

**Ocker Hill Academy Trust**  
**(A Company Limited by Guarantee)**  
**Annual Report and Financial Statements**  
**Year ended 31 August 2022**

Company Registration Number  
08593820 (England and Wales)

**Feltons**  
**Chartered Accountants**

**Birmingham**  
**B1 3JR**

**Ocker Hill Academy Trust**  
**(A Company Limited by Guarantee)**

**Report and Financial Statements**  
**Year ended 31 August 2022**

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**Ocker Hill Academy Trust  
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**Reference and Administrative Details**

Members	Mr Harjinder Kumar Badhan	16/03/2013
	Ms Gemma Alldrit	11/09/2017
	Mr Aubrey Hadley	01/09/2013
	Mr Mathew Langowski-Gadd	17/04/2018
	Parent Vacancy	

Trustees	Mr Tim Morton - Chair	29/09/2015
	Mr James Grundy - Co-opted	30/03/2021
	Mrs Kerry Fazey - Co-opted	30/03/2021
	Mrs S Melody - Co-opted	13/07/2021
	Mrs H Allan - Parent	25/05/2022
	Mrs S Kaur - Parent	25/05/2022
	Mr A Hollyhead - Principal Resigned 31.08.2022	01/09/2013
	Mr J Farmer – Staff	01/09/2013
	Mrs R Smith – Staff	11/09/2017

Company secretary Mr A Hollyhead

Senior management team

- Part time Principal Mr A Hollyhead
- Vice Principal/Part time Principal Mr J Farmer
- Assistant Principal Mr M Goodwin
- Part time Assistant Principal Mrs S Farmer
- Business Manager Mrs S Boughton

Company name Ocker Hill Academy Trust

Principal and registered office Gospel Oak Road  
Tipton  
West Midlands  
DY4 0DS

Company registration number 8593820

Independent auditor Feltons  
8 Sovereign Court  
8 Graham Street  
Birmingham

**Ocker Hill Academy Trust  
(A Company Limited by Guarantee)**

B1 3JR

**Reference and Administrative Details (continued)**

Bankers

Lloyds Bank  
63 High Street  
Dudley  
West Midlands  
DY1 1PY

Solicitors

Browne Jacobson  
Victoria Square House  
Victoria Square  
Birmingham  
B2 4BU

# **Ocker Hill Academy Trust (A Company Limited by Guarantee)**

## **Trustees' report for the year ended 31 August 2022**

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The Academy Trust operates an academy for pupils aged 7 to 11 serving a catchment area in Sandwell. It has a pupil capacity of 256 and had a roll of 251 in the academy census on Thursday 6<sup>th</sup> October 2022.

## **Structure, Governance and Management**

### **Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Ocker Hill Academy are also the directors of the charitable company for the purposes of company law. The charitable company operates as Ocker Hill Academy.

Details of the trustees who served during the year and to the date these accounts are approved are included in the Reference and Administrative details on page 1.

### **Members' liability**

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

### **Trustees' indemnities**

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £25,000,000 on any one claim.

### **Method of recruitment and appointment or election of Trustees**

Parent trustees are elected by the parents of registered pupils at the academy. A parent trustee must be a parent of a pupil at the academy at the time when she/he is elected.

Community trustees may be appointed by the Board of Members provided that the person who is appointed as a community trustee is:

- a person who lives or works in the community served by the academy; or
- a person who, in the opinion of the Board of Trustees, is committed to the government and success of the academy.

Staff Trustees are elected by employees of the academy trust.

The above selection procedures are:

Community – Appointed by the Members. The trustees will seek to appoint a person, who lives or works in the community served by the academy, who is committed to the success of the academy.

Parent – Nominated and elected by the parents and carers of the pupils on roll.

Staff – Nominated and elected by the staff employed by the academy. One representative from teaching staff; one representative from support staff.

The principal is an ex-officio trustee.

## **Ocker Hill Academy Trust (A Company Limited by Guarantee)**

### **Trustees' report for the year ended 31 August 2022 (continued)**

#### **Policies and Procedures Adopted for the Induction and Training of Trustees**

The Board of Trustees has a service level agreement with the trustee support department of SIPS Education Ltd to provide training, advice and support to the Board of Trustees.

Newly elected trustees attend induction training for new trustees, and in addition select specific training provided by trustee support in accordance with their needs.

The Principal is the leader for professional development in the academy and he ensures that trustees are provided with opportunities to receive training in accordance with their role, and academy's training plan.

#### **Organisational structure**

The Board of Trustees has established committees and appoints trustees to serve on each of the committees annually. The committees for the period of the report were:

- Staffing and Finance
- Pay Committee
- Audit Committee
- Behaviour and Safety Committee
- Curriculum Committee
- Principal's Performance Management
- Appeals
- Staff and Pupil Discipline

The written terms of reference of the committees include the monitoring of the preparation and management of the Academy's budget and implementation of the Academy's financial management policies, including risk assessment.

The Board of Trustees also appoints a responsible officer from Academy Advisory and this role has been fully implemented in accordance with the Academy Trust's financial procedures.

Decisions relating to matters that impact on Ocker Hill Academy are reserved for the Board of Trustees.

The Trust Governing Body is responsible for setting all policies covering human resources, health & safety, curriculum and financial aspects of the work of the academy. The trust governing body monitors the work of the academy. It receives regular reports from the senior leadership team, including budget and other data updates.

Those responsibilities delegated to management include :

#### **Delegation of expenditure and virements**

That sums below £10,000 be delegated to the Principal.

#### **Disposal of surplus stock**

Delegated to Principal with the approval of the Chair of the Board of Trustees.

#### **Delegation of Suspension**

That suspension be delegated to the Chair of the Board of Trustees in instances where the Principal is the person in question or involved in the case. That the Chair of the Board of Trustees be given delegated powers to lift the suspension after taking advice from Human Resources or any other organisation providing the service to the academy.

#### **Approval for Expenditure**

The Chair of the Board of Trustees or Chair of Staffing and Finance Committee be given approval for expenditure above the set limit prior to the next committee meeting – **only in cases of emergency**

**Ocker Hill Academy Trust  
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**Trustees' report for the year ended 31 August 2022 (continued)**

**Appointment of Staff** (ensure no appointment is carried out by one person alone)

Lunchtime/Cleaning/Administration Support Staff	<ul style="list-style-type: none"> <li>• Principal or Assistant Principal</li> <li>• Post Line Manager</li> </ul>
Educational Support Staff	<ul style="list-style-type: none"> <li>• Principal or Assistant Principal</li> <li>• Post Line Manager</li> <li>• 1 trustee</li> </ul>
Business Manager	<ul style="list-style-type: none"> <li>• Principal or Assistant Principal</li> <li>• 2 trustees</li> </ul>
Teaching Staff	<ul style="list-style-type: none"> <li>• Principal or Assistant Principal</li> <li>• 1 trustee</li> </ul>
Senior Management Team* <i>*Principal and Vice Principal appointments must be ratified by the relevant body.</i>	<ul style="list-style-type: none"> <li>• Principal or Assistant Principal</li> <li>• 2 trustees</li> </ul>

**Arrangements for setting pay and remuneration of key management personnel**

The arrangements are set out in the Academy Pay Policy and is reviewed annually. Performance towards any remuneration as set in the Pay Policy is measured by the criteria set out in the Appraisal Policy, which is also reviewed annually. Both policies are compliant with employment legislation with includes Teachers' Pay and Conditions.

**Related parties and other Connected Charities and Organisations**

All information regarding related parties is disclosed annually by completion of the 'Declaration of Business and other Interests' form. Also, all services that are potentially provided through companies disclosed are comprehensively checked to ensure they are provided at cost.

**Objectives and activities**

**Objects and aims**

The strategic goal of Ocker Hill Academy is to provide a broad and balanced curriculum to all pupils in accordance with the funding agreement between the academy trust and the Department for Education.

**Objectives, strategies and activities**

**Our Mission Statement**

Our mission at Ocker Hill Academy reflects a passionate commitment to providing children with a safe and dynamic learning experience. Driven by a desire to offer the best possible education, all children have access to a broad and balanced curriculum where they are encouraged to think deeply in lessons and taught knowledge-based objectives and skills as building blocks for life. Learning is underpinned by strong formative assessment principles. Pupils understand, and celebrate, what they do well and where their next steps in learning lie preparing them to be successful, knowledgeable and responsible citizens for the future.

**Our Strategic Overview**

At Ocker Hill Academy, all governors, teachers, support staff and parents are committed to working towards:

- Providing an environment where children feel safe, happy and secure.
- Providing children with equality of opportunity without prejudice.
- Building a curriculum with reading at the heart.
- Raising standards in literacy, *(with particular focus on writing, spelling, grammar and punctuation)* numeracy and science through the continuing development of high-quality teaching and learning.
- Inspiring a love of reading across all curriculum areas to build strong, independent readers who can read for purpose and pleasure.
- Ensure a broad and balanced curriculum for children of all abilities to experience and enjoy.

**Ocker Hill Academy Trust  
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**Trustees' report for the year ended 31 August 2022 (continued)**

- Having high expectations of learning behaviour throughout the academy and wider community.
- Developing moral and social values, underpinned by British Values, within our learners.
- Maintaining consistent transition procedures and link with the feeder Infant School and all subsequent High Schools/Academies.
- Cultural Capital- Providing children with the essential knowledge they need to be educated citizens, helping to engender an appreciation of human creativity and achievement

In order to deliver these values, Ocker Hill Academy has focused on five goals:

- To make the children's education relevant, purposeful, broad and balanced.
- To maintain a safe, caring environment.
- To aim for high levels of parental satisfaction for the service provided
- To use human resources efficiently.
- To use financial resources efficiently.

**Objectives, Strategies and Activities – Academy Improvement Plan**

In addition to improving the levels of attainment and progress across the core subjects, for all children, the Academy's self-evaluation identified specific academy development key priorities for 2021 -22 which included:

**Whole Academy Priorities**

- 1.1 Embed, review and monitor progression maps across all areas of the curriculum
- 1.2 Improvement of children's retention and ability to make links between concepts and ideas within the curriculum
- 1.3 Improvement in children's ability to use technical and subject specific vocabulary confidently (regardless of ability)
- 1.4 To ensure a broad and balanced curriculum driven by a balance of knowledge and skills
- 1.5 To ensure that pupil voice is an embedded part of a highly effective monitoring, evaluation and review system
- 1.6 To ensure and monitor a range of consistent formative and summative assessment to inform teaching in all subject areas

**Literacy Subject Area Actions**

**W/S Priority Ref:**

- 1.1 Embed sequencing of guided reading
- 1.5 Monitoring of planning and marking and literacy teaching
- 1.2 Introducing knowledge quizzes and retrieval practice into literacy lessons
- 1.3 Embed and monitor the use of key vocabulary boards across all subjects including spelling  
Introduction of handwriting scheme
- 1.6 Implement one off base line testing for year 3
- 1.6 Monitoring of assessment in reading and writing across the academy
- 1.4 Continuation of TLC writing moderations to ensure accurate levelling across the academy

**Maths Subject Area Actions**

**W/S Priority Ref:**

- 1.1 / 1.4 Evaluate and review sequencing of maths teaching based on White Rose 2.0 curriculum.
- 1.1/1.2/1.4/1.6 Monitoring of maths planning, resources, marking and teaching.
- 1.2 / 1.3/1.4 Introduce and embed knowledge quizzes, retrieval and (in Y3 and Y4) extra times tables practise.
- 1.2/ 1.3 Embed and monitor the use of key vocabulary /concepts on learning walls in maths.
- 1.5/ 1.3 /1.2 Embed routine of pupil conversations to discuss their learning in maths
- 1.3/1.6 Monitoring of teacher assessment and pupil self-assessment in maths across the Academy

**Science Subject Area Actions**

**W/S Priority Ref:**

- 1.1/1.2/1. Introduce and embed new sequence of science teaching
- 1.1/1.4/1.6 Monitoring of science planning, resources, marking and teaching



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**Trustees' report for the year ended 31 August 2022 (continued)**

- 1.2/1.3 Introduce and embed knowledge quizzes, retrieval practice and other retention strategies into science lessons
- 1.2/1.3 Embed and monitor the use of key vocabulary working walls and knowledge organisers in science
- 1.4/1.6 Improvement of assessment of science skills (Working Scientifically) across the academy
- 1.5/1.3/1.2 Introduce and embed a timetable of regular discussions with pupils regarding their science learning

**Computing Subject Area Actions**

**W/S Priority Ref:**

- 1.1.1 Review progression maps across the strands of computing to ensure that they provide suitable challenge
- 1.1.2 Modify progression maps to reflect the use of iPads in the strand digital devices.
- 1.2 Monitor the retention of key knowledge and skills in computing
- 1.3 Improvement in children's ability to use technical and subject specific vocabulary confidently (regardless of ability)
- 1.4 Ensure that individual digital portfolios of work show the breadth of their experience in the subject
- 1.5 Ensure that pupil voice is evidenced when monitoring formative assessments.
- 1.6 Investigate and evaluate summative assessment materials for computing.

**Humanities Subject Area Actions**

**W/S Priority Ref:**

- 1.1 Monitor sequencing of lessons in history and geography.
- 1.4 Monitor planning, marking and teaching in history and geography.
- 1.2 Embed knowledge quizzes and retrieval practise into history and geography lessons.
- 1.3 Monitor the effectiveness of classroom displays (including vocab boards) in supporting learning and use of subject specific language in history and geography.
- 1.4 Continue to embed opportunities for pupils to develop and showcase their learning in different ways.
- 1.5 Embed pupil voice in monitoring process.
- 1.6 Monitoring of assessment in history and geography across academy.

**Art/DT Subject Area Actions**

**W/S Priority Ref:**

- 1.1/1.4 Ensure effective coverage of knowledge and skills from progression maps across the academy.
- 1.2 Use pupil voice interviews to monitor retention and ability to make cross curricular links.
- 1.5 Use pupil voice interviews to evaluate effectiveness and enjoyment of curriculum.
- 1.6 Ensure effective assessment is being used to monitor progress and inform future steps.
- 1.3 Organise an academy wide exhibition day, where children can articulate and share their learning with parents/carers.

**Physical Education Subject Area Actions**

**W/S Priority Ref:**

- 1.1/1.4 Ensure effective coverage of knowledge and skills from progression maps across the academy.
- 1.5 Use pupil voice interviews to evaluate effectiveness and enjoyment of curriculum.
- 1.6 Ensure effective assessment is being used to monitor progress and inform future steps.
- 1.4 Ensure effectiveness and coverage of curriculum within delivered sessions by Ocker Hill Academy Sports Coach.

**PSHRE Subject Area Actions**

**W/S Priority Ref:**

- 1.6, 1.2 Monitor formative assessment and evidencing of PSHE to ensure that it supports progression.
- 1.1, 1.4 Embed amended curriculum to meet new statutory requirements for RSE.
- 1.1, 1.2 Implement progression map.
- 1.4 Embed an academy wide approach to inclusion of 'British Values' throughout PSHRE curriculum.
- 1.5 Embed pupil voice in monitoring process.
- 1.4 Introduce more opportunities for enterprise/money awareness in the PSHE curriculum.

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**Trustees' report for the year ended 31 August 2022 (continued)**

RE Subject Area Actions

W/S Priority Ref:

- 1.1 Introduce progression map alongside SACRE scheme.
- 1.6 Embed new assessment format.
- 1.4 Ensure additional visits to places of worship within RE curriculum.
- 1.5 Embed pupil voice feedback sessions into monitoring of RE

French Subject Area Priorities

W/S Priority Ref:

- 1.1 1.2 Implement progression map
- 1.6 1.2 Monitor planning and evidencing of French to ensure that it supports progression
- 1.5 Embed pupil voice feedback sessions into the monitoring of French
- 1.3 Improvement in children's ability to use subject specific vocabulary confidently
- 1.1 1.4 Ensure effective coverage from progression map across the academy
- 1.6 Implement and embed new assessment format

Music Subject Area Actions

W/S Priority Ref:

- 1.1/1.4 Ensure effective coverage of knowledge and skills from progression maps across the academy.
- 1.2 Use pupil voice interviews to monitor retention and ability to make cross curricular links.
- 1.5 Use pupil voice interviews to evaluate effectiveness and enjoyment of curriculum.
- 1.6 Ensure effective assessment is being used to monitor progress and inform future steps.
- 1.4 Organise individual, small group and after school club music provision with SIPS.

Times Tables Subject Area Priorities

W/S Priority Ref:

- 1.1 / 1.4 Evaluate and review times table's routine and practise.
- 1.2 Focus on administrating and the development of recalling times tables specifically in Year 4 for the Multiplication Check in June.
- 1.1/1.2/1.4/1.6 Monitoring of times tables children's progress.
- 1.2 / 1.3/1.4 Introduce and embed times table practise, testing and teaching techniques.
- 1.2/ 1.3 Embed and monitor the use of key vocabulary.
- 1.5/ 1.3 /1.2 Embed routine of pupil conversations to discuss their understanding of times tables.
- 1.3/1.6 Monitoring of teacher assessment and pupil self-assessment in times tables.
- 1.7 To implement the use of stories to conceptualise multiplication.

Pupil Premium Subject Area Actions

W/S Priority Ref:

- 1.1 Embed and monitoring of interventions of literacy and numeracy
- 1.6 Monitoring of assessments for pupils premium v non pupil premium pupils
- 1.3 Implement and embed teaching of tables for targeted pupils
- 1.2 & 1.5 Implement maths and literacy target setting for pupil premium
- 1.1 , 1.5 & 1.6 Monitoring of teaching and learning of pupil premium pupils- learning walks, pupil conversations
- 1.6 & 1.2 Embed team teaching across year 3-5 for pupil premium pupils
- 1.4 Introduce and implement fund raising event to be organised and run by pupil premium children.

Whole Academy Priorities

- 1 Train staff in the new KCSiE 2021 documentation
- 2 Train staff in the use of Report My Concern
- 3 Update staff with new threshold levels
- 4 Raise the Profile of Safeguarding arrangements within the Parental body
- 5 Raise DSL's awareness of the referral routes should a parent present as homeless or have no recourse for public funds
- 6 Review 'Security arrangements for the grounds and buildings including effective Lock down procedures?' [As identified in 175 audit]
- 7 Update DSL DDSL safeguard level training
- 8 Update All staff safeguarding training

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**Trustees' report for the year ended 31 August 2022 (continued)**

The strategies adopted for achieving these objectives are:

- Staff training/discussion
- Data analysis
- Monitoring, evaluating and reviewing by middle/senior leaders
- Lesson observations
- Pupil voice
- Liaison with outside agencies
- Pupil Assessments
- Learning walks
- Planning and book scrutiny
- Budgeting for effective resources
- Using academic research effectively

**Public benefit**

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

Ocker Hill Academy is an equal opportunity employer and strives to give full and fair consideration to all applicants for employment, training and promotions, irrespective of disability, gender, race, colour or sexual orientation.

**Strategic Report**

**Achievements and Performance**

Ocker Hill Junior School converted to academy status as an Ofsted graded 'Outstanding' school in September 2013. Following an inspection in February 2013, Ofsted validated the confidence shown by the Department for Education in supporting the conversion.

In 2022, Ocker Hill Academy achieved SATs results which were significantly above the national average in all areas. The results were as follows:

**End of Key Stage 2 Results for 2022**

**Reading**

Ocker Hill Average Scaled Score: 109  
National Average Scaled Score: 105  
Ocker Hill @ Age Expected Level: 93%  
Ocker Hill @ Greater Depth Level: 44%  
National Age Expected Level: 75%  
National Greater Depth Level: 28%

**SPaG**

Ocker Hill Average Scaled Score: 109  
National Average Scaled Score: 105  
Ocker Hill @ Age Expected Level: 90%  
Ocker Hill @ Greater Depth Level: 39%  
National Age Expected Level: 72%  
National Greater Depth Level: 28%

**Writing**

Ocker Hill @ Age Expected Level: 90%  
Ocker Hill @ Greater Depth Level: 39%  
National Age Expected Level: 70%  
National Greater Depth Level: 13%

**Maths**

Ocker Hill Average Scaled Score: 107  
National Average Scaled Score: 104

**Ocker Hill Academy Trust  
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**Trustees' report for the year ended 31 August 2022 (continued)**

Ocker Hill @ Age Expected Level: 89%  
Ocker Hill @ Greater Depth Level: 31%  
National Age Expected Level: 71%  
National Greater Depth Level: 23%

OHA Reading, Writing and Maths Age Expected Level: 82%  
OHA Reading, Writing and Maths Greater Depth Level: 23%  
National Reading, Writing and Maths Age Expected Level: 59%  
National Reading, Writing and Maths Greater Depth Level: 7%

**Progress Scaled Score– KS2**

Reading	<b>+3.0</b>	(significantly above national average)
Writing	<b>+4.0</b>	(significantly above national average)
Maths	<b>+1.6</b>	(significantly above national average)

**In academy formative assessments 2021 – 2022 for Year Groups 3 to 6 (taken over three terms)**

Reading	3.51	(Average terms progress – above expected)
Writing	3.52	(Average terms progress – above expected)
Maths	3.35	(Average terms progress – above expected)
GPS	3.20	(Average terms progress – above expected)

To ensure that standards are continually raised, the Academy

- Implements a whole academy approach to self-evaluation;
- Follows well established and clear assessment policy and procedures, whilst continuing to develop formative assessment processes;
- Develops staff accountability for the progress of all children;
- Senior and middle leadership teams monitor progress of all children rigorously and regularly;
- Continually tracks individual progress of all children;
- Tracks progress of identified vulnerable groups;
- Consistently evaluates trends and is proactive in meeting needs;
- Plans thoroughly to meet all individual needs;
- Assessment informs planning at all times;
- Individual, group class and whole academy targets are set that are challenging and aspiration;
- Appropriate interventions, including Individual Education Plans, are set for children with Special Educational Needs, English as an Additional Language and More Able
- Works closely with other appropriate agencies; and
- Is committed to continued professional development of all staff through a well-established performance management process.

**Key Performance Indicators**

- Direct costs as a percentage of total costs were 70% (2021 : 73%)
- Support costs as a percentage of total costs were 30% (2021 : 27%)
- Total payroll costs as a percentage of recurring income were 88% (2021 : 81%)

Set out below is how the Accounting Officer has ensured that the Academy Trust's use of its resources has provided good value for money during the academic year:

**1. Raising student attainment**

Ocker Hill Academy was judged by Ofsted in February 2013 to be 'Outstanding'. This was in line with the academy's self-evaluation. Key Stage 2 SAT results for 2022 demonstrate a consistent trend of high attainment and good progress against national standards.

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**Trustees' report for the year ended 31 August 2022 (continued)**

**End of Key Stage 2 Results for 2022**

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National Average Scaled Score: 105

Ocker Hill @ Age Expected Level: 93%  
Ocker Hill @ Greater Depth Level: 44%  
National Age Expected Level: 75%  
National Greater Depth Level: 28%

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Ocker Hill @ Greater Depth Level: 39%  
National Age Expected Level: 70%  
National Greater Depth Level: 13%

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Ocker Hill Average Scaled Score: 107  
National Average Scaled Score: 104  
Ocker Hill @ Age Expected Level: 89%  
Ocker Hill @ Greater Depth Level: 31%  
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Maths	3.35	(Average terms progress – above expected)
GPS	3.20	(Average terms progress – above expected)

**Going concern**

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

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**Trustees' report for the year ended 31 August 2022 (continued)**

**Financial Review**

The financial results of Ocker Hill Academy are detailed in the following pages. It is considered that the finances are sound and well established. The principal financial management policies adopted are laid down by the Academy Trust Handbook published by the ESFA and requirements as laid down by the Academy's Financial Handbook.

The principal funding source is grant income from the ESFA. All expenditure of this grant income is planned to fulfil the objectives and strategies of the Academy.

During the year ended 31 August 2022 total resources expended were £1,789,171 and the deficit of income over expenditure was £129,971 which included depreciation of £59,870.

**Reserves Policy**

The Trustees continually monitor the reserves of the charitable company. This process encompasses the nature of income and expenditure streams and the need to match commitments with income and nature of reserves.

It is the Board of Trustees' general policy to continue to build reserves which can be used for future educational purposes.

Ocker Hill Academy had total funds at 31 August 2022 of £1,625,280 which included £62,475 restricted funds not available for general purposes of the academy trust, £97,218 of free reserves defined as unrestricted funds available for general purposes and £1,992,587 which can only be realised by the disposal of tangible fixed assets.

The balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds was a surplus of £159,692.

In addition, the deficit on the restricted pension fund of £527,000 arises from an actuarial deficit on the local government pension scheme which will be dealt with as advised by the actuary. This will result in a cash flow effect for the academy trust in the form of an increase in employers' pension contributions over a period of years.

**Investment Policy**

There is no material investment held by the Academy currently

**Principal Risks and Uncertainties**

The Trustees have considered the major risks and uncertainties facing the charitable company which include changes in legislation and regulations and cash flow management and have put in place procedures to deal with these matters.

Attention has also been focused on non-financial risks arising from fire, health and safety. These risks are managed by ensuring accreditation is up to date, having robust policies in place, and regular awareness training for staff working in these operational areas.

The principal financial risk facing the academy is that funding is dependent upon pupil numbers. Historically the academy is almost full but trustees are aware of that, in the long term, it may face falling rolls due to low birth rate. Pupil numbers may also be affected by the reputation of the academy. Trustees do not consider this to be a high risk, as the academy's numbers were consistent despite its previous 'Satisfactory' Ofsted status.

The Academy's future funding is also dependent upon government policy for education. The impact, on Ocker Hill Academy, of current review of academy's funding, will be assessed accordingly.

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**Trustees' report for the year ended 31 August 2022 (continued)**

The Local Government Pension Scheme, a defined benefit system, is currently in deficit. The on-going contributions are to be determined following a recent actuarial valuation (2020), as such, they are considered to be manageable and within the academy's budget.

**Fundraising**

The Academy trust does not use any external fundraisers. All fundraising undertaken during the period was monitored by the Trustees.

**Plans for Future Periods**

The Trustees of the Academy continue to bid yearly to replace the boiler and replace windows in the academy.

Trustees are committed to support and challenge the academy in order to maintain the extremely high levels of achievement the pupils currently attain.

**Funds Held as Custodian Trustee on Behalf of Others**

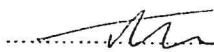
There are no funds held as Custodian Trustee on behalf of others.

**Auditor**

Insofar as the Trustees are aware :

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 13 December 2022 and signed on the board's behalf by:

 ..... Mr T Morton, Chair of Trustees

**Ocker Hill Academy Trust  
(A Company Limited by Guarantee)**

**Governance statement for the year ended 31 August 2022**

**Scope of Responsibility**

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Ocker Hill Academy and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The **board of trustees** has formally met seven times during the year. Attendance during the year at meetings of the board of trustees was as follows :

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Mr A Hollyhead - Principal/Accounting Officer	8	8
Mr J Farmer - Staff	6	6
Mr T Morton - Chair	7	7
Mrs R Smith - Staff	7	7
Mr M Langowski-Gadd - Parent	1	8
Mrs K Fazey	7	7
Mr J Grundy	6	7
Mrs S Melody	3	7
Mrs H Allan – Parent appointed 25/05/2022	1	1
Mrs S Kaur – Parent appointed 25/05/2022	1	1



**Ocker Hill Academy Trust  
(A Company Limited by Guarantee)**

**Governance statement for the year ended 31 August 2022 (continued)**

	<b>Committee meetings attended</b>	<b>Out of a possible</b>
Mr A Hollyhead - Principal/Accounting Officer	13	13
Mr J Farmer – Staff	11	11
Mr T Morton – Chair	7	7
Mrs R Smith – Staff	6	6
Mr M Langowski-Gadd	2	3
Mrs K Fazey	4	4
Mr J Grundy	3	3
Mrs S Melody	5	7
Mrs H Allan	0	0
Mrs S Kaur	0	0

**Conflicts of interest**

All conflicts of interest are declared and recorded on a register. Leadership and Trustees are aware and and Trustees are required leave the meeting when items affecting their conflict of interest are discussed/reviewed.

**Meetings**

The Governing Board meets six times a year and sub committees meet termly unless there is urgent business to discuss when extra-ordinary meetings are arranged.

**Governance review**

A review of governance was undertaken during the year which found that the members of the Board will change following the resignation of the current principal and that parents were under-represented on the Board.

Subsequent to this the following actions were taken :

- Election of two parent representatives

The trust intends to conduct its next self-evaluation/external review in Autumn Term 2022-23

The Staffing and **Finance Committee** is a sub-committee of the main board of trustees. Its purpose is to assist the decision making of the board of trustees, by enabling more detailed consideration to be given to the best means of fulfilling the board of trustees responsibility to ensure sound management of the academy's finances and resources, including proper planning, monitoring and probity.

The Staffing & Finance committee no longer takes the responsibilities of an audit committee. The Audit committee is now a separate entity.

**Ocker Hill Academy Trust  
(A Company Limited by Guarantee)**

**Governance statement for the year ended 31 August 2022 (continued)**

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Mr A Hollyhead - Principal/Accounting Officer	3	3
Mr J Farmer	3	3
Mr T Morton - Chair	3	3
Mrs S Melody	3	3

The Audit Committee is a sub-committee of the main board of trustees. Its purpose is to assist the decision making of the board of trustees, by enabling more detailed consideration to be given to the best means of fulfilling the board of trustees responsibility to ensure sound management of the academy's finances and resources, including proper planning, monitoring and probity.

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Mr A Hollyhead - Principal/Accounting Officer	3	3
Mr J Farmer	3	3
Mr T Morton - Chair	3	3
Mrs S Melody	3	3

**Review of value for money**

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

The Accounting Officer considers how the Academy Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- **Raising student attainment**

Ocker Hill Academy was judged by Ofsted in February 2013 to be 'Outstanding'. This was in line with the academy's self-evaluation. Key Stage 2 SAT results for 2022 demonstrate a consistent trend of high attainment and good progress against national standards. The Academy continues to demonstrate good skills of target setting and prediction – we are confident in our assessment strategies and this contextual understanding helps us to plan for children's personal learning journeys.

- **Robust governance and oversight of the academy's finance**

The Accounting Officer has the responsibility for reviewing the effectiveness of the system of internal control. They are informed by internal audit work done by 'Total Finance' who undertake regular reviews of key financial policies. Reports are produced which detail the academy's compliance and demonstrate that the academy has robust systems and financial controls in place. These reports are presented to the Staffing & Finance committee. The academy has appropriate regularity policies in place.

- **Ensuring value for money is achieved and resources are used efficiently and effectively**

The senior leadership team prepare the budget for trustees' approval from the academy development plan annually after evaluating the effectiveness of strategies introduced in previous years.

**Ocker Hill Academy Trust  
(A Company Limited by Guarantee)**

**Governance statement for the year ended 31 August 2022 (continued)**

The staffing structure is reviewed annually and deployed to drive and support curriculum initiatives and academy improvement. The use of education support staff for the curriculum is regularly monitored.

Contracts and services are regularly appraised and renegotiated when appropriate to ensure value for money. The academy always gets quotations where possible. The list of named suppliers for regular low value work is approved by trustees.

The academy works closely with our feeder infant school and other local schools and academies to ensure best value. The academy always assesses the cost and benefits of various options before making a purchasing decision to ensure best value and the right option for the longer term.

**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 the academy trust's 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 Ocker Hill Academy for the period from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

**The Risk and Control Framework**

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

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

The board of trustees has decided to :

- buy-in an internal audit service from Academy Advisory

On a termly basis, the internal auditor reports to the board of trustees, through the Audit Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares a 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.

**Ocker Hill Academy Trust  
(A Company Limited by Guarantee)**

**Governance statement for the year ended 31 August 2022 (continued)**


**Review of Effectiveness**

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

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

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

Approved by order of the members of the board of trustees on 13 December 2022 and signed on its behalf by:



Tim Morton  
Chair of Trustees



Joe Farmer  
Accounting Officer

**Ocker Hill Academy  
(A Company Limited by Guarantee)**

**Statement of regularity, propriety and compliance  
for the period ended 31 August 2022**

As accounting officer of Ocker Hill Academy I have considered my responsibility to notify the academy trust board of trustees 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 trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Trust Handbook 2021.

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

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



..... Mr J Farmer – Accounting Officer

13 December 2022

**Ocker Hill Academy**  
**(A Company Limited by Guarantee)**

**Statement of Trustees' responsibilities**  
**for the period ended 31 August 2022**

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

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

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

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

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

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

Approved by order of the members of the board of trustees on 13 December 2022 and signed on its behalf by:



..... Mr T Morton – Chair of Trustees

**Ocker Hill Academy**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the Members of**  
**Ocker Hill Academy**

**Opinion**

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

In our opinion the financial statements :

- give a true and fair view of the state of the academy trust's affairs as at 31 August 2022, and of its incoming resources and application of resources, including its income and expenditure, for the period then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency

**Basis for opinion**

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

**Conclusions relating to going concern**

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

- Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the academy trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
- Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Ocker Hill Academy  
(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the Members of Ocker Hill Academy**

**(continued)**

**Other information**

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

We have nothing to report in this regard.

**Opinion on other matter prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the academy and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' 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
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



**Ocker Hill Academy**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the Members of Ocker Hill Academy**

**(continued)**

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement [set out on page 20], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material

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

**Auditor's responsibilities for the audit of the financial statements**

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

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

- We reviewed the academy's control and risk management procedures and planned our work based on our assessment of those controls and procedures;
- This review included an assessment of the risk of material misstatement due to errors, fraud and management override of controls for all material areas in the financial statements;
- We made enquiries of management and the academy's lawyers regarding any actual or potential litigation and/or claims;
- Financial statements disclosures were reviewed and checked for compliance with applicable laws;
- Detailed testing was conducted on balances and transactions including unusual items and those of individual significance to the financial statements;
- Data analytics were used in order to identify unusual or significant trends;
- Communications with management and those charged with governance regarding relevant matters was undertaken throughout the audit and on completion.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

**Ocker Hill Academy**  
**(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the Members of Ocker Hill Academy**

**(continued)**

**Auditor's responsibilities for the audit of the financial statements (continued)**

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Use of our report**

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



**David W Farnsworth FCA (Senior Statutory Auditor)**

For and on behalf of Feltons, Statutory Auditor

8 Sovereign Court

8 Graham Street

Birmingham B1 3JR

Date : 15 December 2022

**Ocker Hill Academy  
(A Company Limited by Guarantee)**

**Independent Reporting Accountant's Assurance Report on Regularity to Ocker Hill Academy and the Education and Skills Funding Agency**

In accordance with the terms of our engagement letter dated 27th June 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Ocker Hill Academy Trust during the period 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Ocker Hill Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Ocker Hill Academy Trust's funding agreement with the Secretary of State for Education dated 29th August 2013 and the Academies Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**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 trust's income and expenditure.

The work undertaken to draw our conclusion includes :

- Consideration of the applicable legislation and the academy trust's funding agreement
- Review and evaluation of the academy trust's system of internal controls
- Examination and assessment of the Accounting Officer's statement on Regularity, Propriety and Compliance
- Examination, on a test basis, of third party evidence supporting income and expenditure
- Review of exceptional and unusual items

**Ocker Hill Academy**  
**(A Company Limited by Guarantee)**

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

**Conclusion**

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



**David W Farnsworth FCA (Reporting Accountant)**

For and on behalf of Feltons, Statutory Auditor

8 Sovereign Court

8 Graham Street

Birmingham B1 3JR

Date : 15 December 2022

Ocker Hill Academy  
(A Company Limited by Guarantee)

Statement of financial activities for the year ended 31 August 2022  
(including income and expenditure account)

	Notes	Unrestricted funds £	Restricted general funds £	Restricted fixed asset funds £	Total 2021/22 £	Total 2020/21 £
<b>Income from :</b>						
Donations and capital grants	3	13,500	-	14,091	27,591	27,627
Charitable activities :	4					
Funding for the academy trust's educational operations		22,120	1,598,023	-	1,620,143	1,552,272
Other trading activities	5	11,441	-	-	11,441	33,502
Investments	6	25	-	-	25	29
<b>Total</b>		<b>47,086</b>	<b>1,598,023</b>	<b>14,091</b>	<b>1,659,200</b>	<b>1,613,430</b>
<b>Expenditure on :</b>						
Charitable activities:						
Academy trust educational operations	7	21,820	1,707,481	59,870	1,789,171	1,578,997
<b>Total</b>		<b>21,820</b>	<b>1,707,481</b>	<b>59,870</b>	<b>1,789,171</b>	<b>1,578,997</b>
<b>Net income/(expenditure) before transfers</b>		<b>25,266</b>	<b>(109,458)</b>	<b>(45,779)</b>	<b>(129,971)</b>	<b>34,433</b>
Transfers between funds	15	-	(10,004)	10,004	-	-
<b>Net income/(expenditure) after transfers</b>		<b>25,266</b>	<b>(119,462)</b>	<b>(35,775)</b>	<b>(129,971)</b>	<b>34,433</b>
<b>Other recognised gains/(losses)</b>						
Actuarial gains/(losses) on defined benefit pension schemes	15, 22	-	967,000	-	967,000	(231,000)
<b>Net movement in funds</b>		<b>25,266</b>	<b>847,538</b>	<b>(35,775)</b>	<b>837,029</b>	<b>(196,567)</b>
<b>Reconciliation of funds</b>						
Total funds brought forward	15	71,952	(1,312,063)	2,028,362	788,251	984,817
<b>Total funds carried forward</b>		<b>97,218</b>	<b>(464,525)</b>	<b>1,992,587</b>	<b>1,625,280</b>	<b>788,252</b>


All of the Academy's activities derive from continuing operations during the above two financial periods.

Ocker Hill Academy  
(A Company Limited by Guarantee)

Company number : 07848445  
Balance sheet as at 31 August 2022

	Notes	2022		2021	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		1,992,588		2,028,364
<b>Current assets</b>					
Debtors	13	38,350		32,994	
Cash at bank and in hand		206,069		156,303	
		<u>244,419</u>		<u>189,297</u>	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	14 (a)	<u>84,727</u>		<u>61,493</u>	
<b>Net current assets</b>			159,692		127,804
<b>Total assets less current liabilities</b>			<u>2,152,280</u>		<u>2,156,168</u>
Creditors: amounts falling due after more than one year	14(b)		-		(17,916)
<b>Net assets excluding pension liability</b>			<u>2,152,280</u>		<u>2,138,252</u>
Defined benefit pension scheme liability	22		(527,000)		(1,350,000)
<b>Total net assets</b>			<u><u>1,625,280</u></u>		<u><u>788,252</u></u>
<b>Funds of the academy trust :</b>					
<b>Restricted funds</b>					
Fixed asset fund	15	1,992,587		2,028,362	
Restricted income funds	15	62,475		37,937	
Pension fund	15	(527,000)		(1,350,000)	
<b>Total restricted funds</b>			<u>1,528,062</u>		<u>716,299</u>
<b>Unrestricted income funds</b>	15		97,218		71,952
<b>Total funds</b>			<u><u>1,625,280</u></u>		<u><u>788,252</u></u>

The financial statements on pages 27 to 47 were approved by the trustees, and authorised for issue on 13 December 2022 and are signed on their behalf by:



Mr T Morton - Chair of Trustees

Ocker Hill Academy  
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Statement of cash flows for the year ended 31 August 2022

	Notes	2021/22 £	2020/21 £
<b>Cash flows from operating activities</b>			
Net cash provided by / (used in) operating activities	17	59,744	222,531
<b>Cash flows from investing activities</b>	18	(9,978)	(269,239)
<b>Change in cash and cash equivalents in the reporting period</b>		<hr/> 49,766	<hr/> (46,708)
Cash and cash equivalents at 1 September 2021		156,303	203,011
<b>Cash and cash equivalents at 31 August 2022</b>	19	<hr/> 206,069	<hr/> 156,303

**Ocker Hill Academy Trust**  
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**Notes to the financial statements for the year ended 31 August 2022**

**1. Accounting policies**

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

**1.1 Basis of preparation**

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

**1.2 Going concern**

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

**1.3 Income**

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

- **Grants**

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

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

Capital grants are recognised 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.

- **Donations**

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



**Ocker Hill Academy Trust**  
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**Notes to the financial statements for the year ended 31 August 2022 (continued)**

**1. Accounting policies (continued)**

**1.3 Income (continued)**

- **Other income**  
Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the academy trust has provided the goods or services.
- **Donated goods, facilities and services**  
Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in 'Stocks' and 'Income from Other Trading Activities'. Upon sale, the value of the stock is charged against 'Income from Other Trading Activities' and the proceeds are recognised as 'Income from Other Trading Activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from Other Trading Activities'.
- **Donated fixed assets**  
Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

**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 trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.
- **Charitable activities**  
These are costs incurred on the academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

**Ocker Hill Academy Trust  
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**Notes to the financial statements for the year ended 31 August 2022 (continued)**

**1. Accounting policies (continued)**

**1.5 Tangible fixed assets**

Assets costing £500 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 over its expected useful life as follows:

Freehold buildings	- straight line over 100 years
Windows, doors and exterior fixtures	- 4% straight line
Fixtures, fittings and equipment	- 20% straight line
Computer hardware	- 25% straight line
Motor vehicles	- 10% straight line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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

**1.6 Debtors**

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

**1.7 Cash at bank and in hand**

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

**1.8 Liabilities**

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

**Ocker Hill Academy Trust**  
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**Notes to the financial statements for the year ended 31 August 2022 (continued)**

**1. Accounting policies (continued)**

**1.9 Leased assets**

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

**1.10 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. 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. 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.

**1.11 Taxation**

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

**1.12 Pension benefits**

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

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

**Ocker Hill Academy Trust**  
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**Notes to the financial statements for the year ended 31 August 2022 (continued)**

**1. Accounting policies (continued)**

**1.12 Pension benefits (continued)**

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

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

**1.13 Fund accounting**

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

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

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

**1.14 Critical accounting estimates and areas of judgement**

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**Ocker Hill Academy**  
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**Notes to the financial statements for the year ended 31 August 2022**

**2. General annual grant (GAG)**

Under the funding agreement with the Secretary of State the academy trust was subject to limits at 31 August 2022 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The academy trust has not exceeded these limits during the year ended 31 August 2022.

**3. Donations and capital grants**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Restricted fixed asset funds £</b>	<b>2021/22 Total £</b>	<b>2020/21 Total £</b>
Capital grants	-	-	6,813	6,813	15,227
Donated fixed assets	-	-	7,278	7,278	-
Other donations	13,500	-	-	13,500	12,400
	<u>13,500</u>	<u>-</u>	<u>14,091</u>	<u>27,591</u>	<u>27,627</u>
<b>2021 total</b>	<u>-</u>	<u>-</u>	<u>27,627</u>	<u>27,627</u>	

**4. Funding for the Academy Trust's educational operations**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Restricted fixed asset funds £</b>	<b>2021/22 Total £</b>	<b>2020/21 Total £</b>
<b>DfE/ESFA grants</b>					
General Annual Grant (GAG)	-	1,189,713	-	1,189,713	1,167,185
Other DfE Group grants					
Pupil premium	-	102,078	-	102,078	107,560
Teachers pay grant	-	14,566	-	14,566	18,540
PE & sport grant	-	18,500	-	18,500	-
Others	-	22,912	-	22,912	6,855
	<u>-</u>	<u>1,347,769</u>	<u>-</u>	<u>1,347,769</u>	<u>1,300,140</u>
<b>Other government grants</b>					
Local authority grants	-	250,254	-	250,254	220,032
	<u>-</u>	<u>250,254</u>	<u>-</u>	<u>250,254</u>	<u>220,032</u>
<b>Other income from the academy trust's educational operations</b>	22,120	-	-	22,120	-
<b>Covid-19 additional funding (DfE/ESFA)</b>					
Catch-up premium	-	-	-	-	21,520
Other DfE/ESFA Covid-19 funding	-	-	-	-	10,580
	<u>22,120</u>	<u>250,254</u>	<u>-</u>	<u>272,374</u>	<u>252,132</u>
	<u>22,120</u>	<u>1,598,023</u>	<u>-</u>	<u>1,620,143</u>	<u>1,552,272</u>
<b>2021 total</b>	<u>-</u>	<u>1,552,273</u>	<u>-</u>	<u>1,552,273</u>	

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**Notes to the financial statements for the year ended 31 August 2022**

**5. Other trading activities**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2021/22 Total £</b>	<b>2020/21 Total £</b>
Catering income	1,165	-	1,165	13,419
Miscellaneous	10,276	-	10,276	20,083
	<u>11,441</u>	<u>-</u>	<u>11,441</u>	<u>33,502</u>
<b>2021 total</b>	<u>33,502</u>	<u>-</u>	<u>33,502</u>	

**6. Investment income**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2021/22 Total £</b>	<b>2020/21 Total £</b>
Short term deposits	<u>25</u>	<u>-</u>	<u>25</u>	<u>29</u>
<b>2021 total</b>	<u>29</u>	<u>-</u>	<u>29</u>	

**7. Expenditure**

	<b>Staff costs £</b>	<b>Non pay expenditure Premises £</b>	<b>Other £</b>	<b>2021/22 Total £</b>	<b>2020/21 Total £</b>
Academy's educational operations					
Direct costs	1,123,279	24,323	106,315	1,253,917	1,156,749
Allocated support costs	337,124	105,636	92,494	535,254	422,247
	<u>1,460,403</u>	<u>129,959</u>	<u>198,809</u>	<u>1,789,171</u>	<u>1,578,996</u>
<b>2021 total</b>	<u>1,282,120</u>	<u>118,567</u>	<u>178,309</u>	<u>1,578,996</u>	

Net income/(expenditure) for the period includes :

	<b>2021/22 £</b>	<b>2020/21 £</b>
Depreciation	59,870	54,957
Fees payable to auditor	7,100	5,500
- audit	7,100	5,500
- other services	<u>-</u>	<u>1,000</u>

**Ocker Hill Academy**  
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**Notes to the financial statements for the year ended 31 August 2022**

**8. Charitable activities**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Restricted fixed asset funds</b>	<b>2021/22 Total</b>	<b>2020/21 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Educational operations</b>					
Direct costs					
Educational operations	21,820	1,207,774	24,323	1,253,917	1,156,749
Support costs					
Educational operations	-	499,707	35,547	535,254	422,248
	<u>21,820</u>	<u>1,707,481</u>	<u>59,870</u>	<u>1,789,171</u>	<u>1,578,997</u>
<b>2021 total</b>	<u>16,005</u>	<u>1,508,034</u>	<u>54,957</u>	<u>1,578,996</u>	

	<b>Educational operations</b>	<b>2021/22 Total</b>	<b>2020/21 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Analysis of support costs</b>			
Support staff costs	337,124	337,124	191,505
Depreciation	35,547	35,547	54,957
Premises costs	74,519	74,519	64,450
Legal services - other	3,001	3,001	-
Other support costs	77,963	77,963	106,224
Governance costs	7,100	7,100	5,111
<b>Total support costs</b>	<u>535,254</u>	<u>535,254</u>	<u>422,247</u>
<b>2021 total</b>	<u>422,247</u>	<u>422,247</u>	

**9. Staff**

**a) Staff costs**

Staff costs during the period were:

	<b>2021/22</b>	<b>2020/21</b>
	<b>£</b>	<b>£</b>
Wages and salaries	991,301	880,244
Social security costs	98,980	152,987
Pension costs	356,906	233,270
	<u>1,447,187</u>	<u>1,266,501</u>
Agency staff costs	13,216	15,619
	<u>1,460,403</u>	<u>1,282,120</u>

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**Notes to the financial statements for the year ended 31 August 2022**

**9. Staff (continued)**

**b) Staff numbers**

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

	2021/22 Number	2020/21 Number
Teachers	9	12
Administration and support	22	27
Management	4	4
	35	43

**c) Higher paid staff**

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

	2021/22 Number	2020/21 Number
£60,001 - £70,000	2	1
£70,001 - £80,000	-	1
	-	1

**d) Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £390,173 (2021: £307,849).

**10. Related Party Transactions - Trustees' remuneration and expenses**

One or more trustees has been paid remuneration or has received other benefits from employment with the academy trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

The value of trustees' remuneration and other benefits was as follows :

Mr A Hollyhead (principal)	
Remuneration	£50,000 - £55,000 (2021 : £50,000 - £55,000)
Employer's pension contributions paid	£10,000 - £15,000 (2021 : £10,000 - £15,000)
Mr J Farmer (staff trustee)	
Remuneration	£65,000 - £70,000 (2021 : £65,000 - £70,000)
Employer's pension contributions paid	£15,000 - £20,000 (2021 : £15,000 - £20,000)
Mrs R Smith (staff trustee)	
Remuneration	£25,000 - £30,000 (2021 : £25,000 - £30,000)
Employer's pension contributions paid	£Nil (2021 : £Nil)



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**Notes to the financial statements for the year ended 31 August 2022**

**10. Related Party Transactions - Trustees' remuneration and expenses (continued)**

During the year ended 31 August 2022, travel and subsistence expenses totalling £50 (2021 : £nil) were reimbursed or paid directly to 1 (2021 : n/a ) trustees.

Other related party transactions involving the trustees are set out in note 23.

**11. Trustees' and officers' insurance**

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2022 was £517 (2021 : £517). The cost of this insurance is included in the total insurance cost.

**12. Tangible fixed assets**

	Freehold land and buildings £	Furniture and equipment £	Computer hardware £	Total £
<b>Cost or valuation</b>				
At 1 September 2021	2,197,878	13,306	40,521	2,251,705
Additions	-	1,800	22,294	24,094
Disposals	-	(3,392)	(1,376)	(4,768)
At 31 August 2022	<u>2,197,878</u>	<u>11,714</u>	<u>61,439</u>	<u>2,271,031</u>
<b>Depreciation</b>				
At 1 September 2021	188,457	9,276	25,608	223,341
Charge for the year	46,752	2,121	10,997	59,870
Released by disposals	-	(3,392)	(1,376)	(4,768)
At 31 August 2022	<u>235,209</u>	<u>8,005</u>	<u>35,229</u>	<u>278,443</u>
<b>Net book values</b>				
At 31 August 2022	<u>1,962,669</u>	<u>3,709</u>	<u>26,210</u>	<u>1,992,588</u>
At 31 August 2021	<u>2,009,421</u>	<u>4,030</u>	<u>14,913</u>	<u>2,028,364</u>

**13. Debtors**

	2022 £	2021 £
VAT recoverable	8,565	3,597
Prepayments and accrued income	29,785	13,257
Other debtors	-	16,140
	<u>38,350</u>	<u>32,994</u>

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Notes to the financial statements for the year ended 31 August 2022

14. Creditors

	2022 £	2021 £
<b>(a) Amounts falling due within one year :</b>		
Creditors from operations	9,975	-
Other taxation and social security	20,002	17,958
Accruals and deferred income	48,773	37,563
Loans	<u>5,977</u>	<u>5,972</u>
	<u>84,727</u>	<u>61,493</u>
 <b>(b) Amounts falling due after more than one year :</b>		
Loans	-	17,916
	<u>-</u>	<u>17,916</u>

15. Funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	16,417	1,189,713	(1,133,651)	(10,004)	62,475
Pupil premium	-	102,078	(102,078)	-	-
Catch-up Premium	21,520	-	(21,520)	-	-
Other grants	-	306,232	(306,232)	-	-
Pension reserve	<u>(1,350,000)</u>	<u>-</u>	<u>(144,000)</u>	<u>967,000</u>	<u>(527,000)</u>
	<u>(1,312,063)</u>	<u>1,598,023</u>	<u>(1,707,481)</u>	<u>956,996</u>	<u>(464,525)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	1,184,040	-	(7,185)	-	1,176,855
DfE Group capital grants	-	6,813	(413)	10,004	16,404
Capital expenditure from GAG	835,022	-	(51,266)	-	783,756
Capital expenditure from unrestricted funds	<u>9,300</u>	<u>7,278</u>	<u>(1,006)</u>	<u>-</u>	<u>15,572</u>
	<u>2,028,362</u>	<u>14,091</u>	<u>(59,870)</u>	<u>10,004</u>	<u>1,992,587</u>
<b>Total restricted funds</b>	<u>716,299</u>	<u>1,612,114</u>	<u>(1,767,351)</u>	<u>967,000</u>	<u>1,528,062</u>
<b>Unrestricted funds</b>					
Other income	<u>71,952</u>	<u>47,086</u>	<u>(21,820)</u>	<u>-</u>	<u>97,218</u>
<b>Total unrestricted funds</b>	<u>71,952</u>	<u>47,086</u>	<u>(21,820)</u>	<u>-</u>	<u>97,218</u>
<b>Total funds</b>	<u>788,252</u>	<u>1,659,200</u>	<u>(1,789,171)</u>	<u>967,000</u>	<u>1,625,280</u>

**Ocker Hill Academy**  
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**Notes to the financial statements for the year ended 31 August 2022**

**15. Funds (continued)**

The academy trust is subject to GAG carried forward limits.

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

**Restricted general funds**

These comprise all restricted funds other than restricted fixed asset funds and include grants from The Education and Skills Funding Agency and Sandwell Council.

**Unrestricted funds**

These comprise resources that may be used towards meeting any of the charitable objects of the academy trust at the discretion of the trustees.

**Restricted fixed asset funds**

These comprise resources which are to be applied to specific capital purposes imposed by The Education and Skills Funding Agency and Sandwell Council where the asset acquired or created is held for a specific purpose.

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	(971,063)	1,167,185	(1,346,354)	1,166,649	16,417
Pupil premium	-	107,560	(107,560)	-	-
Other grants	1,000,374	277,528	(29,120)	(1,227,262)	21,520
Pension reserve	(1,094,000)	-	(25,000)	(231,000)	(1,350,000)
	<u>(1,064,689)</u>	<u>1,552,273</u>	<u>(1,508,034)</u>	<u>(291,613)</u>	<u>(1,312,063)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	1,115,929	-	(51,857)	119,968	1,184,040
DfE Group capital grants	125,281	15,227	(140,508)	-	-
Capital expenditure from GAG	753,870	-	140,508	(59,355)	835,023
ESFA Donated Asset	-	12,400	(3,100)	-	9,300
	<u>1,995,080</u>	<u>27,627</u>	<u>(54,957)</u>	<u>60,613</u>	<u>2,028,363</u>
<b>Total restricted funds</b>	<u>930,391</u>	<u>1,579,900</u>	<u>(1,562,991)</u>	<u>(231,000)</u>	<u>716,300</u>
<b>Unrestricted funds</b>					
Other income	<u>54,426</u>	<u>33,531</u>	<u>(16,005)</u>	<u>-</u>	<u>71,952</u>
<b>Total unrestricted funds</b>	<u>54,426</u>	<u>33,531</u>	<u>(16,005)</u>	<u>-</u>	<u>71,952</u>
<b>Total funds</b>	<u>984,817</u>	<u>1,613,431</u>	<u>(1,578,996)</u>	<u>(231,000)</u>	<u>788,252</u>

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**Notes to the financial statements for the year ended 31 August 2022**

**16. Analysis of net assets between funds**

Fund balances at 31 August 2022  
are represented by:

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Restricted fixed asset funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	-	-	1,992,587	1,992,587
Current assets	97,218	147,202	-	244,420
Current liabilities	-	(84,727)	-	(84,727)
	<u>97,218</u>	<u>62,475</u>	<u>1,992,587</u>	<u>2,152,280</u>
Pension scheme liability	-	(527,000)	-	(527,000)
<b>Total net assets</b>	<u>97,218</u>	<u>(464,525)</u>	<u>1,992,587</u>	<u>1,625,280</u>

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

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Restricted fixed asset funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	-	-	2,028,362	2,028,362
Current assets	71,952	117,347	-	189,299
Current liabilities	-	(61,493)	-	(61,493)
	<u>71,952</u>	<u>55,854</u>	<u>2,028,362</u>	<u>2,156,168</u>
Creditors due after one year	-	(17,917)	-	(17,917)
Pension scheme liability	-	(1,350,000)	-	(1,350,000)
<b>Total net assets</b>	<u>71,952</u>	<u>(1,312,063)</u>	<u>2,028,362</u>	<u>788,251</u>

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

	<b>2021/22</b>	<b>2020/21</b>
	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
Net income/(expenditure) for reporting period (as per the SoFA)	(129,971)	34,433
Adjusted for :		
Depreciation (note 12)	59,870	54,957
Capital grants from DfE and other capital income	(6,813)	(15,227)
Donated fixed assets	(7,278)	(12,400)
Interest receivable (note 6)	(25)	(29)
Defined benefit pension scheme cost less contributions payable (note 22)	121,000	33,000
Defined benefit pension scheme finance cost (note 22)	23,000	(8,000)
Decrease / (increase) in debtors	(5,356)	136,819
Increase / (decrease) in creditors	5,317	(1,022)
<b>Net cash provided by operating activities</b>	<u>59,744</u>	<u>222,531</u>

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**Notes to the financial statements for the year ended 31 August 2022**

**18. Cash flows from investing activities**

	2021/22 Total £	2020/21 Total £
Interest received	25	29
Purchase of tangible fixed assets	(16,816)	(284,495)
Capital grants from DfE Group	6,813	15,227
<b>Net cash used in investing activities</b>	<u>(9,978)</u>	<u>(269,239)</u>

**19. Analysis of cash and cash equivalents**

	At 31 August 2022 £	At 31 August 2021 £
Cash at bank and in hand	<u>206,069</u>	<u>156,303</u>
	206,069	156,303

**20. Analysis of changes in net debt**

	At 31 August 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	156,303	49,765	206,068
Loans falling due within one year	(5,972)	(5,977)	(11,949)
Loans falling due after more than one year	(17,916)	17,916	-
	<u>132,415</u>	<u>61,704</u>	<u>194,119</u>

**21. 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.

**22. Pension and similar obligations**

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by West Midlands 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 £16,584 (2021 : £nil) were payable to the schemes at 31 August 2022 and are included within creditors.

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**Notes to the financial statements for the year ended 31 August 2022**

**22. Pension and similar obligations (continued)**

**Teachers' Pension Scheme**

**Introduction**

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

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

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every four 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% employer administration charge)
- 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 is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £176,738 (2021 : £166,119).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £121,56.10 (2021 : £110,959), of which employer's contributions totalled £101,115 (2021 : £91,120) and employees' contributions totalled £20,451 (2021 : £19,839). The agreed contribution rates for future years are awaiting confirmation by the actuary for employers and between 5.5% and 6.6% for employees.

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**Notes to the financial statements for the year ended 31 August 2022**

**22. Pension and similar obligations (continued)**

**Local Government Pension Scheme (continued)**

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

The trustees have agreed that the trust will make additional contributions in addition to normal funding levels over the next 27 years.

**Principal actuarial assumptions**

	<b>At 31 August 2022</b>	<b>At 31 August 2021</b>
Rate of increase in salaries	4.05%	3.90%
Rate of increase for pensions in payment / inflation	3.05%	2.90%
Discount rate for scheme liabilities	4.25%	1.65%
Inflation assumption (CPI)	3.05%	2.90%
Commutation of pensions to lump sums	50.00%	50.00%

**Sensitivity analysis**

	<b>At 31 August 2022 £'000s</b>	<b>At 31 August 2021 £'000s</b>
Discount rate +0.1%	(29)	(63)
Discount rate -0.1%	29	64
Mortality assumption 1 year increase	51	127
Mortality assumption 1 year decrease	(51)	(121)
CPI rate +0.1%	25	58
CPI rate -0.1%	(25)	(56)

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

	<b>At 31 August 2022</b>	<b>At 31 August 2021</b>
Retiring today		
Males	21.2	21.6
Females	23.6	24.0
Retiring in 20 years		
Males	22.9	23.8
Females	25.4	26.0

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

	<b>31 August 2022 £</b>	<b>31 August 2021 £</b>
Equities	501,830	403,000
Bonds	157,290	95,000
Property	59,920	46,000
Cash and other liquid assets	29,960	24,000
Other	-	92,000
<b>Total market value of assets</b>	<b>749,000</b>	<b>660,000</b>

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**Notes to the financial statements for the year ended 31 August 2022**

**22. Pension and similar obligations (continued)**

**Local Government Pension Scheme (continued)**

The actual return on scheme assets was £34,000 (2021 : £91,000).

	2021/22	2020/21
	£	£
<b>Amount recognised in the statement of financial activities</b>		
Current service cost	220,000	179,000
Interest income	(12,000)	(8,000)
Interest cost	35,000	25,000
Employer Contributions	(99,000)	-
<b>Total amount recognised in the SoFA</b>	<u>144,000</u>	<u>196,000</u>

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

	2021/22	2020/21
	£	£
At 1 September 2021	2,010,000	1,568,000
Current service cost	220,000	179,000
Interest cost	35,000	25,000
Employee contributions	20,000	20,000
Actuarial gains/(losses) - financial assumptions	(997,000)	284,000
Actuarial gains/(losses) - demographic assumptions	(7,000)	(24,000)
Actuarial gains/(losses) - experience gains/losses	3,000	-
Benefits paid	(8,000)	(13,000)
Losses or gains on curtailments	-	(29,000)
<b>At 31 August 2022</b>	<u>1,276,000</u>	<u>2,010,000</u>

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

	2021/22	2020/21
	£	£
At 1 September 2021	660,000	474,000
Interest income	12,000	8,000
Return on assets less interest	(34,000)	83,000
Employer contributions	99,000	88,000
Employee contributions	20,000	20,000
Benefits paid net of transfers in	(8,000)	(13,000)
<b>At 31 August 2022</b>	<u>749,000</u>	<u>660,000</u>
<b>Net pension scheme liability</b>	<u>(527,000)</u>	<u>(1,350,000)</u>



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**Notes to the financial statements for the year ended 31 August 2022**

**23. Related party transactions**

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest.

The following related party transaction(s) took place during the period:

**Hadley Travel**

Company in which Mr A Hadley (a trustee) has a majority interest

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Services recharged by related company during the period	<u>6,765</u>	<u>2,440</u>

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

**24 Contingent liability**

Following the recent decision in the Harpur Trust vs Brazel case the trust is considering the potential liability in respect of this. At this time it is not possible to quantify the liability, if any, and no provision has been made in these accounts.