



# CHRIST THE KING SIXTH FORMS

## GOVERNORS' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024



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## Key Management Personnel, Board of Governors and Professional advisers Key Management Personnel

### Key management personnel

Key Management Personnel are defined as Senior Post Holders and were represented by the following in 2023/24:

- Shireen Razey, OBE, Executive Principal and Accounting Officer
- Dr Molly Makota, Chief Financial and Resources Officer
- Simon Spearman Deputy Principal (Emmanuel) until August 2024
- Jayne Morgan, Deputy Principal (Emmanuel) from 1<sup>st</sup> September 2024
- Camilla Crampton Deputy Principal (St Mary's)
- Holly Power Deputy Principal (Aquinas)

### Board of Governors

A full list of Governors is given on page 17 of these financial statements.

Linda Harrison is the Clerking professional and has been employed in this role since 01 April 2022.

### Professional advisers

#### Financial statements auditors and reporting accountants

MHA

6th Floor

2 London Wall Place London

EC2Y 5AU

#### Internal auditors

Scrutton Bland

Fitzroy House

Crown Street

Suffolk

IP1 3LG

#### Bankers

Lloyds Bank Mid Markets 4th Floor

25 Gresham Street London EC2V 7HN

#### Solicitors

Doyle Clayton One Crown Court Cheapside London

EC2V 6LR

## Strategic Report of the Governing Body

The Governors present their annual report with the financial statements and auditor's report for Christ the King Sixth Form College for the year ended 31 July 2024.

### Strategic Report Legal Status

Christ the King (CTK) is a Catholic Sixth Form College, which has three sites in South East London. CTK Emmanuel is on the border of Blackheath and Lewisham, CTK Aquinas is based in Brockley and CTK St Mary's is located in Sidcup, Bexley. The College was established in 1992 under The Further and Higher Education Act 1992 as a result of a reorganisation of Roman Catholic secondary schools. The College is an exempt charity under Part 3 of the Charities Act 2011 and from 1 September 2013, is regulated by the Secretary of State for Education.

The members of the Governing Body who are Trustees of the charity, are disclosed on page 17-18.

### Mission, Vision, Strategy and Objectives Mission

We have a shared, well-established and deeply embedded sense of vision and values which is articulated through our mission statement.

#### Mission Statement

We are a Catholic Sixth Form dedicated to the education and development of the whole person, so that all students can realise their full potential.

To achieve this as a community we will:

- Provide the highest standards of teaching and learning.
- Expect students to show commitment to their studies and the Christian values of the Sixth Forms.
- Provide equality of opportunity, with mutual respect and positive encouragement.
- Build and further develop a partnership with parents, schools, parishes, higher education, employers and the local community.
- Value staff and support their professional development.

In doing this we will reflect Christ's teaching in the life and work of the Christ the King Sixth Form.

Our distinctive ethos is characterised by our Christian values and principles, high levels of achievement, high quality specialist staff and specialist provision catering for the individual learning needs of College students. We are proud to be a high-achieving family of three Catholic sixth forms and our mission is to make certain that every student fulfils their potential and excels.

### Vision

Whilst each Christ the King Sixth Form College (CTK) has a specialist focus, we work as one organisation to bring together our staff, students and wider sixth form community, to provide a consistent outstanding College education across all three sixth forms. As part of our Catholic mission we do this in ways which benefit society and the common good on a local, regional and national scale. We will build on the College tradition of excellence while fostering a culture in which innovation and collaboration play an important role. Staff and student wellbeing is at the core of our mission and we are committed to ensure equity of opportunity, to engendering inclusivity, ensuring that all students and staff can flourish in our community.

Following a review into the classification of the statutory further education (FE) sector (FE colleges, sixth form colleges and designated institutions) and their subsidiaries in England, the Office for National Statistics (ONS) reclassified colleges in November 2022 and their subsidiaries into the central government sector. The ONS decision to reclassify the FE sector will not alter the strategic aims of colleges. Colleges will continue to play a leadership role in England's skills system.

Following the reclassification, colleges and their subsidiaries are now part of central government. This means they are subject to the framework for financial management set out in managing public money, guidance on senior pay and other central government guidance.

We are proud, this year, to be able to celebrate our Ofsted Inspection result, which in October 2023 saw the Sixth Form achieve a Good grading with Outstanding features. The Sixth Form was also recognised as making a reasonable contribution to the skills agenda. CTK continues to be financially very strong, making it financially secure, robust and highly efficient. Our five-year strategic plan continues to underpin all that we do.

We have continued to work tirelessly to help support our staff and students recover and flourish as a community together in a post pandemic period. In line with our mission, which is dedicated to the education of the whole person, student personal development has a high priority and is a key focus of CTK's work. The CTK motto 'that they may have life in all its fullness' articulates the vision and expectation that students will leave the Sixth Forms as valuable contributors to society, confident in their ability to thrive and ready to realise their full potential. In this context students are successfully supported and challenged through a wide range of activities, both within and beyond the classroom, to deepen their understanding of themselves and the world around them so that develop the skills and qualities needed to succeed and flourish.

Over the past year we have remained focused on delivering a curriculum that is highly responsive to local skills needs and gap. Our Local Boards have been instrumental in driving this forward so that CTK can continue to grow and flourish. We have worked closely in collaboration with borough councils, local stakeholders and Business LDN and have successfully implemented Local Skills Improvement Fund bids that includes Digital Skills and Green initiatives.

2023/24 has been a strong year for partnership developments, ensuring that all curriculum links with relevant university and employers. There have been greater opportunities to engage in activities such as employer talks, leadership opportunities, wellbeing initiatives, social action and visits.

Students have access to the highest quality student experience, which is underpinned by our Catholic Education programme. The college ensures that students have outstanding opportunities to develop their wider skills making them highly ambitious and successful young adults in a global city. CTK has excellent links with employers which ensures that students have access to a wide range of enrichment opportunities. The Sixth Form undertook a detailed analysis of local skills needs which has helped shape the vision of the sixth form further, through the introduction of a number of T Levels.

In 2023/24 we are also hugely proud to have opened a range of T Level facilities, including an impressive new learning environment for Engineering and manufacturing students. At St Mary's a new mock hospital ward, St Joseph's was completed which will help support the delivery of Adult Nursing and Child Development courses. Student Business Conference facilities were also developed at St Mary's.

We also worked to ensure our estate continued to develop and have been successful in a number of capital projects. CTK plan to utilise reserves in order to undertake a number of capital projects in line with the College's Property Strategy. The estimated CTK contribution to these projects is £1.5m in i2023-24. The last five financial years has seen CTK invest over £7m from reserves. This figure includes CTK contribution for the successful bids; CIF Bid, T Levels and Capacity Fund.

As a family of three sixth forms, we continue to focus our efforts on delivering against our Mission statement, and our clear strategic goals and objectives.

## Strategic Objectives and Goals

### Strategic Goal 1

**An outstanding provider of College education where....**

#### Objective 1

The best teachers, who are experts in their subject, specialise in working exclusively with College students.

#### Objective 2

The subjects and programmes on offer are highly valued by universities and employers and promote local, regional and national priorities.

#### Objective 3

The environment and ethos reflects Catholic values and supports students so that they thrive and flourish.

### Strategic Goal 2

**A high achieving, successful College where....**

#### Objective 1

Student examination outcomes are outstanding.

#### Objective 2

Students are ambitious, work hard and are challenged to develop the skills and qualities that will support their aspirations and success.

#### Objective 3

Students make exceptional progress and leave to study or work in leading universities, companies and professions.

### Strategic Goal 3

**An innovative, prestigious and highly regarded College where....**

#### Objective 1

Holistic approaches engage parents, families and the wider community so that every student succeeds in reaching their full potential.

#### Objective 2

Strong relationships with universities, employers and other schools are brokered and prosper so that outstanding opportunities are provided for staff and students.

#### Objective 3

Specialist College education, research and curriculum pedagogy leads the way in the post 16 sector.

### Strategic Goal 4

**To respond appropriately to the social, ethical and Catholic values within our community where...**

#### Objective 1

Purposeful social action is embedded across the College.

#### Objective 2

An environmental strategy involving staff and students promotes sustainability.

#### Objective 3

Staff and student well-being is at the heart of all we do.

### Strategic Goal 5

**A financially secure, robust and highly efficient College where....**

**Objective 1**

Outstanding financial status is maintained and characterised by strong reserves, unqualified audits and student enrolment numbers which grow to target.

**Objective 2**

The central functions deliver high quality, specialist services and model the efficiencies that can be gained in a multisite institution.

**Objective 3**

Estates, premises and educational resources are outstanding and which enhance the delivery of a dynamic and highly relevant curriculum.

**Resources**

The College employs 167 staff (expressed as full time equivalents) of which 97 are teachers. The College enrolled approximately 2,100 students in 2023/24. Almost ninety-one percent of the students are on level 3 courses and 66.9% of students study a BTEC/T Level qualification.

**Stakeholders**

Christ the King Sixth Form College has many stakeholders and works in a highly collaborative and innovative manner with its network of partners to ensure the highest quality of education. Acting as critical friends, our external partners help to shape our curriculum content, provide feedback on the effectiveness of our skill development strategies and advise on progression pathways.

This has remained a key strength CTK and we will continue to work closely with a range of key stakeholders to achieve our strategic objectives. Amongst CTKs stakeholders we have a number of core partners including those below:

- Students
- Staff
- Alumni students
- Education sector funding bodies;
- Roman Catholic Archdiocese of Southwark;
- Partner Schools
- Catholic Sixth Form Colleges (ACVIC)
- Local employers
- Universities
- Local authorities
- Trade unions and professional bodies
- Business LDN, Chamber of Commerce
- Community and voluntary organisations
- The local community
- Other FE and schools institutions

CTK recognises the importance of these relationships and engages in regular communication through its website, monthly newsletters and membership of local boards. its stakeholder newsletters, and through its membership of forums and other strategic partnerships. The Sixth Form is well represented on local and nation groups ensuring we have a strong presence enabling the Sixth Form to build strong partnerships to help support the needs of the local community. It works closely with its Partner Schools (Bonus Pastor Catholic College, Trinity School, St Michaels Catholic College, St Ursula's Convent School, St Matthews, St Paul's Academy, St Thomas More RC Comprehensive School, St Catherine's, St Columbus and Conisborough) and other local schools. It runs a successful Careers network locally with schools. It has strong relationships with both Lewisham and Bexley Local Authority. The Sixth Form has extensive links with local Universities and employers, and is an active member of Business LDN.



**Public benefit**

Christ the King Sixth Form College is an incorporated Catholic Sixth Form College providing education exclusively for young people aged 16-19 across three sixth forms located in South East London.

Established in 1992, Christ the King Sixth Form College was initially set up to be the shared sixth form for seven local partner schools. Since then we have established two further sixth forms in Brockley and Sidcup and attract students from ten partner schools and from a wide area across London. In the intervening years, through a number of inspections, Christ the King has been consistently graded as good or better.

In delivering the CTK mission, the College provides identifiable public benefits through the advancement of academic and vocational education to approximately 2100 students, including 46 students with high needs. The College is committed to providing information, advice and guidance to students it enrolls and to ensuring students are accepted onto suitable courses. As a Sixth Form College, we have the following identifiable public benefits through the advancement of education:

- high quality teaching and learning
- widening participation and social mobility
- providing strong community links, commitment to social action
- outstanding progression after CTK; with 85% of students progressing to university
- outstanding student support and safeguarding services

In setting and reviewing CTK's strategic objectives, the Governing Body has had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education. The guidance sets out the requirement that all organisations wishing to be recognised as charities must demonstrate explicitly that their aims are for the public benefit.

**Curriculum Development**

In 2023/24 there were 2100 students on 16-19 study programmes. Each of CTK sixth forms continues to drive forward their site specialisms.

Christ the King Aquinas, located in Brockley, has a highly academic focus, delivering A Level qualification. With a strong emphasis on subject knowledge and academic rigour, courses are intensive and challenging. All students study a programme of A Levels, Extended Project Qualification and a General RE qualification. There is an extensive super curriculum for all students which ensures breadth and challenge.

Christ the King Emmanuel, has professional studies focus, delivering applied academic and technical qualifications, each in a specific occupational context. These are demanding programmes framed by leading universities and employers and there is a strong emphasis on the occupational knowledge and academic skills required to achieve the top grades and in order to make exceptional progress. T Levels have continued to be expanded at the site, with Business added this year to alongside Adult Nursing and Engineering. All students study a General RE qualification.

Christ the King St Mary's, has a combined academic and professional studies focus and delivers both A Levels and Applied Technical qualifications. All students study a General RE qualification. There is a strong focus on academic rigour and occupational standards and students are able to specialise or combine their studies. The site successfully launched a T Level in Business admin in September 2023. Facilities including Business Conference, Child development and Science /Health rooms have been fully refurbished ready for further T Level to be launched.

General RE continues to be an outstanding feature of CTK with all students studying for a formal Level 1 or Level 2 qualification. Significant investments in the building estates at Emmanuel and St Mary's have ensured there are state of the art, modern curriculum facilities.



Our overarching curriculum intent sets out our purposes in planning our curriculum provision. Framed by our motto 'Ut Vitam Habeant' (that they may have life in all its fullness), the distinctive vision we have for every student who studies at Christ the King College is informed by our mission, underpinned by our values, distinguished by our community and framed by our location in a leading global city. Our aim is to work with our students so that they are fully prepared to contribute to society as well rounded, self-aware, motivated and knowledgeable young people. Our CTK Graces programme signifies the character traits that we explicitly develop in students so that they model the expectations, habits and behaviours needed to be ambitious in their progression plans and to succeed. Our students, many who come from disadvantaged backgrounds, are challenged to be ambitious and are expected to leave with the qualifications, skills and attributes needed to be successful in university, apprenticeships and employment. Every course at CTK is framed by this intent and it is in this context that our approach to meeting local, regional and national skills needs is set. We are a partnership sixth form, with a network of extensive well-established skills-based partnerships that support our local community.

## Financial Performance

### Financial Results

For the 2023/24 year the College generated a surplus before other gains and losses of £84k (2023 - £862k surplus).

The College has a bank balance of almost £8.6 million which is equivalent to 189 cash days.

The College has £14.2 million of net assets and long term deferred capital grant income of £9.2 million. The Impact of FRS102 LGPS explained below.

### FRS102 – LGPS 2023-24

The actual valuation of the Local Government Pension Scheme as required by Financial Reporting Standard 102 which was prepared as at end of July 2024 had an impact on the balance sheet with a movement of £1.388m from a pension asset of £3.070m to a pension asset of £4.458m; this is as a result of positive fund investment returns improving the assets based on the financial market conditions at 31 July 2024.

However, the College has applied an asset ceiling adjustment as it has assumed a minimum funding requirement exists in the LGPS for contributions relating to future service and past service as per table below This is consistent with the approach taken last year. The recommendation is in line with FRS 102 (Paragraph 28.22)<sup>1</sup> which states "If the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a surplus. An entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan."

Balance Sheet	31 July 2024 £'000'	31 July 2023 £'000'
Assets	16,273	14,293
Obligations	(11,815)	(11,223)
<b>Asset Ceiling Adjustment</b>	(4,458)	(3,070)
<b>Net asset / (liability)</b>	-	-

Based on market conditions as of 31 July 2024, the accounting valuation is derived by assuming a number of financial assumptions; Discount rate (assumed future investment return); Future pension increase rate assumption (CPI); and the Future salary increase rate assumption illustrated in the table below.

Financial Assumptions	31 July 2024 % per annum	31 <sup>st</sup> July 2023 % per annum	Impact on obligations
Discount Rate	5.00%	5.05%	Increase

Pension Increases (CPI)	2.75%	3.00%	Reduction
Salary Increases	3.75%	4.00%	Small Reduction

There is sensitivity to assumptions used which include the net discount rate which is the difference between the discount rate and the assumed rates of increase of salaries/deferred pension revaluation/pension increases in payment. Changes in market conditions that affect the net discount rate can have a significant effect on the value of the obligations reported.

- A reduction in the net discount rate will increase the assessed value of obligations, as a higher value is placed on benefits paid in the future.
- A rise in the net discount rate will have an opposite effect of similar magnitude

### Financial Key Performance Indicators

A series of performance indicators have been agreed to monitor the successful implementation of the policies.

	Actual 2023/24	Actual 2022/23
Cash Days	213	235
Current Ratio	4.14	4.00
Sustainability – education specific	0.5%	17.0%
ESFA Income as % Income	95.8%	96.0%
Pay as % of Income	67.9%	66%

The College's financial objectives and key performance indicators for 2023/24 were achieved.

- To retain a financial health grade of 'Outstanding'
- Have in excess of 100 cash days at the end of 2023/24
- Have a general reserve of at least 25% of income
- Maintain salary costs at <75% of core allocation in 2023/24
- Maintain salary costs at <70% of expenditure
- Limit the net cash outflow to <£2,000,000
- Retain non-ESFA income above 2% of total income

Christ the King Sixth Form College is committed to observing the importance of sector measures and indicators and uses the FE Choices data available on the GOV.UK website which looks at measures such as success rates. The College is required to complete the annual Finance Record for the Education and Skills Funding Agency ("ESFA"). The College is assessed by the ESFA as having an "Outstanding" financial health grading. This has been a long-term achievement for the college. The current rating of Outstanding is considered an acceptable outcome.

### Treasury policy and objectives

Treasury management is the management of the College's cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks. The College has a separate treasury management policy in place.

Short-term borrowing for temporary revenue purposes would be authorised by the Accounting Officer. All other borrowing would require the authorisation of the Governing Body and shall comply with the requirements of the Funding Agreement.

### Cash flow and liquidity

The operating cash inflow was £164k (2022-23 £1.348m). Offset against this were net cash outflows from investing activities of £3.4m. The investing activities included refurbishment projects at both the Emmanuel and St. Marys sites.

The College currently does not have any borrowings.

### **Reserves**

The reserves of Christ the King Sixth Form College have been built up over a number of years as a result of prudent finance management. The reserves at 31st July 2024 total £14.2 million (2023 - £14.2 million). The College's Reserve Policy is reviewed by Governors annually in preparation for preparing the Annual Budget. Its guiding principles on the minimum level of reserves are:

- a) Provide for a minimum number of one hundred cash days.
- b) Provide for pension liability and other contingencies.
- c) Provide for investment projects which improve College educational outcomes and College services and infrastructure that cannot be provided for from recurrent income.

Aligned with implementing in full our strategy of providing specialist sixth forms for vocational and academic education, we expect to continue to make significant investment in the provision of specialist teaching and facilities and in digital learning and ICT. The Statement of Cash Flows shows that in the year ended 31 July 2024, we made £2.2 million of educational capital investment and, as outlined in note 12 to the accounts, we have made capital commitments for a further £854k on of educational capital investment. This includes ESFA grants received.

### **Sources of Income**

80% of the College income is from ESFA Main funding, other income is through the Capacity & Delivery funds, Tuition Fund and Advanced Maths Premium. Approximately £364k is received through Local Authority tier 3 High Needs funds.

### **Review of 2023/24 and Future Developments**

CTK has an ambitious 5-year Strategic Plan. It has successfully delivered on its annual priorities for 2023/24 agreed by the Governing Body in line with our Strategic Plan 2020-25 five clear goals:

- An outstanding provider of sixth form education
- A high achieving, successful sixth form
- An innovative, prestigious and highly regarded sixth form
- To respond appropriately to the social, ethical and Catholic values with our community
- A financially secure, robust and highly efficient sixth form

Enrolments increased in September 2023 compared to the previous year. As three specialist sixth forms our strategy continues to be highly effective through its specialised approach ensuring a broad and inclusive curriculum that serves each of our local communities.

In October 2023 Ofsted confirmed that the Sixth Form was a Good Sixth Form with Outstanding features. The Sixth Form was also recognised as making a reasonable contribution to the skills agenda. CTK continues to be financially very strong, making it financially secure, robust and highly efficient.

### **The Sixth Forms Environmental and Green Strategy**

The Sixth Forms Environmental and Green Strategies continue to be driven forward. We have commissioned an Inspired Energy Report that details our energy consumption, carbon emissions and data completeness as required under SECR (Streamlined Energy and Carbon Reporting). Our latest report highlights a 13% decrease in emissions compared to our last annual report. The addition of a Building Management System (BMS) to boiler rooms has assisted CTK in monitoring and controlling gas consumption across its portfolio, leading to a decrease in combustion emissions compared to the prior year. Our other energy saving projects include a LED Lighting Refurbishment/Light Sensors, and an EV Charging Point. In June 2024 the Sixth Form was recognised for its Green Strategy when it won a SFCNA National Award.

The year started with our Annual conference which focused on Neurodiversity and Disability awareness and the year finished with a staff celebration evening which recognised the commitment and achievement of staff. Staff wellbeing has been a key focus this year with multiple initiatives such as pulse surveys and the launch of the College's People Strategy.

An Independent Safeguarding group continues to provide reassurance, this has strengthened safeguarding systems and procedures and provided increased assurance to the Governing Body.

Local boards, led by Site Principals and Foundation Governors play a key role in meeting the skills needs of each local community. Board membership is strong and representative of employers, local groups, universities which help each site develop.

Annual Priorities for the 2024/25 academic year have been agreed by the Governing Body. CTK continues to work closely with key external stakeholders to ensure curriculum skills needs are met, this includes strong relationships with employers, universities, Local Authorities and Business LDN. The College has expanded its T Level provision inline with London Skills Improvement Plan skills shortages. In September 2024 T Level courses in Child Development and Digital will be launched.

### **Principal Risks and Uncertainties**

CTK has established risk control systems that strive to continuously develop processes for internal controls, particularly risk management. An internal Risk, Audit and Compliance (RAC) Committee is chaired by an independent consultant, this group meets monthly. The Committees members are from a cross selection of the leadership team, including Finance, MIS, IT, Curriculum, Marketing and Support areas. The College has an established risk control system that links the identified high risks to the Group's strategic aims and objectives, with progress being monitored by the key performance indicators. This direct linkage brings a sharp focus to key risks and has ensured that all actions are mitigating these.

Based on the strategic plan, the Risk Management Policy and Register ensures a comprehensive review of the risks to which the College is exposed. It identifies systems and procedures, including specific preventable actions which should mitigate any potential impact on the College. The risk register is maintained at the College level which is reviewed monthly at the RAC (RAC) Committee and by the Audit & Risk Committee. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. The RAC Committee regularly reviews the risk register, ensuring key activities to navigate risks are on track; these are tracked closely on the Risk Residual Map.

Outlined below is a description of the principal risk factors that may affect the College. Not all the factors are within the College's control. Other factors besides those listed below may also adversely affect the College.

The College has well developed strategies for managing risk and strives to embed risk management in all that it does, Risk management processes are designed to protect the College's educational outcomes, assets, reputation and financial stability. The governing body has overall responsibility for risk management and its approach to managing risks and internal controls is explained in the Statement on Governance.

The current risks include:

1. Inability to drive educational change in the context of the Catholic ethos of the College through are relevant curriculum delivered by the best governors, leaders, teachers and support staff in year risk. The risk is that the College fails to ensure:
  - All teaching and learning is good or better
  - Catholic Education meets the Bishop's requirements and is good or better
2. Inability to deliver outstanding learning and progression and outcomes by students who are challenged to succeed. The risk is that the College fails to ensure:
  - Student outcomes meet or exceed national standards
  - Student behaviour, attendance and punctuality are exemplary

3. Inability to deliver a highly regarded cohesive culture with holistic approaches that promote well-being across the Sixth Forms. The risk is that the College fails to ensure:
  - The culture of the sixth form does not change to meet the requirements of three specialist sixth forms each of which must be leaders in their field whilst remaining part of a cohesive whole
  - The specialist sixth forms fail to build a reputation for excellence individually or collectively, adverse publicity damages the reputation of the Sixth form and student numbers do not grow
  - Staff and student well-being is not promoted, and safeguarding arrangements are not robust or fully implemented
4. Inability to maintain strong financial viability, strong central services that deliver value for money, estates that are fit for purpose and robust adherence to government policy, regulations and legal compliance, in year risk. The risk is that the College fails to ensure:
  - Outstanding financial status is retained
  - Leadership and central staffing structures are strengthened

## KEY PERFORMANCE INDICATORS

### Student Key Performance Indicators

Key performance Indicator	Measure/Target	Actual for 2023/24
Student number targets	2009	2100
Student achievement/progression	98%	98%
Ofsted rating	Good	Good

### Student numbers

Student numbers in 2023/24 were 2,100, this accounted for an overall 4% increase in student numbers. In line with the launch of specialist sixth form offers and those shared with the ESFA numbers are expected to start to increase in 2024/25 academic year.

### Student achievements

Student achievements are in line with national benchmarking for 'A' Levels and BTEC programmes. A particular strength of the College is in making students ready for the next stage in their lives, including progression to university. Many of our students have low levels of prior educational achievement. Our Graduate Programmes are designed to ensure all students are supported and challenged to achieve their potential. Our approach to Study Programmes ensures students have a coherent engaging curriculum offer that encourages ambitious progression.

### Ofsted Result

The Group was last inspected by Ofsted in October 2023 against the Education Inspection Framework and the overall grade awarded was good with outstanding personal development.

Key Findings by Ofsted include:

- Leaders go above and beyond to ensure that students take part in experiences that further build their skills
- Students enjoy being part of an inclusive culture in which they all feel welcome. They appreciate one another's differences and celebrate the diversity of their community
- Students have an excellent awareness of the options available to them at the end of their courses, so they can approach their future lives with confidence.
- Teachers have good subject knowledge. They draw on this knowledge well to explain concepts clearly in lessons.

- Governors have a good mix of useful skills and experience that they can draw upon in their roles. As a result, the board challenges and supports leaders effectively to focus on making improvements to the provision.
- Governors and local boards bring a wealth of vocational and professional experience to their roles. They understand the skills agenda, as well as the role the college plays in accordance to it. Leaders have conducted their own research to supplement that of local subregional partnerships. As a result, they have a strong understanding of their role in ensuring that the college meets local, regional and national skills needs.

### **Payment performance**

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires the College, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 96% per cent. During the accounting period 1 August 2023 to 31 July 2024, the College had a policy in place in order to achieve this aim. The College incurred no interest charges in respect of late payment for this period.

### **Equity, Diversity and Inclusion**

Christ the King Sixth Form College is committed to equality of opportunity and this aim is implicit in the Catholic ethos of the College and made explicit in the College Mission Statement.

The College's Equity, Diversity and Inclusion Policy is intended to ensure that we meet these duties, by bringing together existing equality schemes and action plans into one cohesive plan. The Policy helps to demonstrate that equality and diversity are at the heart of what we do, makes it clear what we are asking of all those we work with and avoids duplication and confusion.

The College affirms the unique value of each member of our community and recognises their individual dignity. We also recognise the diversity of the community to which we belong and the responsibility this imposes on us. We expect these values to be upheld and promoted by all members of the College.

The College will seek to express its ethos – based on Catholic values – and create a welcoming and secure environment. As a cohesive community aware of its responsibilities to each other and broader society we will strive to combat all forms of discrimination.

College displays, publicity and social and educational events reflect the varied life experiences, interests and cultures of both students and staff.

The College seeks to support students in their educational ambitions and encourage them to aspire to the best possible outcomes. This includes providing every student with a personal tutor and the opportunity for careers guidance. Appropriate support is offered to students with particular learning difficulties, physical disabilities or special needs to maximise their educational opportunities at the College.

Students for whom English is not their first language are provided with the additional support required to fully access the curriculum. In line with the mission of the College, students who are experiencing difficulties in either their work or personal lives are offered or directed to appropriate support. This includes the support service provided through Tutors, Heads of Hall and by the Chaplaincy Team.

Christ the King Sixth Form College's Single Equality Scheme has been developed to set out our commitment to diversity and equality and to address the statutory duties introduced by the following pieces of UK legislation;

- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 2005
- Equality Act 2006 and 2010



The Single Equality Scheme (SES) contains the College Race, Disability and Gender Equality Schemes (as Annexes A, B and C), and our equality action plan for the three schemes. The equality schemes are underpinned by a comprehensive Equality Action Plan (Annex D) which explains how we aim to implement the schemes.

### **Disability statement**

The College is opposed to all forms of discrimination aimed at people with disabilities or learning difficulties/needs, and we welcome the legal duties contained in the Disability Discrimination Act 1995 and the Special Educational Needs and Disability Act 2001 as they apply to this institution. The College considers all employment applications from disabled persons.

The College affirms the unique value of each member of our community and recognises their individual dignity and specific needs. We also celebrate the diversity of our community and accept the responsibility this place on us. We expect these values to be upheld and promoted by all members of the College to ensure that disability of any sort is not a barrier to any student or member of staff.

### **Education Health Care Plan**

The College welcomes applications from all potential students including those who have a formal education health care plan. The College takes reasonable steps to ensure that the individual needs of students with such plans are met.

### **Access to Buildings**

The College aims to ensure that students, staff and visitors with disabilities have access to its buildings.

However, it is recognised that the age and current design of the buildings do not facilitate full disabled access at present. The College is continually investing in improving and upgrading its facilities for students, staff and visitors with a physical disability. The College has implemented a schedule of works based upon not only refurbishments of existing buildings but also a planned removal of existing barriers to access where they put people with physical disability at a disadvantage. The College regularly reviews access issues and endeavours to improve access arrangements on all sites as part of any remodelling and maintenance works.

Lifts have been installed to provide better access to some floors thus making the College more accessible to people using wheelchairs.

Additional ramps and automatic doors have been installed to facilitate movement in the College. The College currently has ramped access to the main reception areas. There are toilets specifically built for disabled use throughout the College. Improved signage has also been put in place to increase accessibility for all students. Where a student has particular access needs, most lessons not requiring specialist equipment can be timetabled into classrooms which have full disabled access.

It is the intention of the College that it would have anticipated the requirements of students with disabilities and other users of the College with disabilities and provided reasonable adjustments in order to make the College as accessible as possible in compliance with the DDA 1995 and the Special Education Needs and Disability Act 2001.

### **Going Concern**

The Sixth Form does not have any notable going concern issues. It has £8.591m principally invested in cash for the foreseeable future and no bank loans or associated covenants.

The Sixth Form prepares detailed financial forecasts covering a period of three years. These include scenario analyses that assess the very significant impact that future government policy and spending decisions will have on the Sixth Form's financial position.



The Sixth Form has significant reliance on the Education and Skills Funding Agency for its principal funding source, largely from recurrent grants. In 2023/24 the ESFA provided 96% of the Sixth Form's total income. It is assumed that this funding will continue.

After making appropriate enquiries, the Governing Body considers that the Sixth Form has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

**Events after the reporting period**

None

**Disclosure of information to auditors**

The Members who held office at the date of approval of this report confirm that, so far as they are each aware, there is no relevant audit information of which the College's auditors are unaware; and each Member has taken all the steps that he or she ought to have taken to be aware of any relevant audit information and to establish that the College's auditors are aware of that information.

Nana Reynier



Chair

Date: 10<sup>th</sup> December 2024

## Governance Statement

The following statement is provided to enable readers of the annual report and accounts of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1st August 2023 to 31st July 2024 and up to the date of approval of the annual report and financial statements.

The College endeavours to conduct its business:

- i. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
- ii. in full accordance with the guidance to the College from the Association of College in The Code of Good Governance for English College ("the Code"); and
- iii. having due regard to the UK Corporate Governance Code 2016 insofar as it is applicable to the further education sector.

The College is committed to exhibiting best practice in all aspects of corporate governance and in particular the College has adopted and complied with the Code. We have not adopted and therefore do not apply the UK Corporate Governance Code. However, we have reported on our Corporate Governance arrangements by drawing upon best practice available, including those aspects of the UK Corporate Governance Code we consider to be relevant to the further education sector and best practice.

In the opinion of the Governors, the College complies with/exceeds all the provisions of the Code, and it has complied throughout the year ended 31 July 2024. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times.

### Members of The Governing Body

The Members who served on the Governing Body during the year and up to the date of signature of this report were as listed in the table below:

Governor	Term of Office (no of terms)	Date of Resignation	Status of Appointment	Committees Served	Overall Attendance in 2023/24
Dr R Evenett	Until 31 <sup>st</sup> Dec 2023 (4) Resigned	31 <sup>st</sup> December 2023	Foundation  Chair of Governors	FR&B (Vice Chair)  Remuneration Gov & Search Safeguarding Governor	100%
Mrs N Reynier	Until 31 <sup>st</sup> Dec 2027 (2)  From 1 <sup>st</sup> Jan 2024, became Chair		Foundation  Chair of Governors	C&Q (Chair) Up until December 2023  Chair of Governors from December 2023  Gov & Search Chair	100%
Mrs S Razey	From 18th March 2019		Executive Principal ex officio	FR&B  C&Q Gov & Search	100%



<b>Governor</b>	<b>Term of Office (no of terms)</b>	<b>Date of Resignation</b>	<b>Status of Appointment</b>	<b>Committees Served</b>	<b>Overall Attendance in 2023/24</b>
Mgr N Rothon	Until August 2025 (3)		Foundation	A&R (Vice Chair)  Catholic Life Link Governor	88.00%
Miss M Burt	Until 31 <sup>st</sup> July 2024 (4)	31 <sup>st</sup> July 2024	Foundation	FRB  Remuneration Chair Health & Safety Link Governor	85.71%
Miss R Newbould	Until 4th Feb 2025 (1)		Foundation	A&R (Chair) Gov & Search	71.43%
Ms M Mihovilovic	Until August 2027 (1)		Foundation	C&Q (Vice Chair)	71.43%
Mrs H Wilkinson	Until 31 <sup>st</sup> Dec 2024 (4)		Foundation	C&Q (Chair) Gov & Search	85.71%
Mr C Burns	Until 31 <sup>st</sup> Dec 2024 (1)		Foundation	FR&B (Chair) Gov & Search Remuneration	71.43%
Mrs M Nunes	Until 31 <sup>st</sup> Oct 2027 (1)		Foundation	A&R Safeguarding Link Governor	85.71%
Ms P Afranie	Until 31 <sup>st</sup> Dec 2027 (1)		Foundation	FR&B	100%
Mr M Smith	Until 31 <sup>st</sup> Oct 2023 (2)	31 <sup>st</sup> Oct 2023	Professional Services Staff		100%
Ms M Richards	Until March 2024 (1)	31 Mar 2023	Teaching Staff		100%
Mr G Di Castri	Until 31 <sup>st</sup> March 2026		Professional Services Staff		100%
Ms E Blackman	Until 31 <sup>st</sup> March 2026		Teaching Staff		100%
Ms V Martins	Until 31 <sup>st</sup> Aug 2024	Term of Office ends 31 <sup>st</sup> Aug 2024	Parent Governor	FR&B	75.00%

During the 2023/24 year there were a few notable changes to the CTK Governing Body.

Dr Evenett (Chair of Governors) retired at the end of December 2023. The position of Chair was taken over by the previous Vice Chair, Mrs N Reynier with effect from January 2024. The new Vice Chair from January 2024 is Ms Newbould.

Three new Foundation Governors joined the Governing Body throughout the 2023/24 academic year; Ms Mihovilovic started in September 2023, Mrs Nunes started in October 2023 and Ms Afranie joined in January 2024. All new members have undertaken a full induction process.

Mrs Nunes has taken on the role of the Safeguarding Link and has regular meetings with the independent Safeguarding

Advisor and the CTK Safeguarding Lead.

From January 2024, Mrs Wilkinson took on the role of Chair of the Curriculum & Quality Committee, with Ms Mihovilovic taking on the Vice Chair for this committee. With effect of the summer term, 2024, Ms Mihovilovic has also taken on the role of Careers Link Governor.

Mr Smith retired from CTK at the end of October 2023; the vacant Professional Services Governor position was then filled by Mr Di Castri, with effect from April 1<sup>st</sup> 2024. Ms Richards came to the end of their 2-year tenure as Teaching Governor and Ms Blackman took up the post from April 1<sup>st</sup> 2024. Both of the new staff Governors have settled well; they each have an allocated Mentor from previous or current staff Governor members and are both undergoing a full induction process.

The Parent Governor, Ms Martins continued to serve during the year. Their term of office comes to an end at the end of the Academic year and a new Parent representative will be sort from the new September 2024 cohort.

It is the Governing Body's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct.

The Governing Body is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel-related matters such as health and safety and environmental issues. The Governing Body meets at least once each term and holds two Strategy and Development Days each academic year.

The Governing Body conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Governing Body. These committees are Finance, Resources & Business, Audit & Risk, Curriculum & Quality, Governance & Search and Remuneration. Minutes of the Full Governing Body meetings, except those deemed to be confidential by the Governing Body, are available on the College's website at [www.ctk.ac.uk](http://www.ctk.ac.uk) or from the Clerk to the Governing Body at:

Christ the King Emmanuel  
Belmont Grove  
Lewisham  
London  
SE13 5GE

The Clerk to the Governing Body maintains a register of financial and personal interests of the governors. The register is shared regularly with Governors and available for inspection at the above address.

All governors are able to take independent professional advice in furtherance of their duties at the College's expense and have access to the Clerk to the Governing Body, who is responsible to the Board for ensuring that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Clerk are matters for the Governing Body as a whole.

Formal agendas, papers and reports are supplied to governors in a timely manner, prior to Full Governing Body or Sub-Committee meetings. Briefings are provided throughout the academic calendar to Governors to ensure they are kept up to date. All Full Governing Body meetings take place onsite, and they are held, on rotation, at the different sites; on some occasions, hybrid attendance has been offered to allow those Governors who are not able to attend in person, an opportunity to still provide an input and to support meetings. All Sub-Committee meetings take place via Teams.

The Governing Body has a strong and independent non-executive element and no individual or group dominates its decision-making process. The Governing Body considers that each of its non-executive members is independent of management and free from any business or other relationship which could materially interfere with the exercise of their independent judgement.

There is a clear division of responsibility in that the roles of the Chair and Accounting Officer are separate.

### **Appointments to the Governing Body**

Any new appointments to the Governing Body are a matter for the consideration of the Governing Body as a whole. The Governing Body has a Governance and Search Committee, consisting of at least three members of the Governing Body, which is responsible for the selection and nomination of any new member for the Governing Body's consideration. The Governing Body is responsible for ensuring that appropriate training is provided as required.

Members of the Governing Body are appointed for an initial term of office of four years, which is renewable depending on performance, continuing skills fit and need. The Governing Body annually considers the mix of skills and experience required and the skills and experience of its current members.

New Governors are supported via an Induction programme. When appointed, new Governors are fully supported by the Clerk and take part in an induction procedure. This covers the main expectations of being a Governor and the expected protocols. Governors also receive training on use of the Governors Portal, financial monitoring, curriculum and quality, students and staff and a tour of the sites. New Governors are allocated a mentor within the Governing body; new Staff Governors are mentored by a former Governor or more experience Governor.

### **Governing Body performance**

The External Governance Review took place in July 2023, this was highly successful. This was conducted by The Education and Training Foundation (ETF). The main findings were;

- Overall Christ the King Sixth Form Colleges is served by an effective and high performing Board.
- Governance at Christ the Kings Sixth Form College is strong, flexible and responds quickly to the needs of the Sixth Forms
- The Board is well functioning.
- Governors provide and evidence clarity of vision for ensuring that the mission and ethos underpins all strategies, policies and procedures and that decisions are taken in a well-developed strategic context
- The Governing Body is well informed and actively oversees its strategic objectives.
- Governors understand its context well and monitor its progress closely, offering senior managers both support and searching challenge in equal measure.
- They monitor performance and students' achievements closely and are open with views on college strengths and weaknesses.
- They receive regular updates on local and national issues.
- Their expertise in curriculum, finance, strategy, human resources, marketing, and estates management is used to support the development of the College in a productive way.

Governors provide clarity of vision for the College seeking to ensure that the mission underpins all strategies, policies and procedures. The College fosters a spirit of generosity and love which stems from the mission and values of its Catholic ethos. The Curriculum & Quality Committee leads proactively. It focusses on strategic themes thus enabling the members to question, understand and evaluate the quality processes in place. The educational character of the College and the student experience are underpinned by dialogue and debate. The Chair of the Committee leads by example and encourages Governors to take a robust approach when reviewing and assessing all areas of quality processes, systems and provision and this includes all aspects of the curriculum.

Governors are effective and inclusive in putting students first. They consistently seek to raise aspirations and outcomes. They ensure relevant and challenging targets are set and review progress against these. Performance Indicators are agreed annually by each Sub-Committee and approved by the Full Governing Body. These are reported on regularly at both sub and board level.

There is a designated Governor with responsibility for safeguarding who meets with Designated Safeguarding Lead on a regular basis. Safeguarding has been further strengthened through the appointment of an Independent Safeguarding

Lead who reports to the Governing Safeguarding Lead directly in a half termly meeting, and annually to the whole Governing Body. If any serious issues occur these are also reported to the Safeguarding Chair.

Governors are assured that effective safeguarding procedures are in place and mandatory Safeguarding training is provided by the Collegiate. The PREVENT, British Values and Keeping Children Safe in Education have all been incorporated into the Safeguarding Policy and briefings are given to Governors. The requirements of Keeping Children Safe in Education have been discussed with Governors and are implemented. All Governors have received safeguarding training at the start of the academic year, with any required updates provided during the year.

The Safeguarding Lead meets, every half term, with the Designated Safeguarding Officer, the Executive Principal, the Chief Financial & Resources Officer and the Director of HR, to ensure that the Single Central Record (SCR) is accurate, that all safeguarding checks have been carried out on all staff and other relevant people, and that any recorded information is up to date.

There is a designated Lead Governor with responsibility for Health and Safety; they are invited to attend regular meetings with the Health and Safety Committee and with the external Health and Safety Advisors to ensure that all policies and regulations are updated and in line with required current regulations.

There is Lead Governor with responsibility for Careers who actively supports engagement activities around the career's agenda. They work with the Careers Lead on evaluation and development of the careers programme and provision.

Finally, there is a Lead Governor with responsibility for Catholic Life. They work with the relevant Deputy Principal to oversee the Catholic Mission and reflect on all aspects of Catholic Life at the college, including worship, RE teaching and the revised implementation of the 10:10 Programme.

The sixth forms are located in areas of high deprivation and attract students from a diverse range of ethnic backgrounds and religions. As part of the CTK mission to build relationships with local partners, during the November Strategy & Development Day, Governors discussed, as part of their vision, the need for the sixth forms to serve both the local Catholic and the wider community, playing a significant role in promoting social cohesion and community projects. Initiatives included supporting food banks, fund raising, mentoring in GCSE Maths at partner schools and supporting local schools to develop their understanding of T Levels.

Governors approve a range of policies, the implementation of which is then reviewed, to ensure the promotion of equality and diversity. These include the Equity, Diversity and Inclusion Policy, Admissions, and Results Analysis. EDI is monitored on an annual basis to ensure that there are no underperforming groups of students, and that staff are appointed and promoted on merit alone. There are no significant areas requiring improvement.

Governors set balanced budgets which are realistic, and the College has ESFA Grade A financial status. Governors receive reports on plans for efficiency and effectiveness to ensure they are realistic and compatible with the College mission, values and aims. Governors also maintain an awareness of the ever-changing financial climate and remain alert as to how this may impact on CTK. They also approve plans to improve the College buildings and facilities in order to enhance the teaching and learning experience, ensuring that the cost of these plans is affordable. Internal audit and risk management reports provide assurance that the College is well managed. The College Management Accounts are shared with Governors on a monthly basis.

During the year, Governors reviewed the Five-Year Strategic Plan, re-evaluating their strategy, assumptions and thinking beyond 2025. Deliberations included the review of progress against the current strategy, a review of the financial strategy and they initiated discussions on consideration of Academisation and where CTK best sits in the Post 16 changing landscape.

Strategies for improving the standard of teaching, learning and assessment continued to be effective, with most targets met. Quality Improvement Plans and Quality Enhancement Plans remain under termly scrutiny and governors are given the opportunity to examine and question areas of the QIPs/QEPs as a means of assessing their effectiveness in driving

up outcomes and quality. Governors regularly monitor the coaching model in place to successfully help to take forward all teachers' practice.

The professional development of staff remains a key College priority and developments are detailed in the Professional Development plan. Progress with the Professional Development Strategy is reviewed regularly by the Governors to ensure each strand of development is taken forward. In 2023/24 there has been a continued strategic focus on Equity, Inclusion and Diversity, Continuing Professional Development and Wellbeing; Governors receive a regular update at each full Governing Body meeting.

The emphasis on internally developed professional development programmes have enhanced and strengthened the delivery and consistency of the "CTK Way". There remain some challenges for the College to achieve consistency across all subject areas.

The CTK Vision for students which served to strengthen the CTK Mission has been further developed in the context of a CTK Approach to Character Education, which previously led to the formation of the CTK GRACES. Governors continue to be proactive in supporting and encouraging these developments.

Governors have approved the following Strategic Priorities for 2024-25:

1. All courses make a strong contribution to meeting Skills Needs
2. To ensure more students are 'active while at Sixth Form
3. To develop and embed the CTK Flourish Award
4. To get to know our students more quickly to ensure students reach their full potential
5. To re-evaluate the Vocational offer at the Emmanuel and St Mary's sites
6. To develop staff and students' Digital Skills with a focus on Artificial Intelligence
7. Exploring opportunities to grow and retain staff in line with our Catholic Mission and CTK People Strategy
8. To investigate the Feasibility of opening a CTK children's Nursery
9. To continue to explore where CTK best sits for the next 30 years

The self-assessment process and self-assessment reports are reviewed and are rigorous leading to improvements in most cases within a year. The Self-Assessment Report (SAR) is approved and monitored by the Governing Body.

Following on from the External Governance Review during the academic year 2022-23, the Governing Body undertook to complete a number of evidence-based recommendations, including:

- Ensuring all GB members involvement in formulation of future strategic planning – all planning was discussed at the Strategy and Development Days, resulting in the revision of the 5-Year Plan and agreed strategic priorities
- Review of standing orders and scheme of delegation to assist with transition of new Chair and Vice Chair – the transition of the new Chair and Vice Chair has been very successful.
- Review the clarity of independence of the Clerk – the Clerk's role has been revised to ensure less potential areas of conflict of interest within their Administration role
- To increase membership of Local Boards – a successful recruitment campaign has seen an increase in effective membership
- To extend further interaction and communications with Governors – wider communications and a broad range of abilities and ambitions. Students are also offered the opportunity to engage in many the extension of opportunities to attend wider CTK events have seen increased on-site Governor engagement.

The Foundation Governors held two successful Strategic Planning Days during the year, whereby the 5-year plan and Strategic Priorities were revised.

Governors undertook a Skills Audit during the summer term and the results will be analysed by the Governance and Search Committee at the beginning of the next academic year. Initial findings show there is evident, strong experience in Chairing, managing strategies, curriculum knowledge, overseeing finances, monitoring health and safety and safeguarding. All new Governors are required to complete the Skills Audit process as part of their induction.



The College has further developed quality systems that are delivering good and improved outcomes for students. In addition, the QIP's, which address performance issues and broaden the quality work to continual development of subject areas with already good Teaching and Learning with the identification and active sharing of good practice.

CTK curriculum provision is actively reviewed and meets the requirements of students who present with

enrichment activities. Governors are invited to and have received a programme of briefings and training throughout the academic year. Governors have continued to improve their understanding of the College. Governors were also provided with bespoke "in house" training, including an overview of the work and decision-making process of each of the Sub-Committees, which provided support to enhance and their skills and knowledge. Further training included attendance at external provider workshops and conferences.

#### **Remuneration Committee**

Throughout the year ending 31 July 2024 the College' Remuneration Committee comprised of the membership of the Finance, Resource and Business Committee excluding the Executive Principal and any staff or student members of the Governing Body. The Committee's responsibilities are to make recommendations to the Board on the remuneration and benefits of the Accounting Officer and other key management personnel. Senior staff remuneration are benchmarked by the committee against AOC benchmarks. Details of remuneration for the year ended 31 July 2024 are set out in the financial statements.

#### **Audit and Risk Committee**

The Audit and Risk Committee comprises five members of the Governing Body (excluding the Accounting Officer and Chair and members of the Finance, Resources & Business Committee). The Committee operates in accordance with written terms of reference approved by the Governing Body.

The Audit and Risk Committee meets on a termly basis and provides a forum for reporting by the College internal, reporting accountants and financial statements auditors, who have access to the Committee for independent discussion, without the presence of College management. The Committee also receives and considers reports from the main FE funding bodies as they affect the College business.

The College internal auditors review the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input and report their findings to management and the Audit and Risk Committee.

Management is responsible for the implementation of agreed audit recommendations and internal audit undertakes periodic follow-up reviews to ensure such recommendations have been implemented.

The Audit and Risk Committee also advises the Governing Body on the appointment of internal, reporting accountants and financial statements auditors and their remuneration for audit and non-audit work as well as reporting annually to the Governing Body.

#### **Curriculum and Quality Committee**

The membership of the Committee currently has six members, at least two of whom are Foundation Governors, nominated by the Governing Body from within their number. This committee is set up in accordance with the Instrument and Articles of Government, to advise and make recommendations to the Governing Body so as to ensure that the Governing Body meets its responsibilities in all aspects relating to curriculum and quality. Personnel matters are included in the Curriculum and Quality agenda, and if required, recorded as confidential items.

The Committee meets termly, and is responsible for ensuring that the Governing Body meets its responsibilities in all aspects relating to curriculum and quality.

#### **Finance, Resource and Business Committee**

The Finance, Resource and Business Committee comprises of seven members of the Governing Body, including at least 2 Foundation Governors.

The Committee meets at least termly but typically 5 times per year.

The Committee monitors the College financial position in order to advise the Governing Body on all related matters including solvency, budget control, management accounts, statutory financial statements and funding methodology. The Management Accounts, and all matters financial, are produced in respect of three College sites. Where required, figures may need to be updated in light of changes that impact on college finances.

To advise on property maintenance and development in order to ensure a safe and suitable environment for students and staff.

In accordance with the Instrument and Articles of Government to advise and make recommendations to the Governing Body, so as to ensure that the Governing Body meets its responsibilities as an employer and in doing so conforms to all legal requirements and the requirements of the funding body. The Committee may determine, on the Governing Body's behalf, all aspects of the framework of conditions of service of staff, save those that are non-delegable under the Articles, general law, and funding conditions, or that have been allocated to the Curriculum & Quality Committee.

### **Local Boards**

Each site hosts their own termly Local Board Committee Meetings, membership includes independent members, at least one Governor, teaching staff and students; meetings are led by the Deputy Principal. Local Boards were set up to engage with local stakeholders, students and staff. They provide an opportunity to raise the profile of each site within the local community and to provide support and challenge to the Leadership Team. Meetings often focus on discussing current and future skills needs to increase accountability for the performance of each site. Meetings are engaging, with knowledge and experience being shared, helping to support, guide and shape further opportunities for students. During this academic year, Board members have been invited to lead an agenda item, outlining their own experiences and how these can relate to our students.

### **Internal control**

The Governing Body is ultimately responsible for the College system of internal control and for reviewing its effectiveness. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Governing Body has delegated the day-to-day responsibility to the Executive Principal and Accounting Officers, for maintaining a sound system of internal control that supports the achievement of the College' policies, aims and objectives, whilst safeguarding the public funds and assets for which they are personally responsible, in accordance with the responsibilities assigned to them in the Financial Memorandum/Financial Agreement between Christ the King Sixth Form College and the funding bodies. They are also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

### **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 ongoing process designed to identify and prioritise the risks to the achievement of college policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Christ the King Sixth Form College for the year ended 31 July 2024 and up to the date of approval of the annual report and accounts.

### **Capacity to handle risk**

The Governing Body has reviewed the key risks to which the College is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is a formal ongoing process for identifying, evaluating and managing the College significant risks that has been in place for the period ending 31 July 2024 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Governing Body.

### **The risk and control framework**

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

- comprehensive budgeting systems with an annual budget, which is reviewed and agreed by the governing body
- regular reviews by the governing body of periodic and annual financial reports which indicate financial performance against forecasts
- setting targets to measure financial and other performance
- clearly defined capital investment control guidelines
- the adoption of formal project management disciplines, where appropriate
- regular reviews by management of operational and strategic risks which inform reports to the Audit and Risk Committee and Governing Body.

Christ the King Sixth Form College uses an internal audit provider which operates in accordance with the requirements of the ESFA's Post-16 Audit Code of Practice. The work of the internal audit provider is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Governing Body on the recommendation of the Audit & Risk committee. At minimum, annually, the Internal Audit Provider prepares a report for the Governing Body on internal audit activity in the College.

The report includes the Internal Audit Provider's independent opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

Details of any activities undertaken during the year to develop governors and clerks/heads of governance. Governors are required to attend two strategic planning days per year alongside the Full Governing Body meetings and their respective subcommittee meetings. The planning days are incorporated into Governors schedules to allow an opportunity for further development outside of the main Board and committee meetings. These events are also a time for the Board to come together within the CTK community, to visit site, meet staff, observe lessons and liaise with students. Planning days allow for additional opportunities to gain a detailed understanding of changes that are proposed or taking place in the management or curriculum of the Sixth Forms; they allow Governor's time for reflection on the implications of wider policies and those specific to their roles within CTK. The focus of the first Planning Day during 2023-24 was to start to review and model the Strategic Plan to be launched in 2025. To review how the strategy is performing and changes to the external environment. There was an overview of each of the sub-committees, to receive feedback from the Ofsted Inspection and to discuss the External Governance Review and the recommendations made.

The May Strategy Day updated all Governors on the work of the sub-committees, Governors received a presentation from the Sixth Form College Association and a summary on the Catholic Mission and General RE at CTK. Governors then received Neurodiversity training from Drumbeat Outreach. The day concluded with further strategic discussions on the revised Accountability Plan and the changing Post 16 landscape, including where CTK best sits for the next 30 years.

The recent annual skills audit will be analysed by the Governance and Search Committee at the start of the next academic year. The audit aims to identify where they need to develop knowledge, skills and behaviours to deliver their functions effectively. Governors who join mid-year will also be asked to complete the task. Specific skills necessary for the effective, strategic oversight of CTK are allocated to the relevant sub-committees. Governors are asked to assess their skills using a four-point system and a framework for each question has been developed which acts as a guide for Governors when answering the questions. The four-point score focuses on:

- 4 Means you have significant experience/skill
- 3 Means you have satisfactory experience/skill
- 2 Means you have more limited experience/skill
- 1 Means you have no prior experience/skill

Governors are asked to identify how confident and competent they are in relation to a broad range of skills/expertise. The Board may find that, over time, skills and expertise develops further, which may be as a result of life beyond what has been achieved as a Governor. This experience needs to be recognised and valued as it will often enhance contributions to the Board. Governors will also be asked to assess their contribution to the relevant committees that they sit on, and what they think will have the most impact over the next 12 months, for example, CPD, mentoring, coaching, additional time or completing their induction.

Governors have also been asked to complete an end of year self-evaluation, as a fundamental feature of good governance. The process has given Governors the opportunity to evaluate themselves to ensure that they are delivering core functions in an effective, ethical and accountable way. This will provide further assurance of compliance and continuous improvement.

### **Review of effectiveness**

The Executive Principal and Accounting Officer has responsibility for reviewing the effectiveness of the system of internal control. Their review of the effectiveness of the system of internal control is informed by:

- the work of the internal auditors
- the work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework
- comments made by the College's financial statements auditors, the reporting accountant for regularity assurance, the appointed funding auditors (for College subject to funding audit) in their management letters and other reports.

The Accounting Officer has been advised on the implications of the result of their review of the effectiveness of the system of internal control by the Audit and Risk Committee, which oversees the work of the internal auditor and other sources of assurance and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The senior leadership team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The senior leadership team and the Audit & Risk Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement. The Audit & Risk Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Governing Body's agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior management team and the Audit & Risk Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its December 2024 meeting, the Governing Body carried out the annual assessment for the year ended 31 July 2024 by considering documentation from the senior leadership team and internal audit, and taking account of events since 31 July 2023.

Based on the advice of the Audit & Risk Committee and the Accounting Officer, the Governing Body is of the opinion that the College has an adequate and effective framework for governance, risk management and control, and has fulfilled its statutory responsibility for "the effective and efficient use of resources, the solvency of the institution and the body and the safeguarding of their assets".

Approved by order of the members of the Governing Body on 10 December 2024 and signed on its behalf by;

**Mrs Nana Reynier**

Chair

**Mrs Shireen Razey**

Accounting Officer & Executive Principal

*J Razey*

Date: 10 December 2024

Date: 10 December 2024

**Statement on Regularity, Propriety and Compliance****Statement of the Chief Executive Officer**

As accounting officer, I confirm that the corporation has had due regard to the framework of authorities governing regularity, priority and compliance, and the requirements of the college's accountability agreement, funding agreements and contracts with ESFA and DfE, and has considered its responsibility to notify ESFA of material irregularity, impropriety and non-compliance with those authorities and terms and conditions of funding. I confirm on behalf of the corporation that after due enquiry, and to the best of my knowledge, I am able to identify any material irregular or improper use of funds by the corporation, or material non-compliance with the framework of authorities and the terms and conditions of funding under the college's accountability agreement, funding agreements and contracts with ESFA and DfE, or any other public funder. This includes the elements outlined in the "Dear accounting officer" letter of 29 November 2022 and ESFA's bite size guides.

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

**Signed***J Razey*

Mrs Shireen Razey  
Accounting Officer & Executive Principal  
Date: 10 December 2024

**Statement of the chair of governors**

Statement of the chair of governors On behalf of the corporation, I confirm that the accounting officer has discussed their statement of regularity, propriety and compliance with the board and that I am content that it is materially accurate.

**Signed**

Mrs Nana Reyneir  
Chair  
Date: 10 December 2024

**Statement of responsibilities of the members of the corporation**

The members of the corporation are required to present audited financial statements for each financial year. Within the terms and conditions of the college's accountability agreement, funding agreements and contracts with ESFA and DfE, the corporation is required to prepare financial statements which give a true and fair view of the financial performance and position of the corporation for the relevant period. Corporations must also prepare a strategic report which includes an operating and financial review for the year. The bases for the preparation of the financial statements and strategic report are the Statement of Recommended Practice – Accounting for Further and Higher Education, ESFA's College Accounts Direction and the UK's Generally Accepted Accounting Practice. In preparing the financial statements, the corporation is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess whether the corporation is a going concern, noting the key supporting assumptions, qualifications or mitigating actions, as appropriate (which must be consistent with other disclosures in the accounts and auditor's report), and
- prepare financial statements on the going concern basis unless it is inappropriate to assume that the corporation will continue in operation.

The corporation is also required to prepare a strategic report, in accordance with paragraphs 3.23 to 3.27 of the FE and HE SORP, that describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the corporation. The corporation is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the corporation and which enable it to ensure that the financial statements are prepared in accordance with relevant legislation including the Further and Higher Education Act 1992 and Charities Act 2011, and relevant accounting standards. It is responsible for taking steps that are reasonably open to it to safeguard its assets and to prevent and detect fraud and other irregularities.

The corporation is responsible for the maintenance and integrity of its website(s); the work carried out by auditors does not involve consideration of these matters and, accordingly, auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the corporation are responsible for ensuring that expenditure and income are applied for the purposes intended and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from ESFA, DfE, and any other public funds, are used only in accordance with the accountability agreement, funding agreements and contracts and any other conditions, that may be prescribed from time to time by ESFA, or any other public funder, including that any transactions entered into by the corporation are within the delegated authorities set out in the "Dear accounting officer" letter of 29 November 2022 and ESFA's bite size guides. Members of the corporation must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure they are used properly. In addition, members of the corporation are responsible for securing economic, efficient and effective management of the corporation's resources and expenditure so that the benefits that should be derived from the application of public funds from ESFA, DfE and other public bodies are not put at risk.

Approved by order of the Governors of the College on 10 December 2024 and signed on its behalf by:



**Mrs Nana Reyneir**

**Chair of Governors**



**INDEPENDENT AUDITOR'S REPORT TO THE CORPORATION OF CHRIST THE KING SIXTH FORM COLLEGE REPORT FOR THE YEAR ENDED 31 JULY 2024****Opinion**

We have audited the financial statements of the Corporation of Christ the King Sixth Form College (the 'College') for the year ended 31 July 2024 which comprise the Statement of Comprehensive Income, the Statement of Changes in Reserves, the Balance Sheet, the Statement of Cash Flows, the principal accounting policies, and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is 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). In our opinion, the financial statements:

- Give a true and fair view of the state of the College's affairs as at 31 July 2024 and the College's income over expenditure for the year then ended; and
- have been properly prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education, UK GAAP and the current College Accounts Direction.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**Other information**

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

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters in relation to which the Post 16 Audit Code of Practice issued by the Education and Skills Funding Agency requires us to report to you if, in our opinion:



- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of the Governing Body**

As explained more fully in the Statement of Corporation Responsibilities, the Members of the Governing Body are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governing Body determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governing Body is responsible for assessing the College'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 Governing Body either intends to liquidate the College or to cease operations, or have no realistic alternative but to do so.

### **Auditor responsibilities for the audit of the financial statements**

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

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

- Obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the College operates in and how the College is complying with the legal and regulatory frameworks;
- Enquiry of management and those charged with governance to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing internal audit reports;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

### **Use of our report**

This report is made solely to the Governing Body, as a body, in accordance with the Funding Agreement published by the Education and Skills Funding Agency and our engagement letter. Our audit work has been undertaken so that we might state to the Governing Body 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 Governing Body as a body, for our audit work, for this report, or for the opinions we have formed.

**MHA**

Chartered Accountants and Registered Auditor

London, United Kingdom

Date: 23 December 2024

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313).

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY FOR THE YEAR ENDED 31 JULY 2024**

**To: The Corporation of Christ the King Sixth Form College and Secretary of State for Education acting through the Education and Skills Funding Agency ("the ESFA")**

In accordance with the terms of our engagement letter dated 13 November 2024 and further to the requirements and conditions of funding in ESFA's grant funding agreements and contracts, or those of any other public funder, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Christ the King Sixth Form College during the period 1 August 2023 to 31 July 2024 have not been applied to the purposes identified by Parliament and the financial transactions do not conform to the authorities which govern them.

The framework that has been applied is set out in the Post-16 Audit Code of Practice (the Code) issued by ESFA and in any relevant conditions of funding concerning adult education notified by a relevant funder.

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

**Respective responsibilities of Christ the King Sixth Form College and the reporting accountant**

The Corporation of Christ the King Sixth Form College is responsible, under the requirements of the Further & Higher Education Act 1992, subsequent legislation and related regulations and guidance, for ensuring that expenditure disbursed, and income received, are applied for the purposes intended by Parliament, and the financial transactions conform to the authorities that 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 Code. 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 August 2023 to 31 July 2024 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 Code issued by ESFA. We performed a limited assurance engagement as defined in that framework.

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 Corporation's income and expenditure.

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety across all of the College's activities;
- Further testing and review of self-assessment questionnaire including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and



- Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

### 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 August 2023 to 31 July 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

**MHA**

Chartered Accountants and Registered Auditor  
London, United Kingdom

Date: 23 December 2024

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (registered number OC312313).

**STATEMENT OF COMPREHENSIVE INCOME**

		<b>Total</b>	<i>Restated</i>
		<b>funds</b>	<i>Total</i>
		<b>2024</b>	<i>funds</i>
	<b>Notes</b>	<b>£'000</b>	<i>2023</i>
			<i>£'000</i>
<b>INCOME</b>			
Funding body grants	4	15,916	15,970
Donations	4	68	106
Other grants and contracts	5	443	350
Other income	6	221	233
Investment income	7	136	111
		<hr/>	<hr/>
<b>Total income</b>		<b>16,784</b>	<b>16,770</b>
		<hr/>	<hr/>
<b>EXPENDITURE</b>			
Staff costs	8	11,326	10,488
Other operating expenses	10	3,568	3,704
Depreciation	11	1,807	1,716
Interest and other finance costs	9	-	-
		<hr/>	<hr/>
<b>Total expenditure</b>		<b>16,701</b>	<b>15,908</b>
		<hr/>	<hr/>
<b>Surplus before other recognised gains</b>		<b>84</b>	<b>862</b>
		<hr/>	<hr/>
<b>Other recognised gains/(losses):</b>			
Actuarial gain / (loss) in respect of pension schemes	22	(85)	(1,571)
		<hr/>	<hr/>
<b>Total Comprehensive income for the year</b>		<b>(1)</b>	<b>(709)</b>
		<hr/>	<hr/>
<b>Represented by;</b>			
Unrestricted comprehensive income		(1)	(709)
		<hr/>	<hr/>
<b>Total reserves carried forward</b>		<b>(1)</b>	<b>(709)</b>
		<hr/>	<hr/>

All items of income and expenditure relate to continuing activities.

The notes on pages 36 to 52 form part of these financial statements.

**STATEMENT OF CHANGES IN RESERVES**

	Restated Income and Expenditure account £'000	Pension reserve £'000	Restricted reserves £'000	Restated Total £'000
<b>Balance at 31st July 2022</b>	<b>13,132</b>	<b>1,689</b>	<b>97</b>	<b>14,918</b>
Surplus from the income and expenditure account	862			862
Other comprehensive income	(1,571)			(1,571)
Transfers between revaluation and income and expenditure reserves	1,786	(1,689)	(97)	-
<b>Total comprehensive income for the year</b>	<b>1,077</b>	<b>(1,689)</b>	<b>(97)</b>	<b>(709)</b>
<b>Balance at 31st July 2023</b>	<b>14,209</b>	<b>-</b>	<b>-</b>	<b>14,209</b>
<b>Balance at 31st July 2023</b>	<b>14,209</b>	<b>-</b>	<b>-</b>	<b>14,209</b>
Surplus from the income and expenditure account	84			84
Other comprehensive income	(85)	-		(85)
Transfers between revaluation and income and expenditure reserves	-	-	4	4
<b>Total comprehensive income for the year</b>	<b>(1)</b>	<b>-</b>	<b>4</b>	<b>3</b>
<b>Balance at 31st July 2024</b>	<b>14,208</b>	<b>-</b>	<b>4</b>	<b>14,212</b>

The notes on pages 36 to 52 form part of these financial statements.

**BALANCE SHEET**

	Note	2024 £'000	2024 £'000	2023 £'000	2023 £'000
<b>Non-current assets</b>					
Tangible Fixed assets	12		16,471		14,849
			<b>16,471</b>		<b>14,849</b>
<b>Current assets</b>					
Stocks	13	7		5	
Trade and other receivables	14	532		338	
Cash at bank and in hand	18	8,591		10,779	
		<b>9,130</b>		<b>11,122</b>	
<b>Creditors – amounts falling due within one year</b>	15	(2,206)		(2,781)	
<b>Net current assets</b>			<b>6,924</b>		<b>8,341</b>
<b>Total assets less current liabilities</b>			<b>23,395</b>		<b>23,190</b>
Creditors – amounts falling due after more than one year	16		(9,183)		(8,981)
<b>Net assets excluding pension liability</b>					
Defined benefit pension scheme asset/(liability)	22		-		-
<b>Total net assets</b>			<b>14,212</b>		<b>14,209</b>
<b>Restricted Reserves</b>					
Voluntary Funds		4		-	
			<b>4</b>		<b>-</b>
<b>Unrestricted reserves</b>					
Income and expenditure account		14,208		14,209	
Revaluation reserve		-		-	
<b>Total unrestricted reserves</b>			<b>14,208</b>		<b>14,209</b>
<b>Total reserves</b>			<b>14,212</b>		<b>14,209</b>

The financial statements were approved and authorised for issue by the Governors on 10 December 2024 and signed on their behalf by:

*J Razey*



**Mrs Nana Reynier**

**Chair**

**Mrs Shireen Razey**

**Accounting Officer & Executive Principal**

The notes on pages 36 to 52 form part of these financial statements.



**STATEMENT OF CASH FLOWS**

	Notes	2024 £'000	2023 £'000
<b>Cash inflow from operating activities</b>			
Net cash used in operating activities	17	194	1,348
<b>Cash flows from investing activities</b>			
Investment income	7	136	111
Purchase of tangible fixed assets	12	(3,429)	(3,858)
<b>Net cash used in investing activities</b>		<b>(3,293)</b>	<b>(3,747)</b>
<b>Change in cash and cash equivalents in the year</b>		(2,188)	(768)
Cash and cash equivalents at the beginning of the year	18	10,779	11,547
		-	
<b>Cash and cash equivalents at the end of the year</b>		<b>8,591</b>	<b>10,779</b>

The notes on pages 36 to 52 form part of these financial statements.

**NOTES TO THE ACCOUNTS****1. General information**

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the financial statements.

**2. Accounting policies****Basis of preparation of financial statements**

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (the 2019 FE HE SORP), the College Accounts Direction for 2023-4 and in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102).

The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

The financial statements are prepared in accordance with the historical cost convention. The financial statements are prepared in pounds sterling and are rounded to the nearest thousand.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the College's accounting policies.

**Going concern**

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Governors' Report. The financial position of the College, its cashflow, liquidity and borrowings are presented in the Financial Statements and accompanying Notes.

The College has significant reliance on the Education and Skills Funding Agency for its principal funding source, largely from recurrent grants. In 2023/24 the ESFA provided 95% of the Sixth Form's total income.

The College prepares detailed financial forecasts covering a period of three years. These include scenario analyses that assess the very significant impact that future government policy and spending decisions will have on the Sixth Form's financial position.

The College has £8.591m principally invested in cash for the foreseeable future. It has no bank loans or associated covenants.

After making appropriate enquiries, the Governing Body considers that the College has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements

**Recognition of income***Revenue grant funding*

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved. 16-18 funding is not subject to reconciliation and is therefore not subject to contract adjustments.

Where part of a government grant is deferred, the deferred element is recognised as deferred income within creditors and allocated between creditors due within one year and creditors due after more than one year as appropriate.

Grants (including research grants) from non-government sources are recognised in income when the College is entitled to the income and performance related conditions have been met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the balance sheet and released to income as the conditions are met.

#### *Capital grant funding*

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual model as permitted by FRS 102. Other, non- governmental, capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the Balance Sheet and released to income as conditions are met.

#### *Fee income*

Income from tuition fees is stated gross of any expenditure which is not a discount and is recognised in the period for which it is received.

#### *Investment income*

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned on a receivable basis.

#### *Agency arrangements*

The College acts as an agent in the collection and payment of certain bursary funds.

Related payments received from the funding bodies and subsequent disbursements to students are excluded from the income and expenditure of the College where the College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction. These transactions are shown separately in Note 25, except for the 5 per cent of the grant received which is available to the College to cover administration of discretionary support fund applications and payments.

#### **Short term employment benefits**

Short term employment benefits such as salaries and compensated absences (holiday pay) are recognised as an expense in the year in which the employees render service to the College. Any unused benefits are accrued and measured as the additional amount the College expects to pay as a result of the unused entitlement.

#### **Termination payments**

The actual cost of any payments to former members of staff in respect of loss of office is charged in full as an expense within staff costs in the year that the member of staff's employment is terminated. Any such payments to Key Management Personnel are disclosed within Note 8.

#### **Enhanced pensions**

In event of actual cost of any enhanced ongoing pension to a former member of staff is paid by a college annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the College's income in the year that the member of staff retires. In subsequent years a charge is made to provisions in the Balance Sheet.

#### **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

### *Land and Buildings and Assets Under Construction*

Land and buildings that are the property of the Roman Catholic Diocesan Trustees do not appear in the College's accounts. Other land and buildings are stated in the Balance Sheet at valuation on the basis of open market value for existing use or, where this is not readily available, depreciated replacement cost. The associated credit is included in deferred capital grants. An amount equal to the depreciation charged in the year is released from capital grants. Other buildings and leasehold land are depreciated over the estimated useful life of 50 years on a straight line basis.

On 7 September 2006 in respect of the College's Lewisham site and on 3 December 2009 for the College's Sidcup site the College received confirmation from the Diocese that intends to retain both the land and the buildings currently occupied by the College to be used for its present purpose and if at any time during the period of 40 years from these dates a particular building project is completed, the College ceases to be in occupation of the land and buildings, and the Diocese thereby recovers vacant possession of land and buildings then a sum equal to one fortieth of the Learning and Skills Council's or its successor organisations' grant or funds expended by College Governors on additions or improvements to the land and buildings multiplied by the difference between forty and the number of years the land and buildings have been occupied by the College since the date when the college vacates the land and buildings, shall be repaid to College Governors or the Learning Skills Council or its successor organisations as appropriate.

Accordingly, all significant building projects completed after 7 September 2006 are capitalised and depreciated over their expected useful life. Works not completed at the yearend are capitalised as assets under construction. Depreciation on these assets commences in the year of completion. Building improvements and refurbishment is depreciated over 25 years on a straight-line basis.

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 Comprehensive Income.

### *Subsequent expenditure on existing fixed assets*

Where significant expenditure is incurred on tangible fixed assets after initial purchase it is charged to expenditure in the period it is incurred, unless it increases the future benefits to the College, in which case it is capitalised and depreciated on the relevant basis.

### *Equipment*

Equipment costing less than £3,000 per individual item is recognised as expenditure in the period of acquisition. All other equipment is capitalised at cost. Equipment inherited from the local education authority are included in the Balance Sheet at valuation.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

- |                                |            |
|--------------------------------|------------|
| • Motor vehicles               | 25%        |
| • Fixtures and fittings        | 20%        |
| • Computer and other equipment | 20% to 33% |
| • Other fixed assets           | 10%        |

Where equipment is acquired with the aid of specific grants it is capitalised and depreciated in accordance with the above policy, with the related grant being credited to deferred capital grant and released to the income and expenditure account over the expected useful life of the related equipment.

### **Leased assets**

Costs in respect of operating leases are charged on a straight-line basis over the lease term to the Statement of Comprehensive Income. Any lease premiums or incentives relating to leases signed after 1 August 2014 are spread over the minimum lease term.

Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as finance leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the Balance Sheet as an obligation under finance leases. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charges are allocated over the period of the lease in proportion to the capital element outstanding.

#### **Maintenance of premises**

The cost of routine corrective maintenance is charged to the Statement of Comprehensive Income in the period it is incurred. Provision for planned maintenance is only made where the College has a present legal or constructive obligation to transfer economic benefit as a result of past events.

#### **Stock**

Stock is valued at the lower of cost (using the first in first out method) and net realisable value, being selling price less costs to complete and sell. Where necessary, provision is made for obsolete, slow- moving and defective items.

#### **Debtors**

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

#### **Cash and cash equivalents**

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty.

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition.

#### **Financial liabilities and equity**

Financial liabilities and equity are classified according to the substance of the financial instrument's contractual obligations, rather than the financial instrument's legal form.

All loans, investments and short-term deposits held by the College are classified as basic financial instruments in accordance with FRS 102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are subsequently measured at amortised cost, however the College has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the balance sheet at historical cost. Loans and investments that are payable or receivable within one year are not discounted.

#### **Provisions and contingent liabilities**

Provisions are recognised when:

- the College has a present legal or constructive obligation as a result of a past event;
- it is probable that a transfer of economic benefit will be required to settle the obligation; and

- a reliable estimate can be made of the amount of the obligation.

Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the Statement of Comprehensive Income in the period it arises.

A contingent liability arises from a past event that gives the college a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the college. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

Contingent liabilities are not recognised in the Balance Sheet but are disclosed in the notes to the financial statements.

### **Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 14. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in Notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

### **Taxation**

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within categories covered by sections 478-488 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The College is not registered for Value Added Tax, so that it cannot recover VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

### **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Governors in furtherance of the general objectives of the College and which have not been designated for other purposes. Investment income, gains and losses are allocated to the appropriate fund.

### **Prior year restatement**

During the year, the College identified an error in the financial statements for the year ended 31 July 2023 in relation to the presentation of the impairment of the defined benefit pension asset. The error has been corrected by restating each of the affected financial statement line items for the prior period as follows: The actuarial gain/(loss) in respect of pension schemes was previously reported as £1,499k, and has been restated to £(1,571)k in the Statement of Comprehensive Income. In the Statement of Changes in Reserves, the Other Comprehensive Income has been restated from £1,499k to £(1,571)k, and the Net Pension Asset Ceiling Adjustment has been restated from £(3,070)k to Nil. As the impairment of the defined benefit pension asset has been recognised in the Income and Expenditure Account, a transfer of £1,689k has been made to allocate the impairment of the defined benefit pension asset to the pension reserve.

The restatement had no impact on the Balance Sheet and the Statement of Cash Flows.

### **3. Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions:

In preparing these financial statements, management have made the following judgements:

- Determine whether leases entered into by the College either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the College's tangible assets, including goodwill. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Other key sources of estimation uncertainty

#### *Tangible fixed assets*

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

#### *Local Government Pension Scheme*

The present value of the Local Government Pension Scheme defined benefit asset depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in Note 22, will impact the carrying amount of the pension scheme obligation. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 July 2024. 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. The FRS102 as at end of July 2024 had an impact on the balance sheet with a movement of £1.388m from a pension asset of £3.070m to a pension asset of £4.458m. This is as a result of positive fund investment returns improving the assets. As future economic benefits are not available to the college in the form of a reduction in future contributions or a cash refund, either directly to the college or indirectly to another plan in deficit, an asset ceiling adjustment has been to bring this nil.

Based on market conditions as of 31 July 2024, the accounting valuation was derived by assuming a number of financial assumptions; Discount rate 5.0% (assumed future investment return); Future pension increase rate assumption 2.75% (CPI); and the Future salary increase rate assumption 3.75%.



**4 Funding council grants**

	<b>2024</b> <b>£'000</b>	<b>2023</b> <b>£'000</b>
<b>Recurrent grants</b>		
Education and Skills Funding Agency – 16 -18	13,377	13,602
<b>Specific Grants</b>		
Education and Skills Funding Agency	887	1,092
Teacher Pension Scheme contribution grant	458	390
Releases of government capital grants	1,194	886
<b>Total</b>	<b>15,916</b>	<b>15,970</b>

**Donations**

	<b>2024</b> <b>£'000</b>	<b>2023</b> <b>£'000</b>
Unrestricted donations	68	106
	<b>68</b>	<b>106</b>

**5 Other grants and contracts**

	<b>2024</b> <b>£'000</b>	<b>2023</b> <b>£'000</b>
Other grants and contracts	364	307
Exceptional government funding	79	43
<b>Total</b>	<b>443</b>	<b>350</b>

**6 Other income**

	<b>2024</b> <b>£'000</b>	<b>2023</b> <b>£'000</b>
Catering	213	225
Miscellaneous income	8	8
	<b>221</b>	<b>233</b>

**7 Investment income**

	<b>2024</b> <b>£'000</b>	<b>2023</b> <b>£'000</b>
Other interest receivable	134	55
Net return on pension scheme (note 25)	2	56
	<b>136</b>	<b>111</b>

**8 Staff costs**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Wages and salaries	8,278	7,487
Social security costs	772	740
Pension costs	1,548	1,617
		<u>9,844</u>
<b>Payroll sub total</b>	<b>10,598</b>	
Contracted out staffing services	728	644
	<u><b>11,326</b></u>	<u><b>10,488</b></u>

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

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Teaching staff	100	106
Non teaching staff	98	96
	<u><b>198</b></u>	<u><b>202</b></u>

The number of Key Management Personnel and other staff who received annual emoluments, excluding employer contributions to national insurance and pensions but including benefits in kind, in the following ranges was:

	<b>Key Management Personnel</b>	<b>Key Management Personnel</b>	<b>Other Staff</b>	<b>Other Staff</b>
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>	<b>No.</b>	<b>No.</b>
£60,001 - £65,000	-	-	7	5
£65,001 - £70,000	-	-	4	7
£70,001 - £75,000	-	-	4	-
£75,001 - £80,000	-	-	1	-
£80,001 - £85,000	-	1	-	-
£85,001 - £90,000	1	-	-	-
£95,001 - £100,000	-	2	-	-
£100,001 - £105,000	2	1	-	-
£105,001 - £110,000	1	-	-	-
£145,001 - £150,000	-	1	-	-
£155,001 - £160,000	1	-	-	-
	<u><b>5</b></u>	<u><b>5</b></u>	<u><b>16</b></u>	<u><b>12</b></u>

**Key management personnel**

Key Management Personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the Governing Body and the Senior Leadership team which in 2023/24

comprises the Principal, the Chief Financial & Resources Officer, and the Deputy Principals. Staff costs include compensation paid to Key Management Personnel for loss of office.

**Emoluments of Key management personnel, Accounting Officer**

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
The number of key management personnel including the Accounting Officer was:	<b>5</b>	<b>5</b>
	<b>5</b>	<b>5</b>

Key management personnel compensation is made up as follows:

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Basic Salary	558	524
Employers national insurance contributions	71	67
Pension contributions	137	122
<b>Total Key Management Personnel compensation</b>	<b>766</b>	<b>713</b>

There were no amounts due to Key Management Personnel that were waived in the year, nor any salary sacrifice arrangements in place.

The above compensation includes amounts paid to the Principal and Chief Executive who is the Accounting Officer and who is also the highest paid member of staff. Their pay and remuneration is as follows:

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Basic Salary	155	146
Pension contributions	39	35
	<b>194</b>	<b>181</b>

The Governing Body adopted AoC's Senior Staff Remuneration Code in July 2019 and assesses pay in line with its principals. The remuneration package of Key Management staff, including the Executive Principal, is subject to annual review by the Remuneration Committee of the Governing Body who use benchmarking information to provide objective guidance. The Principal and CEO reports to the Chair of Corporation, who undertakes an annual review of performance against the College's overall objectives using both qualitative and quantitative measures of performance. The members of the Governing Body other than the Accounting Officer and the staff Governors (as noted in Note 24) did not receive any payment from the institution other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

Relationship of Principal pay and remuneration expressed as a multiple:

	<b>2024</b>	<b>2023</b>
Principal's basic salary as a multiple of the median of all staff	3.64	3.70
Principal's total remuneration as a multiple of the median of all staff	3.90	4.19

There was no termination payment in respect of compensation for loss of office of Key Management Personnel staff (2023; nil).

## 9 Interest and other finance costs

The college does not hold any bank loans, overdrafts or other loans; therefore, did not accrue interest or other finance costs this year (2023; nil). The earned net interest on defined pensions and this has been reflected investment income (2023: £56k).

## 10 Other operating expenses

	2024 £'000	2023 £'000
Teaching costs	485	469
Non teaching costs	1,943	2,144
Premises costs	1,140	1,091
<b>Total</b>	<b>3,568</b>	<b>3,704</b>

## 11. Net income/(expenditure)

Net income/(expenditure) is stated after charging:

	2024 £'000	2023 £'000
Depreciation of tangible fixed assets:		
- owned by the College	1,807	1,716
Auditor's remuneration - Audit of the financial statements	26	22
Internal Auditor's remuneration	6	10
Auditor's remuneration - Teachers' Pension Scheme audit	2	2
Auditor's remuneration - Maths Centre for Excellence	-	4
	<b>1,842</b>	<b>1,754</b>

## 12 Tangible fixed assets

	Leasehold Land and buildings £'000	Motor Vehicles £'000	Fixtures and Fittings £'000	Computer & Other Equipment £'000	Assets in the course of construction £'000	Total £'000
<b>Cost or valuation</b>						
At 1 August 2023	28,018	23	952	3,499	783	33,275
Additions	2,217		94	854	264	3,429
Asset Transfer	740				(740)	-
<b>At 31 July 2024</b>	<b>30,975</b>	<b>23</b>	<b>1,046</b>	<b>4,353</b>	<b>307</b>	<b>36,704</b>



**Depreciation**

At 1 August 2023	15,817	23	845	1,741	-	18,426
Charge for the year	1,000	-	55	752	-	1,807
<b>At 31 July 2024</b>	<b>16,817</b>	<b>23</b>	<b>900</b>	<b>2,493</b>	<b>-</b>	<b>20,233</b>
<b>Net book value at 31 July 2024</b>	<b>14,158</b>	<b>0</b>	<b>146</b>	<b>1,860</b>	<b>307</b>	<b>16,471</b>
<b>Net book value at 31 July 2023</b>	<b>12,201</b>	<b>0</b>	<b>107</b>	<b>1,758</b>	<b>783</b>	<b>14,849</b>

**13 Stock**

	<b>2024 £'000</b>	<b>2023 £'000</b>
Stock	<u>7</u>	<u>5</u>

**14 Trade and other receivables**

	<b>2024 £'000</b>	<b>2023 £'000</b>
<b>Due within one year</b>		
Other debtors	78	33
Prepayments and accrued income	<u>454</u>	<u>305</u>
	<b><u>532</u></b>	<b><u>338</u></b>

**15 Creditors: amounts falling due within one year**

	<b>2024 £'000</b>	<b>2023 £'000</b>
Trade creditors	691	779
Other taxation and social security	195	184
Accruals and deferred income	435	1,011
Deferred Income - Capital Grants	878	807
Amounts owed to the ESFA	<u>7</u>	<u>-</u>
	<b><u>2,206</u></b>	<b><u>2,781</u></b>

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
<b>Deferred revenue income</b>		
Deferred revenue income at 1 August	633	96
Resources deferred during the year	(220)	633
Amounts released from previous periods	(633)	(96)

<b>Deferred revenue income at 31 July</b>	<b>(220)</b>	<b>633</b>
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**Analysis of Deferred capital income**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Deferred income < 1 year	878	807
Deferred income > 1 year	9,183	8,980
	<b>10,061</b>	<b>9,787</b>

**Deferred capital income**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Deferred capital income at 1 August	9,787	9,579
Net Amounts (released)/additions from previous years	274	208
<b>Deferred capital income at 31 July</b>	<b>10,061</b>	<b>9,787</b>

**16 Creditors: Amounts falling due after more than one year**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Deferred capital income	9,183	8,980

**17 Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Net (expenditure)/income for the period (as per Statement of Comprehensive Income)	84	862
<b>Adjustments for:</b>		
Depreciation charges	12 1,808	1,716
Investment income	7 (136)	(111)
Decrease/(increase) in stock	13 (2)	2
Decrease/(increase) in trade and other receivables	14 (194)	(49)
Increase/(decrease) in creditors	15 (88)	(304)
Pension costs less contributions payable	22 (83)	174
Pension finance cost	22 (2)	(56)
Deferred capital grants released to income	4 (1,194)	(886)
<b>Net cash provided by operating activities</b>	<b>109</b>	<b>486</b>

**18 Analysis of cash and cash equivalents**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Cash in hand	8,591	10,779
Total cash and cash equivalents	<b>8,591</b>	<b>10,779</b>

**19 Analysis of changes in net debt**

	<b>At 1 August 2023</b>	<b>Cash flows</b>	<b>At 31 July 2024</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Cash at bank and in hand	10,779	(2,188)	8,591
<b>Total</b>	<b>10,779</b>	<b>(2,188)</b>	<b>8,591</b>

As at 31 July 2023 and 2024 there was no outstanding debt.

**20 Capital commitments**

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	<b>349</b>	<b>1,009</b>

**21 Defined benefit obligations**

The College's employees belong to two principal post-employment benefit plans: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) (London Borough of Lewisham Pension Fund) for non-teaching staff. Both are multi employer defined-benefit plans.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest formal actuarial valuation of the TPS was as at 31 March 2020 and of the LGPS 31 March 2022.

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
<b>Total pension cost for the year</b>		
Local Government Pension Scheme		
Contributions paid	650	622
FRS 102 (28) charge	<b>(83)</b>	<b>174</b>



Charge to the Statement of Comprehensive Income	<b>579</b>	796
Teachers Pension Scheme: contributions	1,129	958
<b>Total pension cost for the year within staff costs</b>	<b>1,696</b>	<b>1,754</b>

Contributions of £148k (2023 - £117k) were payable to the Scheme at the year-end.

### Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools, colleges and other educational establishments. Membership is automatic for teachers and lecturers at eligible institutions. Teachers and lecturers are able to opt out of the TPS.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act. Retirement and other pension benefits are paid by public funds provided by Parliament.

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The College is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the College has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The College has set out above the information available on the plan and the implications for the College in terms of the anticipated contribution rates.

The valuation of the TPS is carried out in line with regulations made under the Public Service Pension Act 2013. Valuations credit the teachers' pension account with a real rate of return assuming funds are invested in notional investments that produce that real rate of return.

The latest actuarial review of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education (the Department) in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222 billion giving a notional past service deficit of £40 billion (compared to £22 billion in the 2016 valuation).

As a result of the valuation, new employer contribution rates were set at 28.68% of pensionable pay from April 2024 (compared to 23.68% during 2018/19). The DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2023-24 academic year.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website.

The pension costs paid to TPS in the year amounted to £1,129k (2023 - £958k).

## 22 Local Government Pension Scheme

The College operates a defined benefit pension scheme.

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by Lewisham Local Authority. The total contribution made for the year ended 31 July 2024 was £650k (2023 - £622k), of which employer's contributions totalled £500k (2023 - £478k) and employees' contributions totalled £150k (2023 - £144k). The agreed contribution rates for future years are 21.4% for employers and range from 5.5% to 12.5% cent for employees, depending on salary according to a national scale.

The following information is based upon a full actuarial valuation of the fund at 31 March 2022 updated to 31 July 2024 by Hymans Robertson LLP. The last funding valuation date for our Fund was 31 March 2022 and the full valuation exercise

was completed by 31 March 2023. As a result, the 31 July 2024 balance sheet position is based on the results of the 2022 funding valuation. The FRS102 as at end of July 2024 has had a further impact on the balance sheet with a movement of £1,388m (2023 - £1.381m) from a pension asset of £3.070m to a pension asset of £4.458m. This is as a result of positive fund investment returns improving the assets. As future economic benefits are not available to the college in the form of a reduction in future contributions or a cash refund, either directly to the college or indirectly to another plan in deficit, an asset ceiling adjustment has been applied to bring this to nil.

Based on market conditions as of 31 July 2024, the accounting valuation was derived by assuming a number of financial assumptions; Discount rate 5.0% (assumed future investment return); Future pension increase rate assumption 2.75% (CPI); and the Future salary increase rate assumption 3.75%.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	<b>At 31 July 2024 Years</b>	<b>At 31 July 2023 Years</b>
<i>Retiring today</i>		
Males	22.3	22.4
Females	24.0	24.1
<i>Retiring in 20 Years</i>		
Males	21.6	21.7
Females	25.5	25.5

The college's share of the assets in the plan at the balance sheet date and the expected rates of return were:

	<b>At 31 July 2024 £'000'</b>	<b>At 31 July 2023 Years</b>
Equities	11,879	10,005
Bonds	2,441	2,430
Property	1,465	1,429
Cash	488	429
Total fair value of assets	16,273	14,293

The costs recognised in the Statement of Comprehensive Income are as follows:

	<b>2024 £'000</b>	<b>2023 £'000</b>
<b>Amounts included in staff costs</b>		
Current service cost	417	652
Past service cost	-	-
Net interest	(2)	(56)
<b>Amount recognised in Comprehensive Income</b>	<b>415</b>	<b>596</b>



**Amounts recognised in Other Comprehensive Income**

	2024 £'000	2023 £'000
Return on pension plan assets	987	(692)
Experience losses arising on defined benefit obligations	-	(1,762)
Changes in assumptions underlying the present value of plan liabilities	161	3,953
Changes in the effect of the asset ceiling	(1,233)	(3,070)
<b>Amount recognised in Other Comprehensive Income</b>	<b>(85)</b>	<b>(1,571)</b>

Movements in the present value of the defined benefit obligation were as follows:

	2024 £'000	2023 £'000
Opening defined benefit obligation	11,223	12,583
Interest cost	571	446
Actuarial (gain)	(161)	(2,167)
Benefits paid	(385)	(435)
Employee contributions	150	144
Current service cost	417	652
<b>Closing defined benefit obligation</b>	<b>11,815</b>	<b>11,223</b>

Movements in the fair value of the College's share of scheme assets were as follows:

	2024 £'000	2023 £'000
Opening fair value of scheme assets	14,293	14,272
Interest income	728	502
Actuarial losses	987	(668)
Employer contributions	500	478
Benefits paid	(385)	(435)
Employee contributions	150	144
<b>Closing fair value of scheme assets</b>	<b>16,273</b>	<b>14,293</b>

**Net Position of the Defined Benefit Obligation**

Fair value of plan assets	16,273	14,293
Present value of plan liabilities	(11,815)	(11,223)
Asset Ceiling Adjustment	(4,458)	(3,070)
<b>Net pension assets</b>	<b>-</b>	<b>-</b>

### 23 Operating lease commitments

At 31 July 2024 the College had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Not later than 1 year	42	45
Later than 1 year and not later than 5 years	171	204
	<b>213</b>	<b>249</b>

The following lease payments have been recognised as an expense in the Statement of Comprehensive Income:

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Operating lease rentals	<b>45</b>	<b>69</b>

### 24 Related party transactions

Due to the nature of the College's operations and the composition of the Board of Governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures.

The total expenses paid to or on behalf of the Governors during the year was £NIL (2023 - £NIL).

No Governor has received any remuneration or waived payments from the college during the year (2023: None).

### 25 Amounts disbursed as agent - Learner support funds

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Balance brought forward	-	-
Funding body grants - 16-18 bursary awards	258	242
Disbursed to students	(245)	(230)
Administration costs	(13)	(12)
<b>Balance unspent as at 31 July, included in creditors</b>	<b>-</b>	<b>-</b>

### 26 Events after the reporting period

There are no material reportable events after the reporting period