

Company Registration Number: 08163499 (England & Wales)

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Annual Report and Financial Statements

For the Year Ended 31 August 2021

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

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THE MILFORD ACADEMY
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Reference and Administrative Details

Members	Mr David Dickinson Mr James Strawbridge Mr Matthew Cooke Mr Terry Smith (appointed 26 November 2020)
Governors	Mr David Dickinson, Chair of Governors Mr James Strawbridge, Vice Chair of Governors Mr Matthew Cooke Mr Dominic Magner, Head Teacher and Accounting officer (resigned 25 November 2020) Ms Violet Grinnell, Acting Head Teacher and Accounting officer (appointed 26 November 2020, resigned 31 December 2020) Mr Robert Perkins, Head Teacher and Accounting officer (appointed 1 January 2021) Mr Stephen Goff Mrs Sarah Hickling Mr Jackson Njiliri Mrs Rachel Flynn
Company registered number	08163499
Company name	The Milford Academy
Principal and registered office	The Milford Academy Dungannon Road Clifton Estate Nottingham Nottinghamshire NG11 9BT
Company secretary	Rachel Flynn
Senior management team	Dominic Magner, Head Teacher (resigned 25 November 2020) Violet Grinnell, Deputy Head Teacher (resigned 18 April 2021) Rob Perkins, Head Teacher (appointed 1 January 2021) Sarah Walker-Jones, Assistant Head Sally Simons, Head of Foundation Tori Heiden, KS1 Manager Helen Richardson, KS2 Manager Jemma Wallace, SENDCO Louise Butler, Achievement Manager Rachel Flynn, School Business Manager
Independent auditors	PKF Smith Cooper Audit Limited Chartered Accountants and Statutory Auditors 2 Lace Market Square Nottingham NG1 1PB

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Reference and Administrative Details (continued)
For the Year Ended 31 August 2021

Bankers

Lloyds Bank
Old Market Square
Nottingham
NG1 6FD

Solicitors

Freeths LLP
Cumberland Court
80 Mount Street
Nottingham
NG1 6HH

THE MILFORD ACADEMY
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Governors' Report
For the Year Ended 31 August 2021

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

The trust operates an academy for pupils aged 3 to 11 servicing a catchment area of Clifton Estate.

It is working towards a pupil capacity on the main roll (Reception to Year 6) of 420 and the current number on roll is 466 (at the January 2021 School Census) which includes 62 nursery pupils.

Structure, governance and management

a. Constitution

The Academy Trust is a charitable 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 Governors of The Milford Academy are also the directors of the charitable company for the purposes of company law. The charitable company is known as The Milford Academy. Details of the Governors who served during the year are included in the Reference and Administrative Details on page 1.

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. Governors' indemnities

For the financial year 2020-2021, the Governors have liability insurance with RPA / Top Marks effective date 1st September 2020. There is unlimited professional indemnity.

d. Method of recruitment and appointment or election of Governors

The management of the Academy is the responsibility of the Governors who are elected and co-opted under the terms of the Memorandum of Association.

Governors are generally elected via ballot of represented parties - i.e all parents of pupils at school vote for the parent representative, staff for staff representative, etc. Community Governors are co-opted by the governing body.

e. Policies adopted for the induction and training of Governors

All elected governors are initially inducted via meetings with the Head Teacher and the Chair of Governors. All new Governors are provided with induction training (generally sourced via Nottingham city LA Governors' section). Governors are provided with ongoing training throughout their role. All Governors have access to the Governors Service "GovernorHub" an online library of current topics and training available.

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Governors' Report (continued)
For the Year Ended 31 August 2021

Structure, governance and management (continued)

f. Organisational structure

The Milford Academy was led by the Head Teacher, Mr. Magner, up to 25th November 2020 and in his absence until the new Head Teacher started, the Deputy Head Ms. V Grinnell became the Acting Head Teacher until the appointment of the new Head Teacher, Mr Perkins, who started 1st January 2021. They are responsible for the day to day running of the Academy and ensuring that standards are maintained and improved in areas such as Pupil Progress and Attainment, Teaching Standards, Child Protection, Safeguarding, Health and Safety. They also ensure that the priorities of the School Development Plan, agreed with the Academy Board, are delivered, monitored and reviewed with the support of the SMT. They are also responsible alongside the Bursar for financial management and planning, ensuring the maintenance of an effective budget that delivers on all the requirements of a school while applying principles of financial prudence.

The Academy Board are responsible for agreeing any individual financial spend of over £10,000 and hold the Senior Managers to account for all the strategic decisions of the school, the progress and attainment of pupils, Child Protection and Safeguarding, Health and Safety and the Performance Management of all the staff including the Head Teacher.

The Accounting Officer role is to ensure that all financial regulations and requirements are met and that all Auditing Procedures are followed and any subsequent recommendations relating to these processes are acted upon with the appropriate timescale and reported to the Academy Board.

The Milford Academy is a larger than average sized primary school with 404 pupils in Reception to Yr. 6, a further 62 in Nursery and the 2 year old unit (January 2021). The school is popular with a good reputation locally supported by the most recent OFSTED inspection in June 2021 when the Academy was rated 'Good' The roll is steadily increasing with an anticipated move to two form entry throughout the Academy by September 2020.

The school is managed by The Academy Board, made up of 1 parent governors plus 2 vacancies (we have tried to recruit before COVID 19 lockdown and currently during Autumn 2021 we have now re-advertised this post), 2 staff governors, 1 community governor and 1 co-opted Governor. We are now looking at our Articles of Association and There are 2 sub-committees; Academy Business and Academy Development and the most recent is the Audit sub- committee which started from July 2020.

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

Arrangements for setting and remuneration of Key Management personnel have been delegated by the Academy Board to the Pay Sub-Committee to include the Chair, David Dickinson and Matthew Cooke. They are in turn advised by the School Improvement Partner, Sally Manz, who is an external and independent strategic advisor and current Ofsted Inspector, this service and further school improvement support is provided to the academy through its partnership with Nottingham Schools Trust (NST).

The performance of Key Management personnel is assessed against the following: Head Teacher standards, Teacher standards, the latest OFSTED inspection, external and financial advisory audits, attendance data, national and local data analysis measuring progress and attainment throughout the Academy.

h. Trade union facility time

There were no relevant union officials during the relevant period and therefore no further information is provided in this report.

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Governors' Report (continued)
For the Year Ended 31 August 2021

Objectives and activities

a. Objects and aims

The principal object and activity of the charitable company is to advance for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.

In addition, to promote for the benefit of individuals living on The Clifton Estate and surrounding area who have need by reason of their age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large the provision of facilities for recreating or other leisure time activities in the interests of social welfare and with the object of improving the condition of life of the said individuals.

In accordance with the articles of association, the charitable company has entered into a relevant funding agreement with the Secretary of State. The funding agreements specify, amongst other things, the basis for admitting students to the academy, the catchment area from which the students are drawn, and that the curriculum should be broad and balanced.

b. Objectives, strategies and activities

The main objects/aims of the Trust during the year ended 31st August 2021 are summarised below:

1. The Academy and Board of Governors successfully recruited and appointed a new Head Teacher at the Academy from 1st January 2021.
2. Work in partnership with the City Council to continually monitor and ensure that school operates fully following the guidelines from the Government during the COVID 19 pandemic and keep site open to as many pupils as possible.
3. Ensure adequate staffing in place throughout the Academy as it expands to a two form entry school.
4. Engage with a locally based school partnership.
5. Review and re-shape the Academy Leadership structure so that school leaders understand and implement their roles supported by effective CPD.
6. Develop an ambitious Milford curriculum to meet the needs of all pupils based on a proven effective pedagogy that is underpinned by a clear progression of knowledge and skills in all subjects and phases
7. Ensure that there is a consistent and strong strategic focus on all pupils being able to make rapid progress through the "recovery" phase of the school year.
8. Develop a culture of reading practice across school which promotes the development of skills alongside a love of reading which is actively promoted and understood by all members of the school community.

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Governors' Report (continued)
For the Year Ended 31 August 2021

Objectives and activities (continued)

c. Public benefit

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

The Academy has been fully supportive of the developing Nottingham Schools Trust and has played a full part in ensuring funding from the now closed Nottingham Learning Trust has been transferred to support the work of the Nottingham Schools Trust for public benefit.

The Academy continually supports the Early Learning in the Community with its 2 year old Early Start Unit in the Nursery unit.. The Academy works in partnership with Nottingham University, Nottingham Trent University and the Nottingham Contemporary on teacher training, educational research and artistic projects. However, during the last 18 months some of our usual community support including the above and the weekly mother and toddler group have been restricted by the pandemic. We hope that as we come out of the restrictions that we are able to focus on working to establish and develop further partnership with the wider community.

Strategic report

Achievements and performance

a. Achievements, Performance and Key Financial Performance indicators

Staffing costs for the Academy as a percentage of charitable activities income was 88% (2020 - 83%). Agency staff costs as a percentage of total staff costs was 5.3% (2020 - 3.6%).

The Academy was judged by OFSTED (June 2021) as GOOD, supported by our own current Self Evaluation judgement of the school currently providing consistently GOOD provision for all pupils.

2021 Results

There were no statutory results for the Academy due to the impact of COVID 19. The Academy recorded results for inhouse monitoring / performance and shared with the Nottingham Schools Trust

b. Going concern

The Governors assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and after making appropriate enquiries, have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. The Academy Trust continues to grow which enables it to support itself during times such as the recent/current pandemic, in which the school is suffering no or minimal detriment throughout the continuing situation. The school is over-subscribed and holds an excellent reputation in the community. This, together with careful financial management has resulted in the school having a positive reserve position. It is for these reasons in which the Governors have concluded there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

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Governors' Report (continued)
For the Year Ended 31 August 2021

Strategic report (continued)

Financial review

As at 31 August 2021, The Milford Academy holds unrestricted and restricted general reserves of £633k.

Every year Milford has operated as an Academy, the Board have endeavoured to retain at least 10% of the total budget (GAG.) as recommended by the EFA. The Board recognise that as a "stand alone" Academy potential risk factors could impact more significantly than an Academy supported by a Multi Academy Trust. Conversely the Board can demonstrate that the independence of the Academy, scrutinised by effective Governance, has allowed Milford to invest significantly in the infrastructure of the building, grow the N.O.R. year on year towards a total of 420 plus Nursery, invest in an experienced and well qualified staff and successfully plan for and deliver on succession planning by recruiting a new Head Teacher for January 2021 despite the negative impact of COVID- 19 – this final action was successfully undertaken by the Board.

The three year budget plan recognises that staffing costs as a percentage of the GAG will rise due to pay increases, increased employer contributions and inflation. These additional costs will be offset by the increasing N.O.R. which can be anticipated, additional funding related to COVID-19 and a staffing structure that will allow some flexibility in terms of cost. Some of this flexibility relates to the mentoring of Teach First Students and Unqualified Teachers who are being supported in finding routes to Qualified Teacher Status. This means that Milford can recruit well qualified and experienced N.Q.T's who reduce the total staffing costs as more experienced staff leave for promotion.

The School Estate is in very good condition with the addition of The Milford Hub and the installation of new boilers and external pipework throughout the building which has reduced the risk of flooding. While one of our Modular Buildings may need replacing in the next ten years, funds have been set aside for this purpose over and above the 10% reserve which in years to come could replace the building in its entirety and paid for in full or alternatively pay for a leasing arrangements over a number of years. The school has scheduled in a Condition Survey of the premises from an organisation during Autumn 2021 and any findings will be shared during 2021-22.

The current budgetary plan, when the Modular funds and staffing flexibility is taken into account, allows the Board to monitor the 3 year budget forecast which unsurprisingly predicts that total reserves will reduce year on year. Therefore, additional adjustments can be made over this time if there is any suggestion that reserves will fall significantly below the required 10%. While there are of course many uncertainties about the future of school finances due to COVID-19, the Board can have great confidence in the budgetary strength of the Academy and the ability of the new Leadership Team to invest in the pupils at Milford to help them consistently achieve good outcomes and enjoy an excellent quality of education.

a. Reserves policy

The Academy is fully aware of the need to invest in the education of the children currently at the Academy and the building infrastructure that accommodates them. Nevertheless it is recognised that prudent finance requires significant reserves to meet all our financial commitments (e.g. staffing costs) at the appropriate time, healthy cash flow and the ability to respond effectively to significant incident should one occur. The reserves held are in line with the reserves policy.

The aim of the Reserves Policy is to return reserves of 10% of total budget as evidenced at The Academy Board Finance Committee meeting when an accurate carry forward figure can be calculated. This figure can of course vary but is nevertheless the stated aim of the Board. This figure remains the subject of review throughout the year as the Academy aims to meet all of its objectives. Currently there are no funds in deficit apart from the deficit of £2,850,000 which relate to the local government pension scheme

Total funds at 31 August 2021 are £1,498,770 (2020: £1,992,606). Total unrestricted reserves are £229,576 (2020 - £229,576). Total restricted general funds are £403,019 (2020 - £310,210).

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Governors' Report (continued)
For the Year Ended 31 August 2021

b. Investment policy

The Academy does not have any investments.

c. Principal risks and uncertainties

The principal risks for the Academy during the next few years are outlined below. These have been reviewed by the governors, and systems and procedures have been established to mitigate those risks. The principal risks are as follows;

- Reductions or changes to National Funding;
- Staffing costs;
- Pupil numbers;
- Unanticipated building costs;
- Reputation of the Academy;
- Academy structural organisation;
- Paying for the maintenance and associated costs with the new adapted Milford Hub;
- Succession planning for the future of the Academy;
- Unanticipated cost relating to COVID 19.

The Milford Academy works every year to aim to achieve a 10% of total budget carry forward accompanied by robust financial scrutiny of all Academy expenditure.

Staffing costs are currently 78% (2020 - 74%) of the total expenditure (before actuarial movements) and a remodelling of the workforce has taken place to ensure that staffing costs are affordable going forward.

Pupil numbers continue to rise towards the planned capacity of 420 without the need to employ additional or build new classrooms to accommodate the anticipated new pupils.

Emergency building work has had to take place this year due to underground faulty pipework that led to underground flooding beneath the Junior hall has been replaced and superficial damage to the hall flooring has been rectified. This work was paid for by our insurers.

Our latest OFSTED June 2021 was a very positive report and we continue to be rated as a 'Good' school. The Academy continues to be sustainable as a "stand -alone" Academy, while being an active participant of the Nottingham Schools Trust Partnership.

OFSTED June 2021 commended the activity and knowledge of the Board and their role in supporting the Academy to become outstanding.

Replacement pipework for the whole of Key Stage 2, was an "identifiable risk in the immediate future" as mentioned in last year's Governors Report. In June 2019 there was indeed a failure of this pipework, similar in nature to the failure of the year before in Key Stage 1 which led to emergency remedial building work, which was covered by insurance. This work is completed.

An Employment Tribunal case was concluded within the year.

The Academy Board has been working with the Senior Managers and Nottingham Schools Trust to ensure "Succession Planning" is in place for the shorter and longer term interests of the Academy. A new Head Teacher has been appointed and has been in post since January 2021.

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Governors' Report (continued)
For the Year Ended 31 August 2021

COVID 19 has placed a significant strain on the Office due to all the additional paperwork, risk assessment and procedures that require ongoing attention on a daily basis. There have been additional staffing, cleaning and site costs associated with COVID 19 which are ongoing. The Government COVID 19 Catch Up premium received during 2020-21 amounted to £32,640. This enabled extra teaching capacity in key year groups. In some year groups additional teachers were deployed. In Year 5 there were 3 teachers across the cohort and in the summer term additional teaching support in year 3 on a supply contract. In Year 1 there was additional teaching support in the Spring and Summer terms. Additional support staff were employed on a supply contract and deployed in year groups with vulnerable SEND children. The additional staff carried out focus intervention with key groups. Teachers and TA's transitioned with key year groups at the start of the year, this included children moving from year 1 to year 2 and from year 4 to year 5. Through the generous funding offered by Vodafone we were able to provide internet access for key pupils that required it. In addition, 18 laptops from the DfE meant that we were able to lend our bank of lap tops in school to identified children. Staff received extra training for Maths, English, Spelling & Phonics plus Behaviour Support Team led staff training for Vulnerable children who were given further support through 1:1/small group work and encouraged to come to school during the lockdowns.

Now that Brexit has happened plus together with the pandemic, the Academy like other schools have seen the limitations of obtaining certain catering products, supply staff and also the delay in having the goods delivered to school. We continue to review and monitor the impact of this on an ongoing basis as we come out of this pandemic and move towards a more sustainable way of school life.

d. Financial review

Our income for the year was £2,554,069 (2020 - £2,513,287) with a deficit of £171,836 (2020 - £55,204) before actuarial movements. The principal source of funding for the Academy is of course the GAG though the Academy has been able to source successfully significant additional funding to contribute to the infrastructure of the building. This is enabling the Academy to develop an energy efficient, sustainable and attractive modern environment for learning. The local community has confidence in the Academy demonstrated by the increasing number of pupils who attend every year. The Academy accounts have previously been audited yearly by Mazars but from September 2021 our new Accountants PKF Smith Cooper will be preparing our yearly accounts to ensure the Academy is meeting all financial regulations and requirements and spending its' funding in an efficient and effective manner. The Academy can demonstrate an improving infrastructure and rising standards of Progress and Attainment.

Fundraising

Funding for the operation and activities of the school is provided in the main by Government or other grants. There are minimal fundraising activities carried out and are minor in nature and carried out within the school community to raise funds for an activity within the school.

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

Plans for future periods

Ensure that all end of year targets are met so that outcomes for all pupils in Reading, Writing and Maths are at least in line with National comparisons.

Embed new frameworks for English and Maths provision resulting in consistent and high quality teaching and learning within these subjects.

Enhance the curriculum to ensure that the EYFS has a continuous well-planned approach and that the whole curriculum is underpinned by identified key knowledge.

Develop a shared and collaborative new school culture linked to the mantra of "Aim high, achieve!" that involves input from all stake holders.

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Governors' Report (continued)
For the Year Ended 31 August 2021

Funds held as custodian on behalf of others

There are no assets / arrangements for safe custody and segregation.

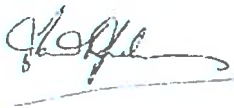
Disclosure of information to auditors

Insofar as the Governors are aware:

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

The Governors' Report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on
by: and signed on its behalf

25th November 2021



Mr David Dickinson
Chair of Governors

THE MILFORD ACADEMY
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Governance Statement

Scope of responsibility

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

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

The Board of Governors has delegated the day-to-day responsibility to the Head Teacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Milford Academy and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the governors' report and in the statement of governors' responsibilities. The Board of Governors has formally met 7 times during the year which includes remote meetings via Zoom and Teams programs. Governors were able to maintain effective oversight as they were periodically updated with budget forecasts. These forecasts were shared either by Teams meetings or via email. All Governors have been made aware of any urgent matters and updates through weekly reports to the Chair during the first lockdown due to COVID 19 and continued into the Spring and Summer Term 2021 as we went through further school closures during the academic year.

Attendance during the year at meetings of the Board of Governors was as follows:

Governor	Meetings attended	Out of a possible
Mr David Dickinson, Chair of Governors	7	7
Mr James Strawbridge, Vice Chair of Governors	7	7
Mr Matthew Cooke	7	7
Mr Dominic Magner, Head Teacher and Accounting officer	1	1
Ms Violet Grinnell, Acting Head Teacher and Accounting officer	0	0
Mr Robert Perkins, Head Teacher and Accounting officer	4	4
Mr Stephen Goff	5	7
Mrs Sarah Hickling	6	7
Mr Jackson Njiri	6	7
Mrs Rachel Flynn	7	7

Our last external review of Governance was carried out by the Governors section at Nottingham City Council in September 2019. The Board have now commissioned a new set of Articles of Association to ensure the Academy is in line with the latest DfE Guidelines. The current priority for 2021/2022 is to reconfigure the Trust's Board in line with the new Article of Association from the DfE. Once this has been finalised the Academy will then arrange for an updated Review of Governance to gather and ascertain the wealth of knowledge and experience that the Board will hold.

One of the main identified areas for development included the need for an Audit Committee, this was implemented during the Summer Term 2020 with a lead Governor being elected (Matthew Cooke).

Governors continue to receive on-going CPD relating to their roles and have all been assigned to one of the Academy Improvement Priorities for 2021-22.

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Governance Statement (continued)

Governance (continued)

The Board is considering if further expertise can be attracted while exploring local partnerships that can add value to the work of the Academy Board. Any formal changes to the current status of the Academy would of course have huge implications and careful due diligence about any change would be essential.

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

1. Assist the decision making of the Governing Body, by enabling more detailed consideration to be given to the best means of fulfilling the Governing Body's responsibility to ensure sound management of the Academy's finances and resources, including proper planning, monitoring and probity.
2. To make appropriate comments and recommendations on such matters to the Governing Body on a regular basis.

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr David Dickinson	2	3
Mr James Strawbridge	2	2
Mr Matthew Cooke	3	3
Mr Jackson Njiiri	3	3
Mr Robert Perkins	2	2
Mrs Racehl Flynn	3	3

Review of value for money

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

The Accounting Officer considers how the trusts' use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The Academy can demonstrate value for money in the last year by virtue of the OFSTED report, (June 2021), which was good and noted the continued development of the Academy. The site, which was voted Best School Ground in Nottingham Schools in the recent past, has recently been assessed as having a capacity for 420 pupils, which has been achieved through no additional funding.

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 policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Milford Academy for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Governors has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

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Governance Statement (continued)

The risk and control framework

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

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

The Board of Governors has considered the need for a specific internal audit function and from the Summer 2021 the Academy has now appointed a new internal Auditor, Hobson, who will now carry out audits for the various ESFA areas during the academic year.

The reviewer's role includes giving advice on financial and other matters and performing a range of checks on the Academy Trust's financial systems. In particular the checks carried out in the current period included:

- Sample of purchase invoices ensuring value for money, order raised and authorisation;
- A sample of income transactions ensuring adequate documentation, banking promptly and in full;
- A sample of additional payments (staffing) ensuring authorisation;
- Register of Pecuniary Interest is current.

On an annual basis, the reviewer reports to the Board of Governors through the finance and general purposes committee on the operation of the systems of control and on the discharge of the Governors' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The reviewer delivered their schedule of works.

Review of effectiveness

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

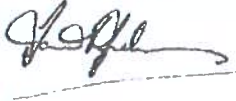
- the work of the reviewer;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

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

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Governance Statement (continued)

Approved by order of the members of the Board of Governors on **25th November 2021** and signed
on their behalf by:



Mr David Dickinson
Chair of Trustees



Mr Robert Perkins
Accounting Officer

THE MILFORD ACADEMY
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Statement on Regularity, Propriety and Compliance

As accounting officer of The Milford Academy I have considered my responsibility to notify the Academy Board of Governors and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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

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



Mr Robert Perkins
Accounting Officer

Date: 25/11/21

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(A Company Limited by Guarantee)

Statement of Governors' responsibilities
For the Year Ended 31 August 2021

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

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

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

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

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

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

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

25th November 2021



Mr David Dickinson
Chair of Governors

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of The Milford Academy

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of The Milford Academy
(continued)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Governors 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 Governors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the Governors' Responsibilities Statement, the Governors (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 Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of The Milford Academy
(continued)

Auditors' responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. Based on our understanding of the industry, we identify key laws and regulations affecting the Trust. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the company and industry, we identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- Management bias in respect of accounting estimates and judgements made;
- Management override of control;
- Posting of unusual journals or transactions;
- Non-compliance with the Academy Financial Handbook and Accounts Direction.

We focussed on those area that could give rise to a material misstatement in the Company financial statements. Our procedures included, but were not limited to:

- Enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of those charged with governance where available;
- Reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of 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 bias. In particular pension liabilities;
- A separate limited scope regularity review has been undertaken in respect of compliance with the Academy Financial Handbook and our report in respect of this is contained within the financial statements.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

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.

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

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of The Milford Academy
(continued)

Use of our report

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

PKF Smith Cooper Audit Limited

Sarah Flear (Senior Statutory Auditor)
for and on behalf of
PKF Smith Cooper Audit Limited
Chartered Accountants and Statutory Auditors
Nottingham
NG1 1PB

Date: 21/2/21

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Independent Reporting Accountant's Assurance Report on Regularity to The Milford Academy and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 26 August 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Milford Academy during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to The Milford Academy and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Milford Academy and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than The Milford Academy and ESFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of The Milford Academy's funding agreement with the Secretary of State for Education dated [enter date here] and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw our conclusion includes:

- Planning our assurance procedures including identifying key risks;
- Carrying out sample testing on controls;
- Carrying out substantive testing including analytical review;
- Concluding on procedures carried out.

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

**Independent Reporting Accountant's Assurance Report on Regularity to The Milford Academy and the
Education & Skills Funding Agency (continued)**

Conclusion

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

PKF Smith Cooper Limited

Reporting Accountant
PKF Smith Cooper Audit Limited
Chartered Accountants and Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

Date: *2/12/21*

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the Year Ended 31 August 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:						
Donations and capital grants	3	-	-	9,301	9,301	8,929
Other trading activities	5	4,746	93,333	-	98,079	192,935
Investments	6	73	-	-	73	289
Charitable activities	4	-	2,446,616	-	2,446,616	2,311,134
Total income		4,819	2,539,949	9,301	2,554,069	2,513,287
Expenditure on:						
Raising funds	7	-	31,594	-	31,594	52,484
Charitable activities	8	4,819	2,551,407	138,085	2,694,311	2,516,007
Total expenditure		4,819	2,583,001	138,085	2,725,905	2,568,491
Net expenditure		-	(43,052)	(128,784)	(171,836)	(55,204)
Transfers between funds	20	-	(72,139)	72,139	-	-
Net movement in funds before other recognised gains/(losses)		-	(115,191)	(56,645)	(171,836)	(55,204)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	27	-	(322,000)	-	(322,000)	(382,000)
Net movement in funds		-	(437,191)	(56,645)	(493,836)	(437,204)
Reconciliation of funds:						
Total funds brought forward		229,576	(2,009,790)	3,772,820	1,992,606	2,429,810
Net movement in funds		-	(437,191)	(56,645)	(493,836)	(437,204)
Total funds carried forward		229,576	(2,446,981)	3,716,175	1,498,770	1,992,606

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

The notes on pages 27 to 50 form part of these financial statements.

THE MILFORD ACADEMY
(A Company Limited by Guarantee)
Registered number: 08163499

Balance Sheet
As at 31 August 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	14	3,716,175	3,772,820
		<u>3,716,175</u>	<u>3,772,820</u>
Current assets			
Stocks	15	2,612	2,612
Debtors	16	36,883	48,822
Cash at bank and in hand		778,835	635,535
	25	<u>818,330</u>	<u>686,969</u>
Creditors: amounts falling due within one year	17	(177,104)	(132,798)
Net current assets		<u>641,226</u>	<u>554,171</u>
Total assets less current liabilities		<u>4,357,401</u>	<u>4,326,991</u>
Creditors: amounts falling due after more than one year	19	(8,631)	(14,385)
Net assets excluding pension liability		<u>4,348,770</u>	<u>4,312,606</u>
Defined benefit pension scheme liability	27	(2,850,000)	(2,320,000)
Total net assets		<u><u>1,498,770</u></u>	<u><u>1,992,606</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	20	3,716,175	3,772,820
Restricted income funds	20	403,019	310,210
		<u>4,119,194</u>	<u>4,083,030</u>
Restricted funds excluding pension asset	20	4,119,194	4,083,030
Pension reserve	20	(2,850,000)	(2,320,000)
		<u>1,269,194</u>	<u>1,763,030</u>
Total restricted funds	20	1,269,194	1,763,030
Unrestricted income funds	20	229,576	229,576
		<u>1,498,770</u>	<u>1,992,606</u>
Total funds		<u><u>1,498,770</u></u>	<u><u>1,992,606</u></u>

THE MILFORD ACADEMY
(A Company Limited by Guarantee)
Registered number: 08163499

Balance Sheet (continued)
As at 31 August 2021

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 23 to 50 were approved by the Governors, and authorised for issue on and are signed on their behalf, by:

25th November 2021



Mr David Dickinson
Chair of Trustees

The notes on pages 27 to 50 form part of these financial statements.

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Statement of Cash Flows
For the Year Ended 31 August 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by operating activities	22	221,120	108,285
Cash flows from investing activities	24	(72,066)	(32,635)
Cash flows from financing activities	23	(5,754)	(5,754)
Change in cash and cash equivalents in the year		143,300	69,896
Cash and cash equivalents at the beginning of the year		635,535	565,639
Cash and cash equivalents at the end of the year	25, 26	<u>778,835</u>	<u>635,535</u>

The notes on pages 27 to 50 form part of these financial statements

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2021

1. Accounting policies

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

1.1 Basis of preparation of financial statements

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

The Milford Academy meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

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

1.3 Income

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

• **Grants**

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

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

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

• **Other income**

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2021

1. Accounting policies (continued)

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 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.

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2021

1. Accounting policies (continued)

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 Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Depreciation is provided on the following bases:

Leasehold land	- Over the term of the lease
Long-term leasehold property	- 50 years straight line
Long-term leasehold building improvements	- 10 years straight line
Fixtures and equipment	- 8 years straight line
Computer equipment	- 3 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 Statement of Financial Activities.

1.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.9 Cash at bank and in hand

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

1.10 Liabilities

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

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2021

1. Accounting policies (continued)

1.11 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 19. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.12 Operating leases

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

1.13 Pensions

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

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

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

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

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2021

1. Accounting policies (continued)

1.14 Fund accounting

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

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

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

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

The Governors consider that there are no critical areas of judgement with the exception of the pension valuation noted above.

THE MILFORD ACADEMY
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Notes to the Financial Statements
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3. Income from donations and capital grants

	Restricted fixed asset funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Capital grants	9,301	9,301	8,929
<i>Total 2020</i>	8,929	8,929	

4. Funding for the Academy's academy's educational operations

	Restricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
DfE/ESFA grants			
General Annual Grant (GAG)	1,719,559	1,719,559	1,639,349
Other DfE/ESFA grants			
Pupil Premium	149,588	149,588	186,914
Universal Free School Meals	102,077	102,077	96,801
Others	72,327	72,327	70,823
	2,043,551	2,043,551	1,993,887
Other Government grants			
Local authority grants	346,543	346,543	317,247
	346,543	346,543	317,247
COVID-19 additional funding (DfE/ESFA)			
Catch-up premium	32,640	32,640	-
Emergency support	23,882	23,882	-
	56,522	56,522	-
	2,446,616	2,446,616	2,311,134
<i>Total 2020</i>	2,311,134	2,311,134	

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the academy's funding for Universal Infant Free School Meals and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

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5. Income from other trading activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Hire of facilities	-	-	-	65
Income from other charitable activities	-	52,122	52,122	58,770
Income from ancillary trading activities	4,746	41,211	45,957	134,100
Total 2021	4,746	93,333	98,079	192,935
<i>Total 2020</i>	<i>50,609</i>	<i>142,326</i>	<i>192,935</i>	

6. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Investment income	73	73	289
<i>Total 2020</i>	<i>289</i>	<i>289</i>	

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7. Expenditure

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £	Total 2020 £
Expenditure on fundraising trading activities:					
Expenditure on raising funds	-	-	31,594	31,594	52,484
Academy's educational operations:					
Direct costs	1,552,830	64,477	48,266	1,665,573	1,540,711
Allocated support costs	580,499	111,757	336,482	1,028,738	975,296
	<u>2,133,329</u>	<u>176,234</u>	<u>416,342</u>	<u>2,725,905</u>	<u>2,568,491</u>
<i>Total 2020</i>	<u>1,929,839</u>	<u>231,073</u>	<u>407,579</u>	<u>2,568,491</u>	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Academy's educational operations	4,819	2,689,492	2,694,311	2,516,007
<i>Total 2020</i>	-	2,516,007	2,516,007	

Summary by expenditure type

	Staff costs 2021 £	Depreciation 2021 £	Other costs 2021 £	Total funds 2021 £	Total funds 2020 £
Academy's educational operations	2,133,329	130,986	429,996	2,694,311	2,516,007
<i>Total 2020</i>	<u>1,929,839</u>	<u>136,076</u>	<u>450,092</u>	<u>2,516,007</u>	

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9. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Academy's educational operations	1,665,573	1,028,738	2,694,311	2,516,007
<i>Total 2020</i>	<i>1,540,711</i>	<i>975,296</i>	<i>2,516,007</i>	

Analysis of support costs

	Total funds 2021 £	<i>Total funds 2020 £</i>
Staff costs	580,499	494,828
Depreciation	66,509	71,599
Technology costs	43,848	42,094
Governance costs	18,370	13,695
Premises costs	106,938	166,596
Other support costs	205,475	186,484
Loss on disposal of fixed assets	7,099	-
	1,028,738	<i>975,296</i>

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10. Net expenditure

Net expenditure for the year includes:

	2021 £	2020 £
Operating lease rentals	10,109	9,884
Depreciation of tangible fixed assets	130,986	136,076
Loss on disposal of fixed assets	7,099	-
Fees paid to auditors for:		
- audit	6,550	6,720
- other services	3,850	3,235
	<u>6,550</u>	<u>3,235</u>

During the year there were no individual transactions exceeding £5,000 falling under the following headings:

- Ex-gratia/compensation payments;
- Gifts made by the Trust;
- Fixed asset losses;
- Stock losses;
- Unrecoverable debts;
- Cash losses.

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	1,410,578	1,346,139
Social security costs	116,383	109,002
Pension costs	494,480	406,798
	<u>2,021,441</u>	<u>1,861,939</u>
Agency staff costs	111,888	67,900
Staff restructuring costs	-	1,905
	<u>2,133,329</u>	<u>1,931,744</u>

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Notes to the Financial Statements
For the Year Ended 31 August 2021

11. Staff (continued)

b. Staff numbers

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

	2021 No.	<i>2020</i> <i>No.</i>
Teachers	14	<i>15</i>
Administration and support	57	<i>56</i>
Management	10	<i>9</i>
	81	<i>80</i>

c. Higher paid staff

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

	2021 No.	<i>2020</i> <i>No.</i>
In the band £70,001 - £80,000	-	<i>1</i>

d. Key management personnel

The key management personnel of the Academy comprise the Governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £516,309 (2020 - £467,032).

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Notes to the Financial Statements
For the Year Ended 31 August 2021

12. Governors' remuneration and expenses

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

		2021 £	2020 £
Mr Dominic Magner, HeadTeacher and Accounting officer (resigned 25 November 2020)	Remuneration	15,000 - 20,000	75,000 - 80,000
	Pension contributions paid	0 - 5,000	15,000 - 20,000
Mr Stephen Goff	Remuneration	35,000 - 40,000	30,000 - 35,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
Mrs Sarah Hickling	Remuneration	25,000 - 30,000	20,000 - 25,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
Mr Robert Perkins, Head Teacher and Accounting officer (appointed 1 January 2021)	Remuneration	40,000 - 45,000	
	Pension contributions paid	10,000 - 15,000	
Mrs Rachel Flynn	Remuneration	35,000 - 40,000	
	Pension contributions paid	5,000 - 10,000	

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

13. Governors' 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 unlimited cover. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

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Notes to the Financial Statements
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14. Tangible fixed assets

	Long-term leasehold property £	Leasehold improvements £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation					
At 1 September 2020	3,942,244	351,602	155,114	93,313	4,542,273
Additions	-	11,625	56,922	12,893	81,440
Disposals	-	(4,956)	(40,969)	(12,980)	(58,905)
At 31 August 2021	3,942,244	358,271	171,067	93,226	4,564,808
Depreciation					
At 1 September 2020	478,040	108,304	102,692	80,417	769,453
Charge for the year	64,477	34,820	17,752	13,937	130,986
On disposals	-	(2,478)	(36,348)	(12,980)	(51,806)
At 31 August 2021	542,517	140,646	84,096	81,374	848,633
Net book value					
At 31 August 2021	3,399,727	217,625	86,971	11,852	3,716,175
At 31 August 2020	3,464,204	243,298	52,422	12,896	3,772,820

15. Stocks

	2021 £	2020 £
Goods for resale	2,612	2,612

16. Debtors

	2021 £	2020 £
Due within one year		
Other debtors	-	2,126
Prepayments and accrued income	7,962	33,642
VAT recoverable	28,921	13,054
	36,883	48,822

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Notes to the Financial Statements
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17. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Other loans	5,754	5,754
Trade creditors	-	1,795
Accruals and deferred income	171,350	125,249
	<u>177,104</u>	<u>132,798</u>

Loans of £5,754 (2020: £5,754) from Salix are repayable over 8 years and do not incur interest. The loan is unsecured.

18. Deferred income

	2021	2020
	£	£
Deferred income at 1 September 2020	113,206	61,199
Resources deferred in the year	152,759	113,206
Amounts released from previous periods	(113,206)	(61,199)
	<u>152,759</u>	<u>113,206</u>

The deferred income as at 31 August 2021 relates to:

- £32,030 UIFSM
- £68,191 Early Years High
- £38,341 High level needs
- £14,197 Pupil Premium

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

	2021	2020
	£	£
Other loans	<u>8,631</u>	<u>14,385</u>

Loans of £5,754 (2020: £5,754) from Salix are repayable over 8 years and do not incur interest. The loan is unsecured.

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For the Year Ended 31 August 2021

20. Statement of funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
General funds	229,576	4,819	(4,819)	-	-	229,576
Restricted general funds						
General Annual Grant (GAG)	280,253	1,719,559	(1,554,611)	(72,139)	-	373,062
Pupil Premium	29,957	149,588	(149,588)	-	-	29,957
Other grants	-	577,469	(577,469)	-	-	-
Other restricted income	-	93,333	(93,333)	-	-	-
Pension reserve	(2,320,000)	-	(208,000)	-	(322,000)	(2,850,000)
	<u>(2,009,790)</u>	<u>2,539,949</u>	<u>(2,583,001)</u>	<u>(72,139)</u>	<u>(322,000)</u>	<u>(2,446,981)</u>
Restricted fixed asset funds						
Transfer on conversion	2,945,906	-	(52,766)	-	-	2,893,140
DfE Group capital grants	407,495	9,301	(42,046)	-	-	374,750
Capital expenditure from GAG	419,419	-	(43,273)	72,139	-	448,285
	<u>3,772,820</u>	<u>9,301</u>	<u>(138,085)</u>	<u>72,139</u>	<u>-</u>	<u>3,716,175</u>
Total Restricted funds	<u>1,763,030</u>	<u>2,549,250</u>	<u>(2,721,086)</u>	<u>-</u>	<u>(322,000)</u>	<u>1,269,194</u>
Total funds	<u>1,992,606</u>	<u>2,554,069</u>	<u>(2,725,905)</u>	<u>-</u>	<u>(322,000)</u>	<u>1,498,770</u>

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

Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the academy at the discretion of the Governors;

Restricted funds (excluding pension and other restricted reserves) represent funds received from the Department for Education and is specifically spent on the running of the academy;

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Notes to the Financial Statements
For the Year Ended 31 August 2021

20. Statement of funds (continued)

Pension reserve represents the movements on the Local Government Pension Scheme liability; Other restricted reserve represents funds which are restricted by the donor including school trip income;

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

The transfers relate to GAG funding used for capital expenditure.

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

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20. Statement of funds (continued)

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

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
Unrestricted funds						
General Funds	199,657	50,898	(20,979)	-	-	229,576
Restricted general funds						
General Annual Grant (GAG)	125,557	1,639,349	(1,451,729)	(32,924)	-	280,253
Pupil Premium	30,553	156,957	(157,553)	-	-	29,957
Other grants	-	657,154	(657,154)	-	-	-
Pension reserve	(1,793,000)	-	(145,000)	-	(382,000)	(2,320,000)
	<u>(1,636,890)</u>	<u>2,453,460</u>	<u>(2,411,436)</u>	<u>(32,924)</u>	<u>(382,000)</u>	<u>(2,009,790)</u>
Restricted fixed asset funds						
Transfer on conversion	3,000,500	-	(54,594)	-	-	2,945,906
DfE Group capital grants	439,933	8,929	(41,367)	-	-	407,495
Capital expenditure from GAG	426,610	-	(40,115)	32,924	-	419,419
	<u>3,867,043</u>	<u>8,929</u>	<u>(136,076)</u>	<u>32,924</u>	<u>-</u>	<u>3,772,820</u>
Total Restricted funds	<u>2,230,153</u>	<u>2,462,389</u>	<u>(2,547,512)</u>	<u>-</u>	<u>(382,000)</u>	<u>1,763,030</u>
Total funds	<u>2,429,810</u>	<u>2,513,287</u>	<u>(2,568,491)</u>	<u>-</u>	<u>(382,000)</u>	<u>1,992,606</u>

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Notes to the Financial Statements
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21. Analysis of net assets between funds

Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	3,716,175	3,716,175
Current assets	229,576	588,754	-	818,330
Creditors due within one year	-	(177,104)	-	(177,104)
Creditors due in more than one year	-	(8,631)	-	(8,631)
Provisions for liabilities and charges	-	(2,850,000)	-	(2,850,000)
Total	229,576	(2,446,981)	3,716,175	1,498,770

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	3,772,820	3,772,820
Current assets	229,576	457,393	-	686,969
Creditors due within one year	-	(132,798)	-	(132,798)
Creditors due in more than one year	-	(14,385)	-	(14,385)
Provisions for liabilities and charges	-	(2,320,000)	-	(2,320,000)
Total	229,576	(2,009,790)	3,772,820	1,992,606

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Notes to the Financial Statements
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22. Reconciliation of net expenditure to net cash flow from operating activities

	2021 £	2020 £
Net expenditure for the year (as per Statement of Financial Activities)	(171,836)	(55,204)
Adjustments for:		
Depreciation charges	130,986	136,076
Capital grants from DfE and other capital income	(9,301)	(8,929)
Interest receivable	(73)	(289)
Defined benefit pension scheme adjustment	208,000	145,000
Decrease/(increase) in stocks	-	(2,612)
Decrease in debtors	11,939	17,084
Increase/(decrease) in creditors	44,306	(122,841)
(Profit)/loss from the sale of tangible fixed assets	7,099	-
Net cash provided by operating activities	221,120	108,285

23. Cash flows from financing activities

	2021 £	2020 £
Repayments of borrowing	(5,754)	(5,754)

24. Cash flows from investing activities

	2021 £	2020 £
Dividends, interest and rents from investments	73	289
Purchase of tangible fixed assets	(81,440)	(41,853)
Capital grants from DfE Group	9,301	8,929
Net cash used in investing activities	(72,066)	(32,635)

25. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	778,835	635,535

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Notes to the Financial Statements
For the Year Ended 31 August 2021

26. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	Other non- cash changes £	At 31 August 2021 £
Cash at bank and in hand	635,535	143,300	-	778,835
Debt due within 1 year	(5,754)	5,754	(5,754)	(5,754)
Debt due after 1 year	(14,385)	-	5,754	(8,631)
	<u>615,396</u>	<u>149,054</u>	<u>-</u>	<u>764,450</u>

27. 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 [insert Nottinghamshire County Council Pension fund. 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 £Nil were payable to the schemes at 31 August 2021 (2020 - £Nil) 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.

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Notes to the Financial Statements
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27. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £169,093 (2020 - £162,672).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £151,000 (2020 - £125,000), of which employer's contributions totalled £117,000 (2020 - £96,000) and employees' contributions totalled £ 34,000 (2020 - £29,000). The agreed contribution rates for future years are 18.3 per cent for employers and varying rates of 5.5 and 7.5 per cent for employees.

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

	2021	2020
	%	%
Rate of increase in salaries	3.90	3.25
Rate of increase for pensions in payment/inflation	2.00	2.25
Discount rate for scheme liabilities	1.65	1.60

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Notes to the Financial Statements
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27. Pension commitments (continued)

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

	2021	2020
	Years	Years
<i>Retiring today</i>		
Males	21.6	21.8
Females	24.3	24.4
<i>Retiring in 20 years</i>		
Males	22.9	23.2
Females	25.7	25.9

Sensitivity analysis

	2021	2020
	£000	£000
Discount rate +0.1%	135	100
Discount rate -0.1%	(138)	(102)
Mortality assumption - 1 year increase	(231)	(153)
Mortality assumption - 1 year decrease	222	147
Salary increase rate +0.1%	(13)	(11)
Salary increase rate -0.1%	13	11

Share of scheme assets

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

	2021	2020
	£	£
Equities	1,348,000	1,025,000
Gilts	68,000	67,000
Other bonds	131,000	147,000
Property	213,000	226,000
Cash	85,000	67,000
Other	233,000	184,000
Total market value of assets	2,078,000	1,716,000

The actual return on scheme assets was £253,000 (2020 - £58,000).

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Notes to the Financial Statements
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27. Pension commitments (continued)

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

	2021 £	2020 £
Current service cost	(287,000)	(207,000)
Interest income	28,000	31,000
Interest cost	(65,000)	(64,000)
Administrative expenses	(1,000)	(1,000)
Total amount recognised in the Statement of Financial Activities	(325,000)	(241,000)

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

	2021 £	2020 £
At 1 September	4,036,000	3,457,000
Current service cost	287,000	207,000
Interest cost	65,000	64,000
Employee contributions	34,000	29,000
Actuarial losses/(gains)	547,000	333,000
Benefits paid	(41,000)	(54,000)
At 31 August	4,928,000	4,036,000

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

	2021 £	2020 £
At 1 September	1,716,000	1,664,000
Interest income	28,000	31,000
Actuarial gains/(losses)	225,000	(49,000)
Employer contributions	117,000	96,000
Employee contributions	34,000	29,000
Benefits paid	(41,000)	(54,000)
Admin expenses	(1,000)	(1,000)
At 31 August	2,078,000	1,716,000

THE MILFORD ACADEMY
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2021

28. Operating lease commitments

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

	2021 £	2020 £
Not later than 1 year	12,274	10,295
Later than 1 year and not later than 5 years	27,121	20,485
	<u>39,395</u>	<u>30,780</u>

29. 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.

30. Related party transactions

Owing to the nature of the Academy and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the governors have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy'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 Governors' remuneration and expenses already disclosed in note 12.