

COMPANY REGISTRATION NO. 08098354 (ENGLAND AND WALES)

NOTRE DAME HIGH SCHOOL

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2021

NOTRE DAME HIGH SCHOOL

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NOTRE DAME HIGH SCHOOL

Mission Statement

Jesus said, "If you have love for one another, then everyone will know that you are my disciples" (John 13:35)

St Julie tells us, 'Ah qu'il est bon le bon Dieu'
(How good is the good God)

Our mission: Sharing the love and goodness of God with everyone

By:

1. Using the teaching of Jesus in all that we do
2. Building a caring community that values everyone
3. Helping everyone in the community to achieve their potential.
4. Developing links between Schools, Parishes, Home and the wider Community

How do we know that we have succeeded? (The Hallmarks of St. Julie)

1. We show that God is Good
 2. We honour each person's dignity
 3. We work for Justice & Peace
 4. We are involved in community service
 5. We welcome and respect diversity
 6. We are a community
 7. We educate for life
-

NOTRE DAME HIGH SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Rt Rev Ralph Heskett, Bishop of Hallam
Diocese of Hallam Trustee
Mr M P Colclough, Chair of Governors (reappointed Chair from 01.09.21)

Governors

M P Colclough (reappointed Chair from 1 September 2021 FPyS)
S Billingham (C) (Resigned 7 October 2021)
J C Cain (C)
J Cooke (P)
A H Cosens (FS) (Resigned 30 October 2020)
S Davies (Headteacher & Accounting Officer CFPPyS)
P Delamere (CF)
A Donnelly (reappointed Vice-Chair from 1 September 2021 CPyS)
K B Exell (FPyS)
O Fahey (P) (Resigned 21 February 2021)
J Garnett (P)
J Gregory (F)
D Igoe (FPyS) (Resigned 19 August 2021)
P Klompenhouwer-Meijer (C)
P McGrath (FPPyS) (Resigned 28 February 2021)
C Sleath (F) (Resigned 6 October 2020)
M S Shutt
E J Whittaker (P) (Resigned 29 March 2021)
P O'Farrell (CF)
C Gould (C)
S Murphy (Appointed 28 October 2020)
G Bonner (Appointed 17 March 2021)
M Carroll (Appointed 15 September 2021)
A Offiah (Appointed 15 September 2021)
H Ronaldson (Appointed 15 September 2021)
M Sibanda (Appointed 15 September 2021)

Curriculum and Student Welfare Committee C
Finance and Premises Committee F
Personnel Committee P
Pay Committee Py
Succession Planning Committee S

NOTRE DAME HIGH SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Senior management team

- Headteacher	S Davies
- Senior Deputy Head	D Cleary
- Senior Assistant Head/Director of School Improvement	J Coats
- Senior Assistant Head	L Bullars
- Senior Assistant Head	S Scriven
- Assistant Head	M Birch
- Assistant Head	J Neal
- Assistant Head	R Nixon
- Director of Business	H Hazleton
- Assistant Headteacher	S Woodward

Company Secretary P M Parker-Gilbin

Company registration number 08098354 (England and Wales)

Registered office Fulwood Road
Sheffield
South Yorkshire
S10 3BT

Independent auditor UHY Hacker Young
6 Broadfield Court
Broadfield Way
Sheffield
S8 0XF

Bankers Virgin Money
Sheffield Lounge
66 Fargate
Sheffield
S1 2HE

Solicitors Taylor & Emmet LLP
20 Arundel Gate
Sheffield
S1 2PP

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2021

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

Structure, governance and management

Constitution

Notre Dame High School is an Academy Trust incorporated as a company limited by guarantee and is an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Governors are the trustees for the charitable activities of Notre Dame High School and also the directors of the charitable company for the purposes of company law. The charitable company is known as Notre Dame High School.

Details of the Governors who served during the year 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.

Governors' indemnities

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

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Method of recruitment and appointment or election of Governors

The Board of Governors is made up of: twelve Foundation Governors; three Staff Governors; three (we currently have two) Parent Governors; one Community Governor; the Headteacher and up to two Co-opted Governors.

The Bishop of Hallam shall appoint the twelve Foundation Governors.

The Staff Governors shall be elected by staff employed by the Academy. A Staff Governor must have been employed by the Academy for at least one year and hold a permanent contract. The Governing Body makes all necessary arrangements for, and determines all other matters relating to, an election of Staff Governors. Any election of Staff Governors which is contested shall be held by secret ballot.

The Parent Governors shall be elected by parents of registered pupils at the Academy. A Parent Governor must be a parent of a pupil at the Academy at the time when they are elected. The Governing Body makes all necessary arrangements for, and determines all other matters relating to, an election of Parent Governors, including any question of whether a person is a parent of a registered pupil at the Academy. Any election of Parent Governors which is contested shall be held by secret ballot.

The Community Governor may be appointed by the Governing Body provided that the person who is appointed as a Community Governor is: a person who lives or works in the community served by the Academy; or a person who, in the opinion of the Governing Body is committed to the governance and success of the Academy.

The Headteacher shall be treated for all purposes as being an ex-officio Governor.

The Governing Body may appoint up to two Co-opted Governors.

Policies and procedures adopted for the induction and training of Governors

At Notre Dame High School, the Governing Body and Headteacher believe it is essential that all new Governors receive a comprehensive induction package covering a broad range of issues and topics. We are committed to ensure that the new Governors are given the necessary information and support to fulfil their role with confidence. We see this as an investment, leading to more effective governance and retention of Governors. We want to make new Governors feel welcome to their Governing Body.

New governors will:

- Be welcomed to the Governing Body by the Chair
- Be invited by the Headteacher to visit the school to experience its atmosphere and understand its ethos
- Have the opportunity to tour the school and meet staff and children
- Receive an informal briefing on the school from the Headteacher to explain the partnership between the Headteacher, school and Governing Body
- Be encouraged to join the committee(s) of their choice
- Be given background material on the school and current issues
- Be encouraged to ask questions about their role and/or the school
- Be encouraged to access training including induction training for Governors

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

New Governors will receive and be encouraged to read:

- The Department for Education's Governors' Handbook
- Ofsted Report
- School External Advisor Report (most recent)
- School Prospectus & Sixth Form Prospectus
- Section 48 Report
- Last Headteacher's report to Governors
- List of Staff, responsible areas and job titles (Head of Year, etc.)
- List of Governors' names and responsible areas (committee member, etc.)
- List of school term dates
- Dates of forthcoming Governing Body meetings
- Governors' Allowance Policy

Areas that the Headteacher will cover include:

- Background to the school
- Current issues facing the school
- Visiting the school
- The relationship between the Headteacher and Governing Body

Organisational structure

The Governing Body's role in the Academy is, essentially, a strategic one. Acting on the advice of the Headteacher, the Governing Body sets aims and objectives for the school and policies and targets which will achieve these aims and objectives. It also monitors the progress of the school towards the achievement of the aims and objectives and in the light of that progress, reviews the strategic framework it has established.

To facilitate the working of the Governing Body, some of its functions are delegated to committees, the Headteacher and Senior Management Team. The committees are: Curriculum and Welfare; Finance and Premises; Personnel; Pay Committee; Succession Planning Committee.

The Curriculum and Welfare Committee is responsible for matters relating to Admissions, attendance, behaviour, exclusions, extra-curricular, exam results, pupil progress, SEN, target setting and monitoring, teaching and learning, complaints. The committee meets three times a year.

The Finance and Premises Committee is responsible for matters relating to income and expenditure, financial standards, premises issues including health and safety and reviewing the budget. The committee also acts as the audit committee, setting, reviewing and approving the internal scrutiny programme of work. The committee meets four times a year.

The Personnel Committee is responsible for matters relating to staff discipline and dismissal, appeals against decisions relating to staff discipline and dismissal, staff capability, staffing numbers and vacancies, staffing structure, staff welfare. The committee meets three times a year.

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

The Pay Committee is responsible for reviewing and agreeing performance pay progressions for staff on behalf of the full Governing Body. The committee meets at least once a year.

The Succession Planning Committee is responsible for determining, approving and keeping under review succession planning for members of the Senior Management Team, making recommendations to the Governing Body on the Senior Management Team staffing provision and ensuring that there are strategies and procedures in place for the replacement of members of the Senior Management Team.

The Headteacher is responsible for: monitoring monthly expenditure; miscellaneous financial decisions; appointment of staff; dismissal of staff; suspension of staff; establishing and implementing the curriculum policy; standards of teaching; individual children's education; implementing the performance management policies; ensuring all pupils take part in a daily act of collective worship; ensuring that health and safety regulations are followed; ensuring the school meets for 195 days per school year; ensuring that the school lunch nutritional standards are met; school prospectus; ensuring the provision of free school meals for eligible students; additional needs services and acting as the Academy's Accounting Officer.

Risk management

The Governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy and its finances. This has resulted in a risk register which is fully updated each autumn term and monitored on a regular basis during the year.

The Governors have implemented a number of systems to assess risks that the Academy faces (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors and inspections by external experts) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured that they have adequate insurance cover. The Academy has an effective system of internal financial controls and this is explained in more detail below.

Arrangements for setting pay and remuneration of key management personnel

The pay and remuneration of key management personnel are set and reviewed annually by the Pay Committee. In doing this they consider:

- The group size of the Academy
- The advice of our School Improvement Partner on the performance of the Headteacher and also more generally
- The advice of the Headteacher on other key management personnel having regard to the results of their performance management review
- The advice from an HR specialist either internally to the organisation or externally as required.
- The financial position of the Academy

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials
during the relevant period

-

Full-time equivalent employee number

-

Percentage of time spent on facility time

Percentage of time

Number of employees

0%

-

1%-50%

-

51%-99%

-

100%

-

Percentage of pay bill spent on facility time

Total cost of facility time

-

Total pay bill

6,516,116

Percentage of the total pay bill spent on facility time

-

Paid trade union activities

Time spent on paid trade union activities as a percentage
of total paid facility time hours

-

Notre Dame High School pay into a Facility Time Agreement with Sheffield City Council.

Objectives and activities

Objects and aims

Principal Activities

The Academy Trust's main objective is to advance, for the public benefit, education in the United Kingdom. In particular but without prejudice to the generality of the foregoing, establish, maintain and carry on managing and developing a Catholic school designated as such which shall offer a broad and balanced curriculum.

Activities of the Academy shall be conducted in accordance with the principles, practices and tenets of the Catholic Church and all Catholic canon law applying thereto. This includes any trust deed governing the use of land used by an Academy both generally and in particular in relation to arranging for religious education and daily acts of worship.

The Academy shall have regard to any advice and follow directives issued by the Diocesan Bishop. This shall include the promotion for the benefit of individuals living in the area served by the Academy and the surrounding area who have need by reason of their age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large, the provision of facilities for recreation or other leisure time activities. This being in the interests of social welfare and with the object of improving the condition of life of the said individuals.

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Objectives, strategies and activities

Students were able to continue to access their academic curriculum, in school and at times remotely. We saw consistently high levels of attendance outside of Covid enforced absence and during periods of isolation and lockdown we had very high rates of student engagement with remote learning.

One outcome of this was students who would have been entered for public exams this year were all able to be entered to receive teacher assessed grades, based on the evidence of work produced in school. The standard of the work was very high and supported very strong grades, which allowed students to be as successful as previous years in making progression to further study or employment.

We were unable to run many of the enrichment and extra-curricular programmes that we would normally run as a result of Covid restrictions.

Public benefit

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

Strategic report

Achievements and performance

The Government has announced that it will not publish any school or college level educational performance data based on test, assessments or exams for 2020 and 2021 due to COVID. These figures below are taken from our own School analysis of the exam results. They are greyed out to remind users of the data below, that 2020 and 2021 were years without exams and with exceptional circumstances.

GCSE (OR EQUIVALENT) - KEY STAGE 4 RESULTS

PERCENTAGE OF PUPILS	2017	2018	2019	2020	2021
Attainment 8	55.3	56.1	56.7	59.1	59.8
Progress 8	0.19	0.35	0.27	0.65	1.03
<i>5 or more A*-C/9-4 grades</i>	<i>81.4</i>	<i>84.6</i>	<i>85.2</i>	<i>92.5</i>	<i>88.2</i>
<i>5 or more A*-C/9-4 grades including English and Maths</i>	<i>75.7</i>	<i>75.5</i>	<i>82.8</i>	<i>85.0</i>	<i>86.9</i>
<i>5 or more A*-G/9-1 grades</i>	<i>99</i>	<i>98.6</i>	<i>99.0</i>	<i>99.1</i>	<i>99.5</i>
<i>3 or more A*-A /9-7 grades</i>	<i>42.4</i>	<i>47.1</i>	<i>46.3</i>	<i>45.1</i>	<i>50.2</i>
<i>Gaining a qualification (1 or more A*-G/9-1 grades)</i>	<i>100</i>	<i>100</i>	<i>99.5</i>	<i>100</i>	<i>100</i>
EBACC Average Point Score (new measure for 2018)	4.9	4.6	4.9	5.5	5.3
<i>English and Maths GCSE's (grade 5 or above)</i>	<i>65</i>	<i>63</i>	<i>63</i>	<i>70</i>	<i>82.8</i>

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

POST 16 – KEY STAGE 5 RESULTS (A-LEVEL OR EQUIVALENT)

PERCENTAGE OF PUPILS	2017	2018	2019	2020	2021
L3VA	-0.07	0.05	0.19	0.28	0.46
<i>Achieving A*-E grades</i>	99.8	97.5	98.6	99.8	99.7
<i>Achieving A*-B grades</i>	47.3	50.6	55.3	61	67.4
<i>Average points per entry</i>	32.45	32.8	35.3	38.4	40.2
Average grade per A Level entry	C	C+	B-	B	B
<i>Achieving AAB or higher in at least 2 facilitating subjects</i>	13	11	20	15	19
Grade and points for a student's best 3 A Levels	N/A	C+ (32.3)	C+ (35.0)	B- (35.1)	B(38.9)
Number of students at the end of Year 13 (with an A Level exam entry)	193	196	196	198	209
<i>Girl/ Boy</i>	57/43	63/37	57/43	60/40	62/38
<i>Average GCSE score</i>	N/A	5.88	5.92	6.2	6.1

QCA Points Values

A* 60
 A 50
 B 40
 C 30
 D 20
 E 10
 U 0

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Key performance indicators

Staff Training Information 2020-2021

The initial framework for the focus of training this year has been informed by practical and evidence based guidance from the Education Endowment Foundation, around a number of strategies that are likely to make the biggest difference, as we have worked to re-establish routines in school, and to reconnect with students. Evidence reiterates the importance of the following strategies to support all pupils, especially the most disadvantaged. These themes have also been the focus of our recovery plan this year;

- High quality teaching.
- Targeted academic support.
- Wider themes centred on the most significant non-academic barriers to success in school, including attendance, behaviour, social and emotional support.

Additionally, we have used training time to respond to the needs presented by the changing circumstances of the year, such as the need for training for remote learning provision, and also for statutory training on safeguarding.

Training days

Four trainings days were disaggregated this year to allow us to provide training throughout the year at a time when we needed it. The following provides details of how this has been used:

Date	Focus	Further details	Staff involved
1st September 2020	High Quality Pastoral Care	<ul style="list-style-type: none">• Health and safety information for return to school.• What excellent form tutoring looks like, and a focus on healthy relationships.• The form time curriculum: community and induction programme to support students with their reconnection with school.• How to facilitate classrooms discussions during form time to give social and emotional support.	Teaching staff
Disaggregated Training Time for Departments	Curriculum and Assessment Planning	<ul style="list-style-type: none">• High quality teaching; adapting Curriculum Plans after lockdown and planning for blended learning.• Collaborative planning for home learning throughout the Spring Term• Moderation for Teacher Assessed Grades during the Summer Term.	Teaching Staff

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Disaggregated Training Time	Hays Safeguarding Training	Online	<ul style="list-style-type: none"> • An overview of Safeguarding Legislation. • How to recognise harm, abuse and neglect, grooming, FGM, forced marriage, trafficking, CSE, children missing from education, peer-on-peer abuse, radicalisation & extremism • (Prevent), mental health and wellbeing and online safety, guidance and practical advice in raising awareness of cyber bullying, sexting and online grooming, providing information on current technologies and safe internet usage. 	All Staff
Disaggregated Training Time	Effective Learning	Remote	<ul style="list-style-type: none"> • Use of Microsoft Teams to deliver live lessons to support with remote learning. • Recommendations from the rapid assessment review on remote learning from the Education Endowment Foundation. • Strategies for live lessons to boost student interaction, motivation and to check understanding: break out rooms and use of Microsoft Forms for assessment. • Sharing student feedback and good practice across departments. 	Teaching Staff
Disaggregated Training Time	Anti-Racism Education Training		<ul style="list-style-type: none"> • Exploring the core principles of Critical Race Theory • Exploring the meaning of Anti-Racism • Applying the theory to our working practice 	All Staff
	Trauma Informed Schools Training (led by TISUK)		<ul style="list-style-type: none"> • The impact of trauma and why it is relevant • Unresolved painful life experiences as a block to learning • Adverse Childhood Experiences, protective factors, and emotionally available adults • What trauma informed schools do; Protect, Relate, Regulate, Reflect 	All Staff
	Bromcom Training		<ul style="list-style-type: none"> • Use of the new Management Information System. • Practical 'how to' sessions for teaching and non-teaching staff. 	All Staff

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Additional training delivered throughout the school year

Regular training takes place as necessary through scheduled meeting times including those for Departments and Pastoral Teams. This includes regular safeguarding updates and time for preparation for delivery of materials to students. Training time during department meetings has focussed on Rosenshine's Principles of Instruction, and using them as a model for good teaching and learning, as well as more practical advice on 'teaching from the front' as has been necessary during COVID times. Training input has been delivered to encourage reflection on metacognition and self-regulated learning, informed by the Education Endowment Foundation's guidance report.

Training in pastoral meetings has focussed on leading positive behaviour, on restorative practice, and on establishing routines, relationships and engagement

External courses

For both Teaching staff and non-Teaching staff a number of externally provided courses were attended by staff focusing on various needs. These have included First Aid Training, Advanced Safeguarding Training for the Pastoral Team, Finance Training for Non-teaching Staff, as well as a range of pedagogical themed courses for teachers. In addition, teaching staff have accessed online webinars from the National College around themes from the recovery plan. Two senior colleagues have completed the diploma in trauma and mental health informed schools and communities (practitioner status). A range of staff have attended training from the Research Schools Network on 'Making a difference for disadvantaged students' and on 'Literacy: a deep dive', and our NQT Mentors have received training from the Ambition Institute on the Early Career Framework and Instructional Coaching.

Major Projects and Developments

In the year we have continued to concentrate mostly on routine repairs with some smaller scale improvement works having been undertaken.

The capital works on the addition of a mezzanine level in the chapel commenced in July 2021 and will continue on into the 2021-22 year.

We also implemented a new student management information system.

During the academic year 2020-21 The Sheffield School Centred Initial Teacher Training trained and awarded Qualified Teacher Status to 105 teachers through our Core route and School Direct partner schools with a further 3 candidates who have had an extension to their course in order to meet the course requirements. Recruitment for 2021-22 has bucked the declining national trend and we have 111 trainees in total across all our routes starting in September 2021.

The Teaching School successfully recruited an interns programme across South Yorkshire for both the DfE Maths and Physics internship programme, and a locally negotiated programme for Doncaster. Unfortunately, COVID disruption meant that neither programme could go ahead.

We continue to build on our designation as the Sheffield Associate Research School as part of the national Research School network. As part of this contract we are supported by Huntington School (York) to disseminate the Education Endowment Foundations research summaries to schools and to support individual schools adopt evidence informed approaches. This is an excellent opportunity for Notre Dame staff to engage deeply with the existing evidence base. We are also playing an active role in a funded project to support schools in Sheffield meeting the needs of disadvantaged pupils.

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Along with another secondary school in Sheffield, our designation as an EdTech Demonstrator School was extended for a further 12 months in March.

The South Yorkshire Maths Hub continues to be operated out of Notre Dame and work in this area continues to grow. Some disruption to delivery has been inevitable with COVID, but we continue to engage with approximately half of the schools in South Yorkshire.

The Teaching School continues to operate the STEM (Science Technology Engineering and Mathematics) Learning Science Learning Partnership training hub with our responsibility expanding from South Yorkshire to include Hull and Scarborough too. The majority of recent CPD has been delivered online.

The Teaching School has also recently been awarded Delivery Hub status for the Ambition Institute Early Career Framework programme. We will be supporting an annual cohort of approximately 50 Early Career Teachers.

Key Financial Performance Indicators

Staffing costs funded by the General Annual Grant as a percentage of the grant

	2021	2020	2019	2018	2017
Teaching Staff	68.9%	66.7%	63%	62.6%	62.6%
Educational Support Staff	9.1%	12.5%	13.8%	13.3%	12.8%
Other Staff (*Including Premises and Finance and Admin)	*11.3%	7.6%	7.5%	7.9%	8.5%

Student Numbers

	2021	2020	2019	2018	2017
Sixth Form	465	415	416	395	393
Main School	1071	1074	1076	1074	1058
	1536	1489	1492	1469	1451

Main School Applications

2021	2020	2019	2018	2017
527	510	572	576	570

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Teacher Contact Ratio

This is the average teaching load of the Full Time Equivalent number of teachers at the school (excluding teaching school activities). It is typically a decimal in the 0.6 to 0.8 area. The ratio of 0.78 is considered as being an aspirational target, on the basis that it represents approximately 10% of all teacher time in planning and preparation 10% in management activity and allows for 2% error.

Year		Teacher Contact Ratio
September 2019 – Excluding Teaching School		0.75
September 2020 – Including Teaching School		0.78
September 2020 – Excluding Teaching School		0.74
September 2021 – Including Teaching School		0.75
September 2021 – Excluding Teaching School		0.71

Student Achievements and Activities

Students were able to continue to access their academic curriculum, in school and at times remotely. We saw consistently high levels of attendance outside of Covid enforced absence and during periods of isolation and lockdown we had very high rates of student engagement with remote learning.

One outcome of this was students who would have been entered for public exams this year were all able to be entered to receive teacher assessed grades, based on the evidence of work produced in school. The standard of the work was very high and supported very strong grades, which allowed students to be as successful as previous years in making progression to further study or employment.

We were unable to run many of the enrichment and extra-curricular programmes that we would normally run as a result of Covid restrictions.

Review of investments

The Academy trust does not hold investments other than Cash at Bank included on page 38.

Going concern

The Board of Governors expect the school will be joining a Multi Academy Trust in 2021-22 and at that point, the assets and liabilities of the Academy Trust will be transferred to the Multi Academy Trust and the Academy Trust will cease operations. For this reason the Board of Governors have prepared the accounts on a basis other than going concern. Further details regarding the adoption of the other than going concern basis can be found in the statement of accounting policies.

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Financial review

During the period under review the principal sources of income have been the General Annual Grant (GAG) and other grant related income from the Education Funding Agency, including additional funding to support the school through COVID-19. These funds have been applied in the Academy's educational operations.

The academy received £85,000 in 'catch up' funding to support students with learning gaps. During the year, this funding was deployed in a variety of ways, including additional staffing; paying additional bursaries, access to the National Tutoring Programme, admin support for the National Tutoring Programme, one to one mentoring for students and in providing counselling and equipment such as laptops. Some funding has been carried forward to next year.

The surplus on income and expenditure for the year was £170,000 and the total of restricted general funds and unrestricted funds (excluding pension reserves) was £3,051,000.

Financial and Risk Management Objectives and Policies

The trust's activities expose it primarily to cash flow risk. The Governors monitor cash flow to ensure that the trust has sufficient funds available to meet liabilities as and when they fall due.

The trust maintains significant reserves at all times and monitors these to ensure that they are reasonable.

The Governors acknowledge the defined benefit pension scheme as set out in note 19 to the annual report. They consider that the trust is able to meet its known contribution commitments for the foreseeable future.

The trust has a material deficit on the local government pension scheme.

The deficit position of the pension scheme would generally result in a cash flow effect for the trust in the form of an increased employer pension contribution over a number of years.

The major financial risk of this to the trust is in the management of short-term cash flow should funding be delayed. It is reasonable to estimate this at the value of one month's running costs. Based on the current year this would equate to £900,000.

Principal Risks and Uncertainties

Principal Risks

Safeguarding and Child Protection Risks

Governors continue to ensure that the highest standards are maintained in the selection and monitoring of staff, volunteers and contractors and the control of visitors. They give a high priority to the operation of child protection policies in the school including training and support.

Significant Changes in Staff Risk

Governors have formed a Succession Planning Committee which oversees recruitment of new staff and the development of existing staff to minimise the risk resulting from major changes in key staff.

Governance and Management Risk

Governors continue to review and ensure that appropriate measures are in place.

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Reputation Risk

The continuing success of the academy depends upon offering the best possible education to our students. Governors are clearly focussed on monitoring and reviewing the achievement and success of students.

Governors have also given due consideration to the risks in other aspects of the academy's operations including health and safety, safeguarding and pastoral care.

Uncertainties

There is an element of uncertainty for the academy due to the joining of a multi-academy trust during the 2021-2022 year. Governors are reviewing the steps being undertaken during the transition process and are focussed on obtaining a smooth transition.

Reserves Policy

The Academy Trust aims to carry forward a prudent level of resources from the General Annual Grant, the non-GAG Restricted Fund and the Unrestricted Fund to:

- provide for major unforeseen contingencies and
- provide for the funding of a smooth and orderly transition to expected lower levels of public funding.

At the end of the period under review the balances held in these and other funds were:

	2021 £000's	2020 £000's
Funds available for the general purposes of the academy		
Unrestricted funds	2,724	2,384
Restricted general funds - GAG	327	135
	3,051	2,519
Funds not available for the general purposes of the academy		
Restricted Fixed Asset Fund	313	337
Pension Reserve	(5,283)	(4,681)
	(4,970)	(4,344)
Total funds at the period end	(1,919)	(1,825)
Total funds excluding pension reserve	3,364	2,856

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Investment policy

Governors are firmly committed to ensuring that all funds under their control are administered in such a way as to maximise return while minimising risk. Governors do not consider the investment of surplus funds as a primary activity, but rather a requirement for the effective management of the various funds entrusted to the Governors.

Governors' management of cashflow should ensure that there are always sufficient funds in the main bank accounts to cover operational costs. Banks must be selected from the FSA Approved List included in the Financial Services Compensation Scheme (FSCS).

The approval of the Finance and Premises Committee is required before any investment is made. The following criteria should be used in selecting an appropriate investment:

- What level of risk does the investment represent? The Governors' approach to risk is cautious – typical investments will include corporate bonds and fixed interest funds.
- The historical performance of the investment or fund
- The anticipated level of return
- Management fees and associated costs
- Any penalties e.g. for early redemption
- Ease of access should governors wish to realise the investment

Fundraising

The practice of fundraising at Notre Dame High School is to provide opportunities for the school community to gather together in a social setting and for students to have responsibilities outside of their academic experience, in addition to raising additional funds to support student extra-curricular activities. The approach to fundraising is to provide varied activities and entertainments for which donations can be given; the activities and entertainments are arranged by school staff, students, parents, governors and past students and professional fundraisers are not used. The fundraising conforms to recognised standards and is monitored by the school; any complaints relating to fundraising events are addressed using the school's complaints procedure. The school ensures the protection of the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches and undue pressure to donate by reviewing the overall school fundraising efforts at senior management team level and also by having a named member of the senior management team responsible for the school's fundraising activities.

NOTRE DAME HIGH SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Plans for future periods

Our priorities for the year centre round Covid recovery with a particular focus on students who face additional challenges, many of whom have been disproportionately impacted by Covid restrictions.

Key features of these priorities involve re-establishing routines and enrichment activities. We are also supporting staff with training around trauma informed practice and awareness of a strong mental health framework. There is also a focus on re-establishing classroom routines and review of the curriculum to ensure it meets the current needs of all our students.

The continuing success of the Academy depends upon our offering the best possible education to students. Financial planning will therefore remain focused on offering the best possible provision in the context of the public funding provided and given the continuing need to have in place control measures to minimise the risk of Covid transmission.

Specific Plans include:

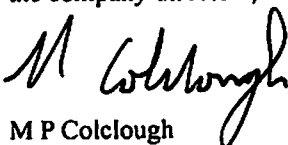
- I. Maximising student performance through specialist staff, supported through high quality professional development informed by evidence, with a particular focus on supporting students with their reintegration into school following lockdown.
- II. Focus on helping remove barriers to full participation and success in school life for students who are likely to experience additional challenges especially following lockdown, such as those for whom we receive pupil premium, SEND students and BAME
- III. Continuing work to strengthen the curriculum and effectiveness of teaching in subjects where that has been relatively weak, particularly in Modern Foreign Languages.
- IV. Ensuring high quality non-teaching staff support to teachers to maximise the life chances of students.
- V. Continue enhancements to the Academy's use of web technology building on the lessons learned delivering remote learning during lockdown
- VI. Leading the Academy through a critical period.
- VII. Preparing for the anticipated move to joining a Multi Academy Trust.

Auditor

In so far as the Governors are aware:

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

The Governors' report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on 01 December 2021 and signed on its behalf by:



M P Colclough
Chair

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2021

Scope of responsibility

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

The Board of Governors has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Notre Dame High School and the Secretary of State for Education. The Headteacher is also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

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

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities.

Full Governing Body Meetings

Figures for Sept 2020- September 2021 (including meeting on 29/09/21 as requested – therefore 6 meetings):

Overall Attendance figure: 83%

Individual Governors:

Billingham	Sarah	33%
Bonner	Gerard	83%
Cain	Jo	66%
Colclough	Martin	83%
Cooke	John	50%
Davies	Steve	100%
Delamere	Pete	50%
Donnelly	Anne	100%
Exell	Kevin	100%
Fahey	Olga	100%
Garnett	James	100%
Gould	Cathy	100%
Gregory	Julie	50%
Igoe	David	100%
Klompenhouwer-Meijer	Petra	100%
McGrath	Pat	100%
Murphy	Sean	83%
Shutt	Sister Margaret	83%
Whittaker	Ed	100%

Curriculum and Welfare

The Curriculum and Welfare Committee is a sub-committee of the main Board of Governors and is responsible for matters relating to Admissions, attendance, behaviour, exclusions, extra-curricular, exam results, pupil progress, SEN, target setting and monitoring, teaching and learning, complaints. Oct 2020 - June 2021 (3 meetings), overall attendance figure 75%.

Individual Governors:

Billingham	Sarah	33%
Cain	Jo	100%
Davies	Steve	100%
Delamere	Pete	33%
Donnelly	Anne	100%
Gould	Cathy	33%
Klompenhouwer-Meijer	Petra	100%
O' Farrell	Paul	100%

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Finance and Premises

The Finance and Premises Committee is responsible for matters relating to income and expenditure, financial standards, premises issues including health and safety, reviewing the budget. Nov 2020 - June 2021 (4 meetings), overall attendance figure 87%.

Individual Governors:

Colclough	Martin	75%
Davies	Steve	100%
Delamere	Peter	75%
Exell	Kevin	100%
Gregory	Julie	50%
Igoe	David	100%
McGrath	Pat	100%
O'Farrell	Paul	100%

Personnel

The Personnel Committee is responsible for matters relating to staff discipline and dismissal, appeals against decisions relating to staff discipline and dismissal, staff capability, staffing numbers and vacancies, staffing structure, staff welfare. Oct 2020 - May 2021 (3 meetings) overall attendance figure 79%.

Individual Governors:

Cooke	John	0%
Davies	Steve	100%
Fahey	Olga	100%
Garnett	James	100%
McGrath	Pat	100%
Whittaker	Ed	100%

Pay

The Pay Committee is responsible for reviewing and agreeing performance pay progressions for staff on behalf of the Board of Governors. The committee meets at least once a year. October 2020 (1 meeting), overall attendance 100%.

Individual Governors:

Colclough	Martin	100%
Davies	Steve	100%
Donnelly	Anne	100%
Exell	Kevin	100%
Igoe	David	100%
McGrath	Pat	100%

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Succession Planning

The Succession Planning Committee is responsible for determining, approving and keeping under review succession planning for members of the Senior Management Team, making recommendations to the Governing Body on the Senior Management Team staffing provision and ensuring that there are strategies and procedures in place for the replacement of members of the Senior Management Team. There was one meeting during the period. May 2021, overall attendance figure 80%.

Individual Governors:

Colclough	Martin	0%
Davies	Steve	100%
Donnelly	Anne	100%
Exell	Kevin	100%
Igoe	David	100%

Throughout the year, Governors' meetings continued to be held according to the pre-agreed schedule. To mitigate risks posed by COVID-19, meetings were held remotely with papers being shared ahead of meetings via a secure online platform.

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Review of value for money

As Accounting Officer the Headteacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. 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 Governors where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

Improving Educational Results

Due to the cancellation of exams for the second year in a row, there is again no national data on school exam performance. Historic data shows almost all groups of students making better progress than the corresponding groups nationally, across the majority of subjects and improving performance at A Level has shown our capacity to identify and address issues of relative underperformance. Our internal tracking has reflected similar patterns in educational progress made by our students over the last two years, though it must be noted that Covid disruption has affected both the curriculum covered and the way we assess students, so teacher assessment is not directly comparable to 'pre-covid' assessment. Our current focus is on those students facing additional challenges and those subjects where performance is not as strong as in the rest of the school.

We have continued our existing successful strategies:

- I. Senior managers linked directly to heads of subject departments to ensure high level support and challenge.
- II. Funding posts which give capacity for high quality mentoring to drive professional development.
- III. These posts include mentors for trainee heads of department.
- IV. We have additional teaching staff in both Maths and English in order to ensure success in these 2 core subjects.
- V. We have seconded four strong middle leaders to the senior leadership team to lead continuing review of our curriculum, with a particular emphasis on understanding the changes that are needed to better meet the needs of the minority of students who are not thriving. This is also linked to our response to the impact of Covid disruption.
- VI. We have support systems employing non-teaching staff who can support families not just the children so that we can ensure that each child gets the best deal.

Recruiting and developing high quality Heads of Year who have the opportunity to progress onto the Leadership Pay spine. They provide strong leadership to ensure that the climate for learning in the school is excellent.

As a Teaching School we provide high quality continuing professional development for teachers across the region from which our own teachers also benefit.

Teaching School also operates where allowed to provide services on a basis which produces a surplus to help fund our educational objectives.

Under our umbrella trust we collaborate with our family of schools and are looking at whether we can do joint appointments. This collaborative work is developing as we move toward the formation of a MAT which will include the schools in our Sheffield partnership.

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Financial Governance and Oversight

The Board of Governors meets five times a year and maintains effective governance, oversight and financial stability through the following main principles:

1. Sharing of monthly management accounts with the Chair of Governors on a monthly basis and with all other members of the Board of Governors at least six times per year.
2. Sharing the findings of internal audits with all members of the Board of Governors.
3. Having a Board of Governors with collectively responsibility for:
 - Consideration and approval of the annual budget;
 - Consideration of monthly accounts;
 - Consideration and approval of year end accounts.
1. Having a Finance and Premises Committee, meeting four times a year with responsibility for:
 - The detailed review of the annual and three-year budget proposals and in making a recommendation of its approval to the Board of Governors;
 - The detailed review of the year-end accounts and in making a recommendation of its approval to the Board of Governors;
 - The consideration of the quarterly accounts with discussion and explanations of any variances;
 - The consideration and agreement of any proposed changes to the budget for the remainder of the year;
 - Being the audit committee, directing the programme of internal scrutiny and in reporting to the Board of Governors on the adequacy of the financial and other controls and management of risks.
1. Having a Personal and Resources Group consisting of members of the Leadership Team (including the Accounting Officer) who meet regularly for:
 - The consideration and decision making on personnel matters and all significant decisions on resource availability and allocation.

The Board of Governors consider that the timing of the meetings and the feedback from the meetings of the other committees enables the board to maintain effective oversight of funds.

Better Purchasing

- Where appropriate tendering has been used. This has been done against specification agreed with relevant professional opinion and properly conducted.
- There are clear requirements to demonstrate best value / competitive prices at different levels of expenditure. All budget holders are reminded of these when submitting an order and are required to confirm that they have complied. We have enhanced our monitoring of these procedures
- Budget Holders and their Line Managers have better information to manage their budgets by having on-line live access to their current spending (invoiced and commitments) against budget.
- As more of our family of schools become academies we are discussing ways in which we can work collaboratively to achieve better value / cost savings.

Personnel and Staffing Management

Staffing and in particular teaching staffing is the biggest expense in the school. We review our staffing prior to the commencement of the academic year and continuously monitor changes and the need for change in weekly Personnel and Resources Group meetings.

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Better Income Generation

- We are a Teaching School. This generates significant additional grant income and opens the opportunity to earned income in training courses and consultancy. We continue to work on developing this further.
- As a Teaching School we are a School Centred Initial Teacher Training provider. This gives increased management control allowing us to plan to increase the volume of activity.
- We provide IT management services to other schools and will investigate further possibilities in the provision of paid services.
- We make available our premises for external lettings when not being used for school activities.

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

Capacity to handle risk

The Board of Governors have 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 Governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that have been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of Governors.

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

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:

- maintenance of a Risk Register, reviewed and agreed by Governors.
- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Governors;
- regular reviews by the Finance and Premises Committee of reports which indicate financial performance against forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.
- implementation of the requirements of COVID-19 risk assessments in accordance with both government and local guidelines, and any subsequent maintenance and review.

The Board of Governors has considered the need for a specific internal audit function and has appointed mrgw+ accountants to perform audit checks

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

- Payroll
- Cash and bank
- Monthly reconciliations of:
 - Sales ledger control
 - Purchase ledger control
 - Payroll control
 - Bank reconciliation
- Purchasing systems
- Management information and reports
- Any other areas identified, following a review of the Academy's Risk Register.

The Academy Trust uses external auditors to perform internal scrutiny due to their expertise, independence and objectivity.

NOTRE DAME HIGH SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

On an annual basis, the external auditor produces a report to the Board of Governors on:

- The areas reviewed
- Key findings
- Recommendations;
- Conclusions.

Review of effectiveness

As Accounting Officer the Headteacher has responsibility for reviewing the effectiveness of the system of internal control.

During the period in question the review has been informed by:

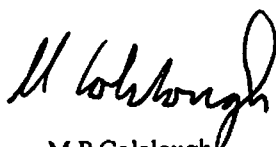
The work of the internal audit provider

The financial management and governance self-assessment process

The work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the Board of Governors on 01 December 2021 and signed on its behalf by:



M P Colclough
Chair



S Davies
Accounting Officer

NOTRE DAME HIGH SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2021

As Accounting Officer of Notre Dame High School I have considered my responsibility to notify the Academy Trust Board of Governors and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy 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 Financial Handbook 2020.

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

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



S Davies
Accounting Officer

01 December 2021

NOTRE DAME HIGH SCHOOL

STATEMENT OF GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

The Governors (who act as trustees for Notre Dame High School and are also the directors of Notre Dame High School for the purposes of company law) are responsible for preparing the Governors' Report and the accounts in accordance with the Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Governors to prepare accounts for each financial year. Under company law, the Governors must not approve the accounts 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 accounts, the Governors are required to:

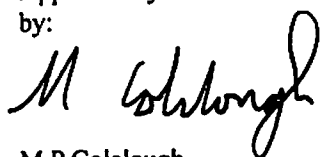
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102) and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Governors on 01 December 2021 and signed on its behalf by:



M P Colclough
Chair

NOTRE DAME HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOTRE DAME HIGH SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2021

Opinion

We have audited the accounts of Notre Dame High School for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP (FRS 102) and the Academies Accounts Direction 2020 to 2021 issued by the Education & Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP (FRS 102) and the Academies Accounts Direction 2020 to 2021.

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 accounts' 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 accounts 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.

Emphasis of matter - basis of preparation/financial statements prepared on a basis other than going concern

We draw attention to note 1.2 in the accounts which explains that the Board of Governors intend to transfer the school to a Multi Academy trust within twelve months of approving the financial statements. At this point the academy trust would cease operations. Hence the Board of Governors has prepared the financial statements on a basis other than going concern.

NOTRE DAME HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOTRE DAME HIGH SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Other information

The Governors are responsible for the other information, which comprises the information included in the annual report other than the accounts and our auditor's report thereon. Our opinion on the accounts 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.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in 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 there is a material misstatement in the accounts or a material misstatement of the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Governors' report including the incorporated strategic report has 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 Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' report, including the incorporated strategic report.

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

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

Responsibilities of Governors

As explained more fully in the statement of Governors' responsibilities, the Governors are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

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

NOTRE DAME HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOTRE DAME HIGH SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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.

Based on our understanding of the academy trust and the circumstances in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by the academy trust, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to recognition of revenue and inappropriate expenditure.

Audit procedures performed included; review of committee minutes, review of internal audit reports, review of journals, testing of cut off, testing the validity of trade debtors, testing of accrued and deferred income, testing the validity of expenditure, testing compliance with purchasing controls and testing creditors for understatement. The Board of Governors rationale behind the recognition of revenue was reviewed to confirm the accounting treatment was relevant and appropriate.

There are inherent limitations in the audit procedures described above. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

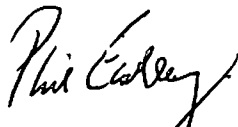
NOTRE DAME HIGH SCHOOL

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOTRE DAME
HIGH SCHOOL (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2021

Use of our report

This report is made solely to the charitable company'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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



PHIL EARLEY (SENIOR STATUTORY AUDITOR)

for and on behalf of UHY Hacker Young

13/12/2021

Chartered Accountants
Statutory Auditor

6 Broadfield Court
Broadfield Way
Sheffield
S8 0XF

NOTRE DAME HIGH SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO NOTRE DAME HIGH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2021

In accordance with the terms of our engagement letter dated 14 October 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021 we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Notre Dame High School during the period 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Notre Dame High School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Notre Dame High School's funding agreement with the Secretary of State for Education dated 29 June 2012 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

NOTRE DAME HIGH SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO NOTRE DAME HIGH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

The work undertaken to draw to our conclusion includes:

- determining procurement and authorisation procedures
- testing compliance with financial and authorisation procedures
- reviewing the financial records for unusual transactions
- testing expenditure transactions were reasonable and appropriate
- obtaining formal representations from the board of trustees and accounting officer of their responsibilities
- reviewing the minutes of various committees for the period
- testing petty cash claims for authorisation and validity
- confirming a sample of credit card expenditure was appropriate and complied with internal control procedures

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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

UHY Hacker Young

Reporting Accountant

UHY Hacker Young
6 Broadfield Court
Broadfield Way
Sheffield
S8 0XF

Dated: 13/12/2021

NOTRE DAME HIGH SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2021

		Unrestricted Funds	Restricted funds:		Total 2021	Total 2020
	Notes	£000	General £000	Fixed asset £000	£000	£000
Income and endowments from:						
Donations and capital grants	3	-	4	31	35	38
Charitable activities:						
- Funding for educational operations	4	-	8,184	-	8,184	7,382
- Funding for teaching school	4,25	-	1,001	-	1,001	917
Other trading activities	5	1,201	34	-	1,235	1,136
Investments	6	8	-	-	8	21
Total		<u>1,209</u>	<u>9,223</u>	<u>31</u>	<u>10,463</u>	<u>9,494</u>
Expenditure on:						
Raising funds	7	867	38	-	905	942
Charitable activities:						
- Educational operations	8	2	8,342	43	8,387	7,795
- Teaching School	8,25	-	1,001	-	1,001	920
Total	7	<u>869</u>	<u>9,381</u>	<u>43</u>	<u>10,293</u>	<u>9,657</u>
Net income/(expenditure)		340	(158)	(12)	170	(163)
Transfers between funds	17	-	12	(12)	-	-
Other recognised gains/(losses)						
Actuarial losses on defined benefit pension schemes	19	-	(264)	-	(264)	(665)
Net movement in funds		340	(410)	(24)	(94)	(828)
Reconciliation of funds						
Total funds brought forward		<u>2,384</u>	<u>(4,546)</u>	<u>337</u>	<u>(1,825)</u>	<u>(997)</u>
Total funds carried forward		<u>2,724</u>	<u>(4,956)</u>	<u>313</u>	<u>(1,919)</u>	<u>(1,825)</u>
Net income/(expenditure)		340	(158)	(12)	170	(163)
Defined benefit pension scheme operating charge net of employer's contributions		<u>-</u>	<u>338</u>	<u>-</u>	<u>338</u>	<u>314</u>
Net income/(expenditure) before actuarial costs		<u>340</u>	<u>180</u>	<u>(12)</u>	<u>508</u>	<u>151</u>

NOTRE DAME HIGH SCHOOL

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

Comparative year information		Unrestricted	Restricted funds:		Total
Year ended 31 August 2020		Funds	General	Fixed asset	2020
	Notes	£000	£000	£000	£000
Income and endowments from:					
Donations and capital grants	3	-	7	31	38
Charitable activities:					
- Funding for educational operations	4	-	7,382	-	7,382
- Funding for teaching school	4,25	-	917	-	917
Other trading activities	5	1,042	94	-	1,136
Investments	6	21	-	-	21
Total		<u>1,063</u>	<u>8,400</u>	<u>31</u>	<u>9,494</u>
Expenditure on:					
Raising funds	7	841	101	-	942
Charitable activities:					
- Educational operations	8	20	7,725	50	7,795
- Teaching School	8,25	-	917	3	920
Total	7	<u>861</u>	<u>8,743</u>	<u>53</u>	<u>9,657</u>
Net income/(expenditure)		202	(343)	(22)	(163)
Transfers between funds	17	-	22	(22)	-
Other recognised gains/(losses)					
Actuarial losses on defined benefit pension schemes	19	-	(665)	-	(665)
Net movement in funds		202	(986)	(44)	(828)
Reconciliation of funds					
Total funds brought forward		<u>2,182</u>	<u>(3,560)</u>	<u>381</u>	<u>(997)</u>
Total funds carried forward		<u>2,384</u>	<u>(4,546)</u>	<u>337</u>	<u>(1,825)</u>

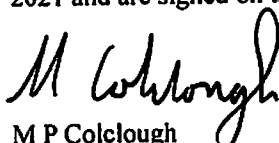
NOTRE DAME HIGH SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2021

			2021		2020
	Notes	£000	£000	£000	£000
Fixed assets					
Intangible assets	12		8		7
Tangible assets	13		305		330
			<u>313</u>		<u>337</u>
Current assets					
Debtors	14	289		204	
Cash at bank and in hand		3,633		2,982	
		<u>3,922</u>		<u>3,186</u>	
Current liabilities					
Creditors: amounts falling due within one year	15	(871)		(667)	
		<u></u>		<u></u>	
Net current assets			3,051		2,519
Net assets excluding pension liability			3,364		2,856
Defined benefit pension scheme liability	19		(5,283)		(4,681)
Total net liabilities			<u>(1,919)</u>		<u>(1,825)</u>
Funds of the Academy Trust:					
Restricted funds	17				
- Fixed asset funds			313		337
- Restricted income funds			327		135
- Pension reserve			(5,283)		(4,681)
Total restricted funds			<u>(4,643)</u>		<u>(4,209)</u>
Unrestricted income funds	17		2,724		2,384
Total funds			<u>(1,919)</u>		<u>(1,825)</u>

The accounts on pages 36 to 65 were approved by the Governors and authorised for issue on 01 December 2021 and are signed on their behalf by:


M P Colclough
Chair

Company Number 08098354

NOTRE DAME HIGH SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £000	2020 £000
Cash flows from operating activities			
Net cash provided by operating activities	20	631	45
Cash flows from investing activities			
Dividends, interest and rents from investments		8	21
Capital grants from DfE Group		31	31
Purchase of intangible fixed assets		(7)	-
Purchase of tangible fixed assets		(12)	(9)
Net cash provided by investing activities		<u>20</u>	<u>43</u>
Net increase in cash and cash equivalents in the reporting period		651	88
Cash and cash equivalents at beginning of the year		<u>2,982</u>	<u>2,894</u>
Cash and cash equivalents at end of the year		<u><u>3,633</u></u>	<u><u>2,982</u></u>

NOTRE DAME HIGH SCHOOL

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

1 Accounting policies

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

1.1 Basis of preparation

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

1.2 Going concern

The governors assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The Board of Governors expect the school will be joining a Multi Academy Trust in 2021-22 and at that point, the assets and liabilities of the Academy Trust will be transferred to the Multi Academy Trust and the Academy Trust will cease operations. For this reason the Board of Governors have prepared the accounts on a basis other than going concern.

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 period for which it is receivable

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.

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

Donations

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

Other income

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

Donated goods, facilities and services

The value of donated services and gifts in kind provided to the Academy are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Academy can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with Academy's policies.

The Academy does not have goods donated for resale.

Investment income

Interest receivable is included within the Statement of Financial Activities on a receivable basis.

Activities for generating funds

Income is received from the activities as a teaching school providing training services to other schools and to individual external students. This is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

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 are 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.

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

Governance costs

These include the costs attributable to the Academy Trust's compliance with constitutional and statutory requirements, including audit, strategic management, Governors' meetings and reimbursed expenses.

Agency arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds, SCITT and SKE funds from ESFA and Match Funding for Textbooks from Maths Hub Yorkshire. Payments received from these funders and subsequent disbursements are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust cannot use any of the allocation towards its own administration costs.

1.5 Intangible fixed assets and amortisation

Intangible assets costing £3,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Fixed assets that have net book value of zero remain on the balance sheet until they are disposed of with their full value on the balance sheet both in Fixed Asset Cost bfwd and Depr'n bfwd. Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Purchased computer software 3 years unless the term of the licence exceeds this in which case amortization will be over the period of the licence, on a straight line basis.

1.6 Tangible fixed assets and depreciation

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy. Fixed assets that have net book value of zero remain on the balance sheet until they are disposed of with their full value on the balance sheet both in Fixed Asset Cost bfwd and Depr'n bfwd.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life. The academy trust does not own or otherwise have any legal interest in the land and buildings occupied by the academy trust. The principal annual rates for fixed assets are:

Improvements to buildings	20 years
Computer equipment	4 years
Fixtures, fittings & equipment	5 years
Motor vehicles	5 years

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

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

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.

1.7 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.

1.8 Leased assets

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

1.9 Financial instruments

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

Financial 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.

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

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

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

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 based on quadrennial valuations using a prospective unit credit method. The 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 are recognised in the period to which they relate.

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

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

1.12 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 Governors.

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 Department for Education Group.

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.13 Provisions

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

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

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Donations and capital grants

	Unrestricted funds £000	Restricted funds £000	Total 2021 £000	Total 2020 £000
Capital grants	-	31	31	31
Other donations	-	4	4	7
	<u>-</u>	<u>35</u>	<u>35</u>	<u>38</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

4 Funding for the Academy Trust's educational operations

	Unrestricted funds £000	Restricted funds £000	Total 2021 £000	Total 2020 £000
DfE / ESFA grants				
General annual grant (GAG)	-	7,834	7,834	7,162
Other DfE / ESFA grants:				
Pupil premium	-	182	182	174
	<u>-</u>	<u>182</u>	<u>182</u>	<u>174</u>
	-	8,016	8,016	7,336
	<u>-</u>	<u>8,016</u>	<u>8,016</u>	<u>7,336</u>
Other government grants				
Local authority grants	-	40	40	46
Teaching school grants DfE	-	1,001	1,001	917
	<u>-</u>	<u>1,001</u>	<u>1,001</u>	<u>917</u>
	-	1,041	1,041	963
	<u>-</u>	<u>1,041</u>	<u>1,041</u>	<u>963</u>
COVID-19 additional funding (DfE/ESFA)				
Catch up Premium	-	71	71	-
Other DfE/ESFA COVID-19 funding	-	57	57	-
	<u>-</u>	<u>57</u>	<u>57</u>	<u>-</u>
	-	128	128	-
	<u>-</u>	<u>128</u>	<u>128</u>	<u>-</u>
Total funding	-	9,185	9,185	8,299
	<u>-</u>	<u>9,185</u>	<u>9,185</u>	<u>8,299</u>

The academy received £85,000 of funding for catch-up premium and costs incurred in respect of this funding totalled £71,000. The balance of £14,000 is deferred on the basis that it would be repayable if not spent.

5 Other trading activities

	Unrestricted funds £000	Restricted funds £000	Total 2021 £000	Total 2020 £000
Hire of facilities	2	-	2	-
Fundraising income	-	-	-	3
Music tuition	-	-	-	13
Parental contributions	-	34	34	94
Teaching school income	1,138	-	1,138	968
Other income	61	-	61	58
	<u>1,201</u>	<u>34</u>	<u>1,235</u>	<u>1,136</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

6 Investment income

	Unrestricted funds £000	Restricted funds £000	Total 2021 £000	Total 2020 £000
Short term deposits	8	-	8	21

7 Expenditure

	Staff costs £000	Non Pay Premises £000	Expenditure Other £000	Total 2021 £000	Total 2020 £000
Expenditure on raising funds					
- Direct costs	-	-	905	905	942
Academy's educational operations					
- Direct costs	6,071	-	476	6,547	6,287
- Allocated support costs	935	543	362	1,840	1,508
Teaching School					
- Direct costs	324	-	162	486	389
- Allocated support costs	226	-	289	515	531
	<u>7,556</u>	<u>543</u>	<u>2,194</u>	<u>10,293</u>	<u>9,657</u>

Net income/(expenditure) for the year includes:

	2021 £000	2020 £000
Fees payable to auditor for:		
- Audit	8	7
- Other services	11	8
Operating lease rentals	-	2
Depreciation of tangible fixed assets	37	44
Amortisation of intangible fixed assets	6	9
Net interest on defined benefit pension liability	89	70

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

8 Charitable activities

	Unrestricted funds £000	Restricted funds £000	Total 2021 £000	Total 2020 £000
Direct costs				
Educational operations	2	6,545	6,547	6,287
Teaching School	-	486	486	389
Support costs				
Educational operations	-	1,840	1,840	1,508
Teaching School	-	515	515	531
	<u>2</u>	<u>9,386</u>	<u>9,388</u>	<u>8,715</u>

	Teaching School £000	Educational operations £000	Total 2021 £000	Total 2020 £000
Analysis of support costs				
Support staff costs	226	939	1,165	1,063
Depreciation and amortisation	-	43	43	53
Technology costs	-	-	-	2
Premises costs	-	500	500	319
Other support costs	284	335	619	573
Governance costs	5	23	28	29
	<u>515</u>	<u>1,840</u>	<u>2,355</u>	<u>2,039</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

9 Staff

Staff costs

Staff costs during the year were:

	2021 £000	2020 £000
Wages and salaries	5,475	5,279
Social security costs	559	537
Pension costs	1,461	1,399
	<u>7,495</u>	<u>7,215</u>
Amounts paid to employees	7,495	7,215
Agency staff costs	57	73
Staff restructuring costs	4	3
	<u>7,556</u>	<u>7,291</u>
Amounts paid to staff	7,556	7,291
Staff development and other staff costs	19	11
	<u>7,575</u>	<u>7,302</u>
Total staff expenditure	<u>7,575</u>	<u>7,302</u>
Staff restructuring costs comprise:		
Severance payments	<u>4</u>	<u>3</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

9 Staff

(Continued)

Staff numbers

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

	2021 Number	2020 Number
Teachers	122	119
Administration and support	111	108
Management	2	2
	<u>235</u>	<u>229</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	2021 Number	2020 Number
Teachers	88	86
Administration and support	51	48
Management	2	2
	<u>141</u>	<u>136</u>

Higher paid staff

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

	2021 Number	2020 Number
£60,001-£70,000	6	2
£70,001-£80,000	1	2
£100,001-£110,000	1	1
	<u>8</u>	<u>5</u>

Key management personnel

The key management personnel of the Academy Trust comprise the Governors and the senior management team as listed on page 2. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy Trust was £950,000 (2020: £1,012,000).

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

10 Governors' remuneration and expenses

One or more of the Governors has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Headteacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff members under their contracts of employment, and not in respect of their services as Governors.

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

S Davies (Headteacher):

- Remuneration £105,000 - £110,000 (2020: £100,000 - £105,000)
- Employer's pension contributions £25,000 - £30,000 (2020: £20,000 - £25,000)

S Billingham (staff governor):

- Remuneration £25,000 - £30,000 (2020: £25,000 - £30,000)
- Employer's pension contributions £0 - £5,000 (2020: £0 - £5,000)

C Gould (staff governor):

- Remuneration £20,000 - £25,000 (2020: £25,000 - £30,000)
- Employer's pension contributions £5,000 - £10,000 (2020: £0 - £5,000)

P O'Farrell (staff governor):

- Remuneration £40,000 - £45,000 (2020: £40,000 - £45,000)
- Employer's pension contributions £5,000 - £10,000 (2020: £5,000 - £10,000)

During the year, no travel and subsistence payments were reimbursed or paid directly to the governors (2019: none).

Other related party transactions involving the Governors are set out within the related parties note.

11 Governors' and officers' insurance

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

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

12 Intangible fixed assets

	Computer software £000
Cost	
At 1 September 2020	21
Additions	7
	<u>28</u>
At 31 August 2021	
Amortisation	
At 1 September 2020	14
Charge for year	6
	<u>20</u>
At 31 August 2021	
Carrying amount	
At 31 August 2021	8
	<u>7</u>
At 31 August 2020	<u>7</u>

13 Tangible fixed assets

	Improvements to buildings £000	Computer equipment £000	Fixtures, fittings & equipment £000	Motor vehicles £000	Total £000
Cost					
At 1 September 2020	407	185	68	49	709
Additions	-	-	12	-	12
Disposals	-	-	(9)	-	(9)
	<u>407</u>	<u>185</u>	<u>71</u>	<u>49</u>	<u>712</u>
At 31 August 2021					
Depreciation					
At 1 September 2020	124	165	58	32	379
On disposals	-	-	(9)	-	(9)
Charge for the year	20	8	5	4	37
	<u>144</u>	<u>173</u>	<u>54</u>	<u>36</u>	<u>407</u>
At 31 August 2021					
Net book value					
At 31 August 2021	263	12	17	13	305
	<u>283</u>	<u>20</u>	<u>10</u>	<u>17</u>	<u>330</u>
At 31 August 2020	<u>283</u>	<u>20</u>	<u>10</u>	<u>17</u>	<u>330</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

14 Debtors

	2021 £000	2020 £000
Trade debtors	70	90
Other debtors	19	5
Prepayments and accrued income	200	109
	<u>289</u>	<u>204</u>

15 Creditors: amounts falling due within one year

	2021 £000	2020 £000
Trade creditors	229	85
Other taxation and social security	137	-
Other creditors	30	-
Accruals and deferred income	475	582
	<u>871</u>	<u>667</u>

16 Deferred income

	2021 £000	2020 £000
Deferred income is included within: Creditors due within one year	<u>250</u>	<u>416</u>
Deferred income at 1 September 2020	416	366
Released from previous years	(416)	(366)
Resources deferred in the year	<u>250</u>	<u>416</u>
Deferred income at 31 August 2021	<u>250</u>	<u>416</u>

At the balance sheet date the academy trust was holding funds received in advance for school trips to take place in the following academic year, teaching school grants received in advance, rates grant in relation to future expenditure and Sheffield City Council Funding received in advance.

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

17 Funds

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2021 £000
Restricted general funds					
General Annual Grant (GAG)	135	7,834	(7,654)	12	327
Pupil premium	-	182	(182)	-	-
Other government grants	-	40	(40)	-	-
Teaching School	-	1,001	(1,001)	-	-
Catch-up premium	-	71	(71)	-	-
Other DfE/ESFA COVID-19 funding	-	57	(57)	-	-
Other restricted funds	-	38	(38)	-	-
Pension reserve	(4,681)	-	(338)	(264)	(5,283)
	<u>(4,546)</u>	<u>9,223</u>	<u>(9,381)</u>	<u>(252)</u>	<u>(4,956)</u>
Restricted fixed asset funds					
Inherited on conversion	62	-	(5)	-	57
DfE group capital grants	217	31	(29)	(12)	207
Capital expenditure from GAG	58	-	(9)	-	49
	<u>337</u>	<u>31</u>	<u>(43)</u>	<u>(12)</u>	<u>313</u>
Total restricted funds	<u>(4,209)</u>	<u>9,254</u>	<u>(9,424)</u>	<u>(264)</u>	<u>(4,643)</u>
Unrestricted funds					
General funds	2,384	1,209	(869)	-	2,724
Total funds	<u>(1,825)</u>	<u>10,463</u>	<u>(10,293)</u>	<u>(264)</u>	<u>(1,919)</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

17 Funds

(Continued)

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

Restricted general funds are those resources that have been designated restricted by the grant or other income provider in meeting the objectives of the academy trust.

Restricted fixed asset funds are those funds relating to the long term assets of the academy trust used in delivering the objectives of the academy trust.

Unrestricted funds are funds which the governing body may use in the pursuance of the academy trust's objectives and are expendable at the discretion of the governors.

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

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

17 Funds

(Continued)

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

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2020 £000
Restricted general funds					
General Annual Grant (GAG)	142	7,162	(7,191)	22	135
Pupil premium	-	174	-	-	174
Other DfE / ESFA grants	-	-	(174)	-	(174)
Other government grants	-	46	(46)	-	-
Teaching School	-	917	(920)	3	-
Other restricted funds	-	101	(98)	(3)	-
Pension reserve	(3,702)	-	(314)	(665)	(4,681)
	<u>(3,560)</u>	<u>8,400</u>	<u>(8,743)</u>	<u>(643)</u>	<u>(4,546)</u>
Restricted fixed asset funds					
Transfer on conversion	67	-	(5)	-	62
DfE group capital grants	231	31	(23)	(22)	217
Capital expenditure from GAG	83	-	(25)	-	58
	<u>381</u>	<u>31</u>	<u>(53)</u>	<u>(22)</u>	<u>337</u>
Total restricted funds	<u>(3,179)</u>	<u>8,431</u>	<u>(8,796)</u>	<u>(665)</u>	<u>(4,209)</u>
Unrestricted funds					
General funds	<u>2,182</u>	<u>1,063</u>	<u>(861)</u>	<u>-</u>	<u>2,384</u>
Total funds	<u>(997)</u>	<u>9,494</u>	<u>(9,657)</u>	<u>(665)</u>	<u>(1,825)</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

18 Analysis of net assets between funds

	Unrestricted Funds £000	Restricted funds: General £000	Fixed asset £000	Total Funds £000
Fund balances at 31 August 2021 are represented by:				
Intangible fixed assets	-	-	8	8
Tangible fixed assets	-	-	305	305
Current assets	2,724	1,198	-	3,922
Creditors falling due within one year	-	(871)	-	(871)
Defined benefit pension liability	-	(5,283)	-	(5,283)
Total net assets	2,724	(4,956)	313	(1,919)

	Unrestricted Funds £000	Restricted funds: General £000	Fixed asset £000	Total Funds £000
Fund balances at 31 August 2020 are represented by:				
Intangible fixed assets	-	-	7	7
Tangible fixed assets	-	-	330	330
Current assets	2,384	802	-	3,186
Creditors falling due within one year	-	(667)	-	(667)
Defined benefit pension liability	-	(4,681)	-	(4,681)
Total net assets	2,384	(4,546)	337	(1,825)

19 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 South Yorkshire Pension Fund. Both are multi-employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and that of the LGPS related to the period ended 31 March 2019

There were no prepaid contributions at either the beginning or the end of the financial year. At the end of the year there were outstanding contributions of £29,550 (2020 £26,833).

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

19 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 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

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

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

A copy of the latest valuation report can be found by following this link to [the Teachers' Pension Scheme website](https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx)

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

The employer's pension costs paid to the TPS in the period amounted to £957,000 (2020: £917,000).

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.

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

19 Pension and similar obligations

(Continued)

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 14.9% for employers and 5.5 to 12.5% for employees.

The scheme is in deficit and Notre Dame High School has entered into an agreement with the trustees to make additional contributions in addition to normal funding levels. The amount agreed for 2021-2022 is £3,208 per month and this is assessed each year. It is anticipated that the additional contributions will be paid over many years.

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.

Total contributions made	2021 £000	2020 £000
Employer's contributions	264	238
Employees' contributions	83	78
	<u>347</u>	<u>316</u>
Total contributions	<u>347</u>	<u>316</u>
Principal actuarial assumptions	2021 %	2020 %
Rate of increase in salaries	4.05	3.55
Rate of increase for pensions in payment/inflation	2.9	2.4
Discount rate for scheme liabilities	1.7	1.8
Inflation assumption (CPI)	2.8	2.3
	<u>2.8</u>	<u>2.3</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

19 Pension and similar obligations

(Continued)

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

	2021 Years	2020 Years
Retiring today		
- Males	22.5	22.4
- Females	25.3	25.2
Retiring in 20 years		
- Males	24	23.9
- Females	27.2	27.1

Scheme liabilities would have been affected by changes in assumptions as follows:

	2021 '£000	2020 '£000
Discount rate + 0.1%	(280)	(237)
Discount rate - 0.1%	286	242
Mortality assumption + 1 year	433	334
Mortality assumption - 1 year	(419)	(324)
CPI rate + 0.1%	285	242
CPI rate - 0.1%	(279)	(237)

The Academy Trust's share of the assets in the scheme

	2021 Fair value £000	2020 Fair value £000
Equities	3,945	3,189
Government bonds	1,125	989
Other bonds	603	592
Cash/liquidity	82	242
Property	701	565
Other assets	1,695	1,150
Total market value of assets	8,151	6,727

The actual return on scheme assets was £(1229,000) (2020: £11,000).

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

19 Pension and similar obligations

(Continued)

Amount recognised in the Statement of Financial Activities	2021 £000	2020 £000
Current service cost	513	482
Interest income	(116)	(112)
Interest cost	205	182
Total operating charge	<u>602</u>	<u>552</u>
Changes in the present value of defined benefit obligations	2021 £000	2020 £000
At 1 September 2020	11,408	10,171
Current service cost	513	482
Interest cost	205	182
Employee contributions	83	78
Actuarial loss	1,370	597
Benefits paid	(145)	(102)
At 31 August 2021	<u>13,434</u>	<u>11,408</u>
Changes in the fair value of the Academy Trust's share of scheme assets	2021 £000	2020 £000
At 1 September 2020	6,727	6,469
Interest income	116	112
Actuarial (loss)/gain	1,106	(68)
Employer contributions	264	238
Employee contributions	83	78
Benefits paid	(145)	(102)
At 31 August 2021	<u>8,151</u>	<u>6,727</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

20	Reconciliation of net income/(expenditure) to net cash flow from operating activities	2021 £000	2020 £000	Net income/(expenditure) for the reporting period (as per the statement of financial activities)	Adjusted for:	Capital grants from DfE and other capital income	Investment income receivable	Defined benefit pension costs less contributions payable	Defined benefit pension scheme finance cost	Depreciation of tangible fixed assets	Amortisation of intangible fixed assets	(Increase)/decrease in debtors	Increase/(decrease) in creditors	Net cash provided by operating activities	21	Analysis of changes in net funds	1 September 2020 £000	Cash flows	31 August 2021 £000	Cash
				170	(31)	(31)	(8)	249	89	37	6	(85)	204	631			2,982	651	3,633	
				(163)	(31)	(31)	(21)	244	70	44	9	112	(219)	45						

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

22 Related party transactions

Owing to the nature of the academy trust's operations and composition of the board of governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures. The following related party transactions took place in the period of account.

Notre Dame High School operates on a rent free basis from properties owned by the Roman Catholic Diocese of Hallam Trust. There is a legal agreement under which the trustees of the Diocese makes available the land and buildings for the use of the academy trust. There is no formal lease and the Governors consider that the academy trust does not have substantially all the risks and rewards associated with ownership of the land and buildings. The Governors also consider that due to the nature of the land and buildings it is not possible to make a reliable estimate of the notional market rent to charge for the use of the land and buildings.

The academy trust is a member of a Diocesan Partnership Agreement with the Bishop of Hallam, the Diocese of Hallam Schools' Department, the Roman Catholic Diocese of Hallam Trust and several other schools in the Diocese. Under this agreement, Notre Dame High School has incurred costs of £23,005 for the year 2020-2021 (2019-2020: £22,634) to the Diocese of Hallam Schools' Partnership as a contribution to the support fund.

Notre Dame High School has also bought services from the Diocese of Hallam amounting to £0 (2019-2020: £950).

Services sold to the Diocese of Hallam amounted to £0 (2019-2020 £3,521). This is due to D Cleary not providing any consultancy work this year

The Bishop of Hallam appoints the majority of Governors to the Board.

23 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

24 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA.

The academy trust distributes SCITT, SKE, TSST and Internship bursary funds to students as an agent for the DFE.

The academy trust distributes match-funding for textbooks to schools for the purchase of textbooks as an agent for National Centre for Excellence in the Teaching of Mathematics.

	2021 £000	2020 £000
16-19 Bursaries		
Received	28	23
	<u>28</u>	<u>23</u>
Receivable	28	23
	<u>28</u>	<u>23</u>
Paid	17	(23)
Carried forward	11	-
	<u>11</u>	<u>-</u>
Payable	28	23
	<u>28</u>	<u>23</u>
SCITT/SKE/TSST Bursaries		
Brought forward	6	(18)
Received	848	787
Carried forward	(36)	(6)
	<u>818</u>	<u>763</u>
Receivable	818	763
	<u>818</u>	<u>763</u>
Brought forward	(45)	(66)
Paid	846	784
Carried forward	17	45
	<u>863</u>	<u>763</u>
Payable	818	763
	<u>818</u>	<u>763</u>
Maths Hub Textbooks		
Brought forward	140	201
Received	(107)	(53)
Carried forward	-	(140)
	<u>33</u>	<u>8</u>
Receivable	33	8
	<u>33</u>	<u>8</u>
Brought forward	-	-
Paid	26	8
Carried forward	7	-
	<u>33</u>	<u>8</u>
Payable	33	8
	<u>33</u>	<u>8</u>

NOTRE DAME HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

25 Teaching School trading account	2021		2020	
	£000	£000	£000	£000
Direct income				
Government grants		1,001		917
Trading activities		1,138		968
		<u>2,139</u>		<u>1,885</u>
		2,139		1,885
Direct costs				
Direct staff costs	324		389	
Subcontract costs	867		841	
Other direct costs	162		-	
	<u>1,353</u>		<u>1,230</u>	
Other costs				
Support staff costs	226		215	
Depreciation	-		3	
Other support costs	284		309	
Share of governance costs	5		5	
	<u>515</u>		<u>532</u>	
Total expenditure		(1,868)		(1,762)
Transfers between funds excluding depreciation		-		3
Surplus/(deficit) from all sources		271		126
Surplus on general fund		271		126
Surplus/(deficit) on teaching school fund		-		-
Teaching School balances at 1 September 2020		-		-
Teaching School balances at 31 August 2021		-		-