489	7,497,075	6,953,315
Total 2021	5,252,121	636,662	1,064,532	6,953,315	

8. Analysis of expenditure by activities

	Direct costs 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Charitable activities	5,463,602	2,033,448	7,497,050	6,951,315
Total 2022	5,463,602	2,033,448	7,497,050	6,951,315
Total 2021	5,211,472	1,739,843	6,951,315	

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Activities 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	4,627,819	4,627,819	4,451,062
Depreciation	93,937	93,937	54,132
Staff development	13,892	13,892	7,233
Educational supplies	165,739	165,739	150,443
School trips	221,092	221,092	125,893
Technology costs	39,044	39,044	108,477
Examination fees	121,913	121,913	71,634
Educational consultancy	45,110	45,110	140,276
Recruitment and support	13,537	13,537	22,998
Other direct costs	121,519	121,519	79,324
	<u>5,463,602</u>	<u>5,463,602</u>	<u>5,211,472</u>
Total 2021	<u>5,211,472</u>	<u>5,211,472</u>	

Some costs have been reclassified between direct and support costs following adoption of the DfE's Chart of Accounts during 2021-22.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2022 £	Total funds 2021 £
Staff costs	737,130	706,146
Depreciation	500,040	458,373
Technology costs	144,827	16,657
Maintenance of premises and equipment	77,511	65,617
Cleaning	121,335	112,672
Energy	115,737	89,401
Rates	45,595	47,384
Catering supplies	26,348	15,825
Professional services	47,572	19,322
Non staff related insurance	27,672	19,853
Bank charges	2,362	2,461
Other support costs	119,477	121,825
Governance costs	67,842	64,307
	2,033,448	1,739,843

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

Some costs have been reclassified between direct and support costs following adoption of the DfE's Chart of Accounts during 2021-22.

Included in the staff cost balance of £737,130 (2021: £706,146) is the following:

	2022 £	2021 £
Salaries	441,658	445,522
National insurance	38,177	36,078
Pension	98,295	99,546
FRS 102 pension costs:	159,000	125,000
	<u>737,130</u>	<u>706,146</u>

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2022 £	2021 £
Operating lease rentals	18,651	28,425
Depreciation of tangible fixed assets	593,977	512,505
Fees paid to auditor for:		
- audit	8,135	7,750
- other services	3,470	3,310
	<u>620,233</u>	<u>552,090</u>

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

10. Staff

a. Staff costs

Staff costs during the year were as follows:

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Wages and salaries	3,776,096	3,720,538	3,776,096	3,720,538
Social security costs	381,369	347,551	381,369	347,551
Pension costs	1,207,484	1,089,119	1,207,484	1,089,119
	<u>5,364,949</u>	<u>5,157,208</u>	<u>5,364,949</u>	<u>5,157,208</u>
Agency staff costs	50,117	43,486	50,117	43,486
Staff governance costs	44,849	51,427	44,849	51,427
	<u>5,459,915</u>	<u>5,252,121</u>	<u>5,459,915</u>	<u>5,252,121</u>

b. Staff numbers

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

	Group 2022 No.	Group 2021 No.	Academy 2022 No.	Academy 2021 No.
Teachers	61	62	61	62
Administration and support	57	56	57	56
Management	6	6	6	6
	<u>124</u>	<u>124</u>	<u>124</u>	<u>124</u>

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

10. Staff (continued)

c. Higher paid staff

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

	Group 2022 No.	Group 2021 No.
In the band £60,001 - £70,000	2	-
In the band £70,001 - £80,000	1	1
In the band £110,001 - £120,000	1	1

The above employees participated in the Teachers' Pension Scheme and the Local Government Pension Scheme. During the year ended 31 August 2022, pension contributions for these staff amounted to £73,401 (2021: £45,376)

d. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1 and 2. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £590,509 (2021: £578,950).

11. Trustees' remuneration and expenses

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

		(2022 £)	(2021 £)
T. Hartley	Remuneration	115,000 - 120,000	115,000 - 120,000
	Pension contributions paid	25,000 - 30,000	25,000 - 30,000
N. Townsend	Remuneration	20,000 - 25,000	15,000 - 20,000
	Pension contributions paid	5,000 - 10,000	0 - 5,000
B. Harrison	Remuneration	0 - 5,000	5,000 - 10,000
	Pension contributions paid	0 - 5,000	0 - 5,000
N. Rogers	Remuneration	0 - 5,000	0 - 5,000
	Pension contributions paid	0 - 5,000	0 - 5,000
S. Venn	Remuneration	45,000 - 50,000	45,000 - 50,000
	Pension contributions paid	10,000 - 15,000	10,000 - 15,000
M. Till	Remuneration	50,000 - 55,000	35,000 - 40,000
	Pension contributions paid	10,000 - 15,000	5,000 - 10,000

During the year ended 31 August 2022, expenses totalling £466 were reimbursed or paid directly to 5 Trustees (2021: £90 to 1 Trustee) in relation to expenses incurred in performing their duties as a member of staff.

Staff Governor remuneration reflects the pro-rata salary in respect of time spent in office.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

12. Trustees and Officers' insurance

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

13. Tangible fixed assets

Group and Academy

	Long-term leasehold property £	Equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2021	21,858,637	1,378,632	449,313	54,857	23,741,439
Additions	645,067	220,973	104,854	-	970,894
Disposals	-	(39,222)	(68,925)	-	(108,147)
At 31 August 2022	22,503,704	1,560,383	485,242	54,857	24,604,186
Depreciation					
At 1 September 2021	3,179,436	771,541	263,754	38,826	4,253,557
Charge for the year	418,059	78,204	92,056	5,658	593,977
On disposals	-	(39,222)	(68,925)	-	(108,147)
At 31 August 2022	3,597,495	810,523	286,885	44,484	4,739,387
Net book value					
At 31 August 2022	18,906,209	749,860	198,357	10,373	19,864,799
At 31 August 2021	18,679,201	607,091	185,559	16,031	19,487,882

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

14. Debtors

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Other debtors	-	7,246	-	7,246
Prepayments and accrued income	352,437	1,186,616	340,097	1,173,766
Tax recoverable	56,249	161,124	56,249	161,124
	<u>408,686</u>	<u>1,354,986</u>	<u>396,346</u>	<u>1,342,136</u>

15. Current asset investments

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Fixed term account	<u>123,455</u>	<u>473,455</u>	<u>123,455</u>	<u>473,455</u>

16. Creditors: Amounts falling due within one year

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Other loans	69,203	90,767	69,203	90,767
Trade creditors	125,621	158,455	125,621	158,455
Other taxation and social security	105,494	92,495	105,494	92,495
Other creditors	234,643	157,852	232,853	156,976
Accruals and deferred income	221,236	519,784	221,236	519,784
	<u>756,197</u>	<u>1,019,353</u>	<u>754,407</u>	<u>1,018,477</u>

The loans repayable within one year relate to capital improvements and are repayable to the ESFA.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Deferred income at 1 September 2021	38,658	49,139	38,658	49,139
Resources deferred during the year	7,381	38,658	7,381	38,658
Amounts released from previous periods	(38,658)	(49,139)	(38,658)	(49,139)
Deferred income at 31 August 2022	7,381	38,658	7,381	38,658

Deferred Income relates primarily to the sports club income and 16-19 Bursary Fund income.

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

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Other loans	479,560	480,202	479,560	480,202

The loans repayable after more than one year comprise £405,000 repayable to the ESFA over 10 years at an interest rate of 2.07% in respect of the Selective Schools Expansion Fund, a CIF loan of £11,483 repayable over 10 years at an interest rate of 1.95%, and two SALIX loans totalling £63,077 at an interest rate of 0%. All loans relate to capital improvements and are repayable to the ESFA.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Unrestricted funds						
Designated funds						
Sinking fund	61,333	-	-	8,000	-	69,333
General funds						
General unrestricted funds	141,996	5,971	(1,468)	-	-	146,499
Total Unrestricted funds	203,329	5,971	(1,468)	8,000	-	215,832
Restricted general funds						
General Annual Grant	453,411	6,169,235	(5,694,626)	(177,610)	-	750,410
Pupil premium	-	36,775	(36,775)	-	-	-
SEN Income	-	101,813	(101,813)	-	-	-
School fund	29,790	62,976	(915)	(18,000)	-	73,851
Other restricted funds	-	635,501	(635,501)	-	-	-
Pension reserve	(3,456,000)	-	(432,000)	-	3,429,000	(459,000)
	(2,972,799)	7,006,300	(6,901,630)	(195,610)	3,429,000	365,261

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. Statement of funds (continued)

Restricted fixed asset funds

Restricted fixed asset funds	19,794,121	25,293	(593,977)	187,610	-	19,413,047
Total Restricted funds	16,821,322	7,031,593	(7,495,607)	(8,000)	3,429,000	19,778,308
Total funds	17,024,651	7,037,564	(7,497,075)	-	3,429,000	19,994,140

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

Designated funds

The sinking fund represents the Academy's share of amounts set aside for major repairs to a Synthetic Turf Pitch held as a jointly controlled asset with Wycombe District Council.

Restricted funds

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the Academy via the Education Skills and Funding Agency by the Department for Education. The GAG fund has been set up because the GAG must be used for the normal running costs of the Academy. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2022.

Other Local Authority and DfE/ESFA grants represents grants from the respective bodies.

The pension reserve fund has been created to separately identify the pension deficit inherited from the local authority upon conversion to Academy status, and through which all the pension scheme movements are recognised.

Restricted fixed asset funds

The Restricted fixed asset fund represents the net book value of capitalised fixed assets plus any unspent capital funds.

Transfers

The transfer between the restricted and restricted fixed asset funds represents amounts capitalised during the period, plus loan repayments during the year.

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. Statement of funds (continued)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
Designated funds						
Sinking fund	53,333	-	-	18,000	-	61,333
General funds						
General unrestricted funds	139,829	3,415	(1,248)	-	-	141,996
Total Unrestricted funds	193,162	3,415	(1,248)	18,000	-	203,329
Restricted general funds						
General Annual Grant	435,223	5,519,736	(5,188,992)	(312,556)	-	453,411
LA surplus on conversion	283,421	-	-	(283,421)	-	-
Pupil premium	-	39,895	(39,895)	-	-	-
SEN Income	-	92,564	(92,564)	-	-	-
Covid 19 catch-up premium	-	51,768	(51,768)	-	-	-
Covid 19 other	-	38,099	(38,099)	-	-	-
School fund	34,733	73,982	(925)	(78,000)	-	29,790
Trip and other income	-	123,011	(123,011)	-	-	-
Summer school	-	40,593	(40,593)	-	-	-
Other restricted funds	-	510,156	(528,156)	18,000	-	-
Pension reserve	(3,009,000)	-	(335,000)	-	(112,000)	(3,456,000)
	(2,255,623)	6,489,804	(6,439,003)	(655,977)	(112,000)	(2,972,799)

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. Statement of funds (continued)

**Restricted
fixed asset
funds**

Restricted fixed asset funds	<u>16,564,253</u>	<u>3,094,955</u>	<u>(513,064)</u>	<u>647,977</u>	<u>-</u>	<u>19,794,121</u>
Total Restricted funds	<u>14,308,630</u>	<u>9,584,759</u>	<u>(6,952,067)</u>	<u>(8,000)</u>	<u>(112,000)</u>	<u>16,821,322</u>
Total funds	<u>14,501,792</u>	<u>9,588,174</u>	<u>(6,953,315)</u>	<u>-</u>	<u>(112,000)</u>	<u>17,024,651</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	19,864,799	-	19,864,799
Current assets	1,511,255	97,011	215,832	1,824,098
Creditors due within one year	(686,994)	(69,203)	-	(756,197)
Creditors due in more than one year	-	(479,560)	-	(479,560)
Provisions for liabilities and charges	(459,000)	-	-	(459,000)
Total	<u>365,261</u>	<u>19,413,047</u>	<u>215,832</u>	<u>19,994,140</u>

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	19,487,882	-	19,487,882
Current assets	1,411,787	877,208	203,329	2,492,324
Creditors due within one year	(928,586)	(90,767)	-	(1,019,353)
Creditors due in more than one year	-	(480,202)	-	(480,202)
Provisions for liabilities and charges	(3,456,000)	-	-	(3,456,000)
Total	(2,972,799)	19,794,121	203,329	17,024,651

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

	2022 £	2021 £
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(459,511)	2,634,859
Adjustments for:		
Depreciation	593,977	512,505
Capital grants from DfE and other capital income	(25,293)	(3,092,534)
Interest receivable	(256)	(2,839)
Defined benefit pension scheme cost less contributions payable	374,000	286,000
Defined benefit pension scheme finance cost	58,000	49,000
(Increase)/decrease in debtors	946,300	(1,061,962)
Increase/(decrease) in creditors	(241,592)	188,311
Net cash provided by/(used in) operating activities	1,245,625	(486,660)

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

21. Cash flows from financing activities

	Group 2022 £	Group 2021 £
Cash inflows from new borrowing	-	581,712
Repayments of borrowing	(22,206)	(10,743)
Net cash (used in)/provided by financing activities	(22,206)	570,969

22. Cash flows from investing activities

	Group 2022 £	Group 2021 £
Interest receivable	256	2,839
Purchase of tangible fixed assets	(970,894)	(4,062,759)
Capital grants from DfE Group	25,293	3,092,534
Fixed term account	350,000	247,411
Loss on disposal of tangible fixed assets	-	558
Net cash used in investing activities	(595,345)	(719,417)

23. Analysis of cash and cash equivalents

	Group 2022 £	Group 2021 £
Cash in hand and at bank	1,291,957	663,883
Total cash and cash equivalents	1,291,957	663,883

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

24. Analysis of changes in net funds

	At 1 September 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	663,883	628,074	1,291,957
Debt due within 1 year	(90,767)	21,564	(69,203)
Debt due after 1 year	(480,202)	1642	(479,560)
Liquid investments	473,455	(350,000)	123,455
	<u>566,369</u>	<u>300,280</u>	<u>866,649</u>

25. Capital commitments

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Contracted for but not provided in these financial statements:				
Acquisition of tangible fixed assets	<u>79,401</u>	<u>79,401</u>	<u>79,401</u>	<u>79,401</u>

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26. Pension commitments

The Academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff, and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Buckinghamshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £100,323 were payable to the schemes at 31 August 2022 (2021 - £95,643) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £604,702 (2021 - £582,571).

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

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

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
(FOR THE YEAR ENDED 31 AUGUST 2022)

26. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £300,000 (2021 - £290,000); of which employer's contributions totalled £235,000 (2021 - £229,000) and employees' contributions totalled £ 65,000 (2021 - £61,000). The agreed contribution rates for future years are 23.0% for employers and between 5.5% and 8.5% for employees.

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

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

Principal actuarial assumptions

	2022	2021
	%	%
Rate of increase in salaries	3.95	3.90
Rate of increase for pensions in payment/inflation	2.95	2.90
Discount rate for scheme liabilities	4.25	1.65
Inflation assumption (CPI)	2.95	2.90

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

	2022	2021
	Years	Years
Retiring today		
Males	21.0	21.6
Females	24.6	25.0
Retiring in 20 years		
Males	22.3	22.9
Females	26.0	26.4

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26. Pension commitments (continued)

Sensitivity analysis

	2022 £000	2021 £000
Discount rate +0.1%	4,196	7,103
Discount rate -0.1%	4,394	7,446
Mortality assumption - 1 year increase	4,417	7,582
Mortality assumption - 1 year decrease	4,174	6,975
CPI rate +0.1%	4,387	7,429
CPI rate -0.1%	4,203	7,119

Share of scheme assets

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

	At 31 August 2022 £	At 31 August 2021 £
Equities	2,135,000	2,073,000
Gilts	305,000	358,000
Bonds	489,000	535,000
Property	248,000	222,000
Cash and other liquid assets	94,000	51,000
Alternative assets	564,000	577,000
Total market value of assets	3,835,000	3,816,000

The actual return on scheme assets was £-243,000 (2021: 574,000).

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

	2022 £	2021 £
Current service cost	(609,000)	(515,000)
Interest income	65,000	50,000
Interest cost	(120,000)	(96,000)
Administrative expenses	(3,000)	(3,000)
Total amount recognised in the Consolidated Statement of Financial Activities	(667,000)	(564,000)

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26. Pension commitments (continued)

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

	2022 £	2021 £
At 1 September	7,272,000	6,012,000
Current service cost	609,000	515,000
Interest cost	120,000	96,000
Employee contributions	65,000	61,000
Actuarial (gains)/losses	(3,737,000)	636,000
Benefits paid	(35,000)	(48,000)
At 31 August	<u>4,294,000</u>	<u>7,272,000</u>

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

	2022 £	2021 £
At 1 September	3,816,000	3,003,000
Return on plan assets (excluding net interest on the net defined pension liability)	65,000	50,000
Actuarial (losses)/gains	(308,000)	524,000
Employer contributions	235,000	229,000
Employee contributions	65,000	61,000
Benefits paid	(35,000)	(48,000)
Administration expenses	(3,000)	(3,000)
At 31 August	<u>3,835,000</u>	<u>3,816,000</u>

Actuarial losses recognised during the year are comprised of actuarial losses on obligations and actuarial gains on assets noted above.

27. Operating lease commitments

At 31 August 2022 the Group and the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2022 £	Group 2021 £
Amounts payable:		
Within 1 year	17,837	17,924
Between 1 and 5 years	53,877	57,394
	<u>71,714</u>	<u>75,318</u>

JOHN HAMPDEN GRAMMAR SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
(FOR THE YEAR ENDED 31 AUGUST 2022)

28. Members' liability

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

29. Related party transactions

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

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

30. Agency arrangements

The academy distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2022 the trust received £5,537 (2021: £8,437) and disbursed £7,344 (2021: £9,018). An amount of £4,403 (2021: £6,210) is included in other creditors relating to undistributed funds that will be carried forward to support students in the 2022/23 academic year.

31. Principal subsidiaries

Subsidiary name	John Hampden Grammar School Fund
Charity registration number	296155
Basis of control	
Equity shareholding %	100%
Total assets as at 31 August 2022	£75,642
Total liabilities as at 31 August 2022	£(1,790)
Total funds as at 31 August 2022	£73,852
Gross income for the year ended 31 August 2022	£62,977
Expenditure for the year ended 31 August 2022	£(18,916)
Surplus for the year ended 31 August 2022	£44,061