



ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2021

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Reference and administrative details

Board of Governors

Mrs Alison Ashman
Ms Marian Curran
Professor James Devenney (Chair)
Mr Mark Eastaugh
Mr Nkumbe Ekaney QC
Miss Charlotte Evans
Ms Ann Fowler
Mr Richard Hanks
Sr Margaret Harlock
Mrs Marie-Claire Harper
Mr Charlie Hiscox
Mrs Beckie Hooper
Mr Micah Larson
Mr Tony McNally
Mrs Ann Morgan
Mr Mark O'Sullivan
Mr Leon Sinden
Miss Thirowshie Srijeayaram
Mr James Townsend
Mr Iain Turri
Ms Martina Veale
Mrs Clare Williamson

Clerk to the Board of Governors
Mr P J Harrison

Senior Management Team

Marian Curran	- Principal
Svetlana Bajic-Raymond	- Interim Vice Principal
Stephen Clayson	- Vice Principal
Phillip Berry	- Assistant Principal Finance and Resources

Principal and Registered Office Broomhill Road, Brislington, Bristol

Professional advisers

External auditors	Moore, Bath
Internal auditors	Mazars LLP, Bristol
Bankers	Barclays Bank plc, Bristol Allied Irish Bank
Solicitors	Bevan Brittan, Bristol

Strategic report

Objectives and strategies

The Board of Governors present their report together with the financial statements and auditor's report for St Brendan's Sixth Form College for the year ended 31 July 2021.

Legal Status and Governance

In 1992, Parliament passed the Further and Higher Education Act, as a result of which, St Brendan's Sixth Form College, as a former Voluntary-aided sixth form college, was given 'designated' status within the Further Education sector in April 1993. The Board of Governors became incorporated under section 143 of the Learning and Skills Act 2000. Under the 2009 Apprenticeships, Skills, Children and Learning (ASCL) Act, sixth form colleges became a separate legal entity for the first time and thus St Brendan's is now a corporate sixth form college with its 'voluntary aided' nature accepted and maintained. The College is an exempt charity for the purposes of the Charities Act 2011.

As a designated institution, St Brendan's Sixth Form College operates under a Trust Deed established by the Roman Catholic Diocese of Clifton. Under the terms of the Trust, the Trustee (the Bishop) owns, with absolute discretion, the buildings and land curtilage. On 1 April 1993, all other buildings, property and land previously owned by the local education authority were transferred on trust to the Diocese. The deed of transfer was conditional on the land and property being used in the interests of the College. In September 2007, the Diocesan Trustees confirmed their intention that the site should continue to be used for its present purpose and that, subject to this, the College's use of the premises was secure for the next forty years.

The Board of Governors of the College acts for all practical purposes, for and on behalf of the Trustee, but it does not, unlike most other Corporations in the sector, own in itself any of the Trust assets. This ownership lies exclusively with the Trustee of the Diocese.

The Board of Governors has considered the requirements of the F&HE SORP 2019 and does not think it is practicable to attribute a value to this benefit. Therefore, so as not to misrepresent the financial position of the College, both buildings and land held by the Trust on 1 April 1993 and the transferred building and land assets are excluded from the balance sheet. Any additions to the fixed assets since that date are included and have been depreciated according to agreed schedules.

Under the terms of the Act, the Board of Governors retains full responsibility for the maintenance and improvement of all assets and receives funding from the Education and Skills Funding Agency (ESFA) for that purpose under identical terms to other fully incorporated colleges.

Mission Statement

St Brendan's Mission is to serve the Catholic and wider community by providing Sixth Form education of the highest quality and to act in the spirit of the Gospel believing that every person is loved by God and has a unique value.

St Brendan's Vision is: guided by our mission and values, we aim to be a welcoming and

transformative sixth form college where every member of our community flourishes and achieves their full potential.

The College's values are: integrity; dignity; truth; justice; forgiveness; compassion; and service.

Implementation of the Strategic Plan

The College's strategic Plan and Budget and Financial Plan were adopted by the Board of Governors in June and July 2021. The targets set against each of the 6 key objectives are reviewed by the Senior Leadership Team on a yearly basis and monitored regularly. The Board of Governors will continue to monitor the performance of the College against the objectives, which are reviewed and updated each year.

The College's strategic objectives are that:

- the environment and ethos reflects Catholic values and supports students and staff so that they thrive and flourish;
- the curriculum meets local and national needs and priorities, is expertly delivered and delivers outstanding outcomes;
- students benefit from high quality pastoral support, have a range of opportunities to develop their skills and make outstanding progress;
- strong leadership, fit for purpose staffing structures and innovative professional development ensure all members of staff are supported and valued;
- productive relationships are established with a range of stakeholders, and the College has a good local, regional and national reputation;
- financial security is secured; the estate meets curriculum and community needs and services are highly efficient.

Resources

Reputation

The College has a good reputation locally and nationally. Evidence for this is shown by the number of applications received and student recruitment in spite of growing competition. Maintaining quality is essential for the College's success and if it is to attract students and further develop stakeholder relationships.

Stakeholder Relationships

In line with other colleges, St Brendan's Sixth Form College has many stakeholders. These include:

- Governors
- Students
- Staff
- Parents/carers
- Education Sector Funding Bodies
- Roman Catholic Diocese of Clifton
- Post 16 groups and City-wide groups
- Local Universities
- Local employers
- Local authorities
- Government Offices
- The local community
- Other educational institutions (schools & colleges)
- Trade unions
- Professional bodies

Financial

The College has Total Net Liabilities of £1,685k (2020: Net Liabilities £2,003k) after adjusting for £5,717k (2020: £5,495k) pension liability. Cash and short-term deposit reserves held are £1,843k (2020: £1,236k) and long term debt is £327k (2020: £458k).

People

The College employs 174 people (expressed as a full time equivalent), of whom 90 are teaching staff.

Development and performance

Financial Results

The College generated a deficit in the year of £26k after £602k of FRS102 pension charges and before actuarial gains of £344k. The underlying performance (before pension charges) was strong and marks a significant turnaround from the previous year, as a result cash has increased by £600k and the Current Ratio strengthened. The improvement came in a year still deeply disrupted by Covid-19 and was driven by lagged funding increases from student number growth the previous year, and some in-year growth funding. The impact of Covid-19 on operations was varied with some increases in costs e.g. cleaning materials and staff, lower contributions to transport costs, but also some cost reductions such as lower power costs and reduced exam fees because students were assessed by teachers rather than by examination boards.

The College's catering contractor gave notice to terminate their contract with effect from October 2020 and the decision was taken to bring the service in-house. Staff were transferred under Transfer of Undertakings (Protection of Employment) (TUPE) and four were then made redundant because of

the reduced service requirement during the pandemic. The remainder have stayed employed by the College, although they were later 'furloughed' for two months under the Government's Coronavirus Job Retention Scheme. The net cost of the restaurant for the year was £57k, it is hoped that a breakeven can be achieved in the 2021-2022 year.

Funding body programme income did not fully reflect the growth in student numbers of 140, which would have generated circa £525k additional funding if fully funded. Increases in the volume of students requiring specialist support for SEN increased income from funding bodies by £313k – this was through the 'Top-up' system administered by local authorities.

Support from the ESFA for Covid-19 issues included a Tuition Grant of £55k (not wholly spent in the year £21k has been carried forward under Creditors falling due within 1 year), £19k in support of Covid-19 testing, and laptops valued at £53k for use of students requiring access for remote learning. The laptops have been capitalised by the College, and remain under its ownership and control.

Other income in the year was circa £344k below that anticipated because of Covid-19 and specifically to the landfill programme (started in the year but now expected to be finished in 2021-2022), loss of lettings, transport and student trips income. However the transfer of catering operations from a contractor to an in-house provision in October 2020 generated unbudgeted income of £73k.

Expenditure on staff costs in the year increased by £886k driven by: increased staff numbers (including catering staff), aggregate pay awards of 2.77% applied across the year, and progression up pay scales generating a 9.8% increase in gross pay; and increases of £185k charges under FRS102 (pension accounting).

Furloughed staff in the year were four catering operatives for a period of two months and funding received under the Coronavirus Job Retention Scheme (CJRS) was £6k.

Non-pay expenditure is higher than the previous year by £69k, this is the net of increased cleaning and energy costs, high software support cost, the introduction of catering operations offset by lower student trip expenditure.

The College has accumulated negative reserves of £1,685k (2020: £2003k negative reserves).

Tangible fixed asset additions during the year amounted to £143k comprised mainly of consultant costs for our sports facilities project and computer equipment.

Changes of Senior Post Holders

During the year Governors increased the Senior Post Holder team by the addition of a second Vice Principal post. This followed concerns held over recent years about the capacity of the team to deliver needed improvements to the College's performance. Mrs Svetlana Bajic-Raymond, originally appointed as Interim Vice-Principal on a 15 month fixed-term contract, took up the role of Interim Vice Principal (Student Progression and Experience) on an extended contract to December 2021. Mr Stephen Clayson was appointed to the position of Vice Principal (Curriculum and Progression) in May 2021.

Developments

Estates

Detailed construction plans have been developed for the construction of 4 netball/tennis/basketball courts, a changing room facility, an all-weather artificial grass pitch for rugby and football, and improved access for vehicles and pedestrians at the junction with Broomhill Road. A tendering process will be completed in the autumn of 2021. The preparatory landfill programme began in April 2021 and by the end of July, 20% of the required material had been delivered. Further deliveries will be subject to both availability and of course the weather during the autumn and winter.

Although the project meets safeguarding and health concerns, a bid for funding from the Education and Skills Funding Agency was declined. The College is therefore exploring commercial funding opportunities to complete the project.

Student Numbers

Student recruitment in September 2020 was strong with an overall increase of student numbers of 140. Numbers enrolling on the Access to Level 3 programme reduced by 57 or 31%, but conversely numbers on year one of our level 3 programmes increased by 157 or 16%.

Numbers enrolling in September 2021 were significantly down and it is expected that by the time the census point is reached that overall numbers will be down by circa 100. Anecdotally, the decline has been put down to concerns over Covid-19 and students being more comfortable to stay in their schools or be concerned about multiple journeys on public transport with the risks of Covid-19 transmission.

Early signs such as attendance at the College's Open Day and applications received, suggest that student numbers in September 2022 will be strong.

Sources of income

By its nature the College has significant reliance on the education sector funding bodies for its principal funding source. In 2020-21 the Education and Skills Funding Agency provided 93% of the College's total income.

Curriculum Developments

Covid-19

The systems and contingencies put in place to deal with the necessity of remote working in 2020 were continued as necessary in 2021. The ability to switch from a fully remote operation, to a blended pattern or fully physically present ensured that the College was agile enough to deal with any eventuality.

In total 515 staff days were lost to Covid-19 illness during the year, this includes both teaching and support staff. In addition to this 639 staff days were spent at home (working remotely if possible) as a

result of close contact with a known case, notification to self-isolate from the NHS App, or childcare issues as a result of illness or self-isolation.

Additional laptops were provided free of charge from the Department of Education and these were deployed to support delivery in all formats. 136 devices were received in all and have been capitalised in the Balance Sheet with an aggregate value of £53k.

Tuition Fund grant monies of £34k from the ESFA (a further £21k is carried forward to 2021-2022) were used to engage Academic Coaches to support students with lower attainment in English and maths who had suffered from disruption to their programmes both at St Brendan's and in their previous settings.

The statistics on the impact of Covid-19 on attendance during the year makes for interesting reading. Around 6% of students (134) reported positive tests, and the number self-isolating with symptoms was slightly higher at 162. Students who were self-isolating due to symptoms experienced within their households was a further 272, and the number instructed to self-isolate via the NHS's App was 172. The number self-isolating to a close contact outside college was 146, and other reasons including travel were 32. In total, the number of students that had to self-isolate was 918, around 44% of the college cohort, on top of that the number of students sent home from the College as a precautionary measure was 537. In total then, there were 1,455 instances of disruption, but this number could include students affected more than once. In terms of days lost this represents around 4% of the total expected student days at college.

The College has been working on mapping its Applied General courses to the emerging T Level structure. There are some programmes that fit, but others that will not. Of those that could be mapped across are the Health and Social Care and Business courses. The move away from BTECs espoused by government would leave many of our students without funded provision and thus the disadvantaged would again be the losers, James Kewin, Deputy Chief Executive of the Sixth Form Colleges Association, said: *"Applied general qualifications like BTECs are popular with students, respected by employers and provide a well-established route to higher education or employment. So it is hard to fathom why the government wants to scrap most of them and force young people to choose between studying A levels or T levels from the age of 16. Disadvantaged students have the most to lose from this proposal, which we hope the government will now take the time to reconsider."* The removal of funding for BTECs would significantly adversely affect the College's funding and financial security therefore.

Safeguarding and learning development

We are seeing increased numbers of students presenting with mental health issues, which have been exacerbated by the pandemic. In response to this and other factors including student feedback, our support structures have been modified as described below.

The number of reports from students of domestic violence either suffered directly or witnessed by them have been significantly higher and that appears to be as a result of the lockdowns. The incidence of sexual violence and harassment has been slightly higher this year than is usual, and one student was excluded because of sexual harassment behaviour.

In 2018 we operated a team of ten Learning Support Assistants, which delivered in-class support, one to one support, and a structured essential skills development programme for targeted students.

In addition there were also two senior assistants, a welfare assistant, a psychotherapist, and a team manager.

It became clear that to meet the changing needs of our students that more focus was required on specialisms and that the particular strengths and skills of our team needed to be better supported and utilised.

A new structure started to emerge from our analysis and has taken a while to complete, in part hampered by the pandemic and the disruption it caused to normal on-site operations. There is now a clearer definition to the safeguarding and learning development elements of the department including management, compliance, student health, wellbeing, and mental health support as well as academic support roles. There is now a focussed administration support, which has enabled practitioners to concentrate on delivery with fewer administration demands on their time. The safeguarding team has been extended and now incorporates a number of trained individuals across the organisation so that all staff have a closer link into the safeguarding structure and are aware of their responsibilities under the statutory duty placed on the College.

The new structure has been augmented by a re-modelled delivery area comprising three new intervention rooms, a computer classroom, and student working area, where they can work independently or with targeted support as necessary. The College would like to thank Bristol City Council for providing the financing for this remodelling.

Employability

Support for students includes fully-trained advisors who are available to any student from 08:30 to 16:30, Monday to Friday either on a drop-in basis or via an appointment. There is a comprehensive range of resources and events available including online and offline media, HE & Apprenticeship information evenings, workshops such as 'Student Finance', 'Taking a Gap Year', 'Choosing a Course', 'How to apply for an Apprenticeship' etc., visits from Oxbridge, local Universities and two Careers Fairs which provide an opportunity for students to meet with prospective employers.

All Access to Level 3 students attend a one week work experience placement with Health and Social Care students completing a second placement during their year.

Students on relevant Applied General courses at Level 3 will take a placement during their first year. Placements are organised by a Work Experience Co-ordinator.

Links with employers include work experience placements with NHS hospitals, the Ministry of Justice (Legal Aid Services), GKN and Rolls Royce in engineering and other professional faculties.

Future prospects

Financial Plan

The Board of Governors approved a Financial Plan in June 2021 which sets objectives for the period to 2022.

St Brendan's campus comprises five buildings of recent construction which are well appointed and appropriately equipped. Teaching rooms are well lit and ventilated and are of a good quality. Furniture is appropriate and of a good standard.

Developments

Demand for additional student places at St Brendan's is kept under constant review and it is likely to increase over the next few years given the local demographic. The College has identified, through its Accommodation Strategy, options to expand capacity to cater for up to 3,000 students and will be working with the local authorities to agree an overall strategy for Post 16 provision in the area.

Although student recruitment fell in September 2021 this is seen as an anomaly due to Covid 19 and a reluctance by some students to travel on public transport to college. Despite this, enquiries for future enrolment continues to be strong and further extension of the transport network is planned to service new demand from existing and new housing developments.

Staff and Student Involvement

The College considers good communication with its staff to be very important and, to this end, publishes regular bulletins, newsletters and notices, which are available to all staff and students. There are also regular staff briefings and meetings. Digital signage is an effective tool used by the College to reach both staff and students. Formal representation of staff is through the recognised trade unions whose representatives meet with senior staff on a termly basis. In addition, staff can elect two Staff Governors.

A staff survey is conducted annually and updated regularly with findings shared with governors and this process informs strategic and operational planning.

All students have the option to stand for election to the Student Union Executive, which consists of eight members. There are also 'Tutor Reps' elected by the student body. Tutor Group representatives meet with the Executive periodically and this joint group meets senior staff on a regular basis. There are also two elected Student Governors on the Board of Governors. An induction pack and a set of standard behaviours are available to all students on the Virtual Learning Environment (VLE), which set out students' rights and responsibilities. Each year students are invited to give feedback to the College through enrolment, induction and satisfaction surveys.

Volunteer Student Ambassadors are recruited annually to represent the College at certain events and activities including open evenings, career fairs and visits to partner schools.

Planned Maintenance Programme

A Planned Maintenance Programme was in place for 2020-21 covering routine and statutory maintenance as well as budgeted improvements for the year. A rolling programme of improvements will be continued into 2021-22 alongside provision for reactive maintenance requirements. The College believes that sufficient resource has been allocated to maintain or improve the physical environment of the College.

Treasury Policies 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 is authorised by the Principal. All other borrowing requires the authorisation of the Board of Governors and shall comply with the requirements of the Funding Agreement. An overdraft facility of £200,000 with the College's bankers Barclays, was arranged in February 2020.

On the 19th March 2020 the Bank of England reduced Bank rate to an historical low of 0.1%, just a week after reducing it from 0.75% to 0.25%. This has meant that interest rates offered by banks has reduced to 0%, and notice deposit account rates have also reduced.

Cash flows and liquidity

The net cash increase from operating activities was £877k (2020: £299k decrease) and cash/deposit balances were £1,843k (2020: £1,236k) as at 31 July.

During the year the College repaid £131k to Allied Irish Bank against the loan taken out by the College in July 2010 to help finance the re-development of the campus.

The College's total borrowing was £458,000 as at 31 July 2021 and interest rates charged on the loan remain competitive. Total service charges are deemed to be affordable. Interest on the loan is calculated in relation to the London Interbank Offered Rate or LIBOR. LIBOR is due to be discontinued after 2021 and will be replaced with SONIA (Sterling Overnight Index Average). It is not expected that this will unduly impact on interest charges to the College.

Post Balance Sheet Events

There were no Post Balance Sheet Events to report.

Reserves Policy

The College has no formal Reserves Policy but recognises the importance of reserves in the financial stability of any organisation and ensures that there are adequate reserves to support the College's core activities. As at the balance sheet date the Income and Expenditure reserve stands at a negative £1,685k (2020: £2,003k negative), these have been impacted by Covid-19's effect on investments, and the provision against the Local Government Pension Scheme has increased by £258,000 to £5,717,000. The recent adverse swings in the pension scheme liabilities highlights the difficulty in setting a reserves policy when this is beyond the control of the College.

Going Concern

The Education and Skills Funding Agency had previously assessed the College's Financial Health as 'Good' and after making appropriate enquiries, the Board of Governors considers that the College has adequate resources to continue in operational existence for the foreseeable future. Whilst Covid-19 has had a significant impact on operations during the pandemic, both the underlying financial performance of the College and its ability to flex operations to meet delivery modes are considered to be robust. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

PRINCIPAL RISKS AND UNCERTAINTIES

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 its 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 Corporate Governance.

A risk register is maintained at the College level which is reviewed at least annually by the Audit Committee and more frequently where necessary. 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. Risks are prioritised using a consistent scoring system.

Risk management

Risk management in 2020-2021 continued to focus on Covid-19 security and providing the best environment and outcome for its students. Risk assessments have been put in place and are regularly reviewed and updated as the national and local picture develops in regard to Covid-19 controls.

Covid-19 presents many direct and indirect risks, it is not just the health of staff and students that is at stake, and there are knock-on effects on the economy and funding pressures as well as greater uncertainty on student recruitment. It is therefore not surprising that the key risks to the College continue to include funding and student numbers.

The Government's intent to move to T Levels and discontinue BTECs as funded qualifications is a matter of serious concern to the College. It could seriously undermine the College's mission and vision to be an inclusive college and to promote social mobility. The removal of funding for BTECs would remove a significant part of the College's curriculum with unfavourable consequences for staff and the disadvantaged young people within the community, which the College serves.

Key Performance Indicators

The 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 a "Good" financial health grading based on the ESFA's formula applied to the Financial Plan 2021-2024. The current rating of Good is considered an acceptable outcome.

The specific financial targets set for 2020-2021, and actual performances, were as follows.

Performance indicator	Target	Actual 2020-21
Statement of Comprehensive Income will a surplus of at least £250k (excluding FRS102 charges)	£250k+	£576k
To maximise grant support for sports facilities development*		Nil
To deliver the sports facilities to budget and on time*		No
To grow lettings income to £70k*	£70k	£11k

* Covid-19 had a significant impact on operations during the year rendering these targets very difficult. Although the landfill element of the sports facilities project commenced, this project has been delayed.

Financial Objectives and Targets

The College's financial objectives during 2020-21 were:

- To deliver outstanding value for money – cost per positive student outcome
- To invest resources to deliver an outstanding learner experience
- To invest to meet the College's strategic priorities
- To maintain strong liquidity
- To maintain assets in good condition
- To grow business to strengthen financial resilience
- To implement the strategy to address the deficiencies in sports facilities

Student Achievements

2020 and 2021 have been unprecedented years in education. When looking at the data contained within this report it is important to do so with this context in mind. Students have experienced huge disruption to their learning during this time and the learning experience will have been very varied. During periods of lockdown or blended learning students studying at home and accessing lessons remotely will have been impacted by computer resource and access to the internet at home. In addition to this a further 4% of student days at college were affected by self-isolation or lost due to Covid-19 infections.

The loss of normal freedoms and confinements have had a marked impact on mental health adding a further level of difficulty to students trying to access their learning.

Levels of student engagement has been difficult to assess when learning takes place remotely. It is not possible to 'read' the class, nor individuals when delivering a lesson on-line. It is also possible that a student appears to be attending a lesson when in fact they are logged-in but absent from the lesson, and there is only so much that teaching staff can do to check each student in that situation.

The results for the academic year 2019-2020 were produced using a standardisation algorithm and a ranking system. Those results were then subject to an external (now found to be flawed) standardisation process, a government U-turn and reversion to centre-assessed grades. The results for the academic year 2020-2021 are derived from a combination of 'actual' exams, for example in the case of some applied units and GCSE mid-year retakes and teacher-assessed grades. Every effort has been made to ensure that these teacher-assessed grades were generated using a fair, rigorous process but nonetheless any comparison to previous years' results is not valid.

There are no national figures with which we can or should compare these grades to and any progress (value added) scores are based on 2019 subject regression data. Comparisons between specific groups of students is important however – in areas where there are significant gender or ethnicity gaps this is of concern and actions will be taken to ensure these gaps do not continue for future cohorts of students.

A Level Results in the context of historical performance

	2021	2020*	2019	2018	2017
Entries	1624	1693	1619	1611	1496
%A*	7.9	5.3	3.5 (7.8)	2.9 (8.1)	3.5 (8.3)
%A*-A	22.5 (45)	17.9 (38)	13.2 (25.5)	13.6 (26.4)	15.2 (26.3)
%A*-B	46.7 (70)	42.2 (65)	34.1 (51.6)	38.9 (53)	37.9 (53.1)
%A*-E	96.7 (99.5)	97.5 (97.5)	95.9 (97.6)	97.5 (97.6)	97.8 (97.9)
%A*-A AGP	52.5	51.2	36.9 (25.5)	42 (26.4)	41.1 (26.3)
%A*-B AGP	74.4	78.0	68.4 (51.6)	73.4 (53)	67.5 (53.1)

Figures in brackets are national averages. * National averages for 2020 were published for initial release of results but not subsequently. AGP = Advanced Graduate Programme

Average Performance by subject type and for key groups

	All Students		Male		Female		Pupil Prem	
	Points	Grade	Points	Grade	Points	Grade	Points	Grade
A level	33.2	C+	31.7	C	34.4	C+	29.6	C
Academic	33.3	C+	31.8	C	34.4	C+	29.8	C
Applied General	33.0	Dist	30.4	Dist-	34.4	Dist	29.7	Dist-

10 Points is equivalent to one A-Level grade boundary

Gender Breakdown (A-Level)

Cumulative %	Entries	%A*	%A*-A	%A*-B	A*-C	%A*-E
St Brendan's Female	932	7.7	25.0	50.8	73.4	97.9
St Brendan's Male	693	8.2	19.2	41.3	67.0	95.1

Usually a comparison to national for each group would be given but this is unavailable

Subsidiary/Introductory Diploma Results in the context of historical performance

	2021	2020*	2019	2018	2017
Entries	401	404	352	266	219
%DS*	25.9	71	74	73	61
%DS* - DS	44.1	85	95	90	81
%DS* - ME	83.8	96	99	97	98
%DS*-PA	99.5	100	99	100	100

DS*=distinction*, DS=distinction, ME= merit, PA=pass

Diploma Results in the context of historical performance

	2021	2020*	2019	2018	2017
Entries	112	75	51	64	59
%D*D*	25.0	56	45	67	39
%D*D*-DD	61.6	83	80	92	83
%D*D*-MM	86.6	96	100	98	98
%D*D*-PP	100	100	100	100	100

DS*=distinction*, DS=distinction, ME= merit, PA=pass

Performance Measures

Value Added (VA) figures used below and throughout this report indicate performance against an expected national norm, where +1.0 represents one grade better outcome than might be expected on average based on prior attainment (a negative number represents a lower grade than might be expected).

		Academic VA	A-Level VA	Applied VA
Ethnicity	All Students	+0.16 (1526)	+0.16 (1437)	+0.40 (318)
	Male	+0.16 (657)	+0.16 (616)	+0.36 (113)
	Female	+0.16 (869)	+0.16 (821)	+0.43 (205)
	White	+0.24 (992)	+0.24 (937)	+0.56 (209)
	BME	+0.04 (534)	+0.04 (500)	+0.20 (109)
	Prior Attainment	PP	+0.10 (239)	+0.12 (228)
	SEND	+0.22 (362)	+0.21 (338)	+0.39 (81)
Prior Attainment	HHAP	+0.07 (40)	+0.06 (39)	N/A
	HAP	+0.16 (296)	+0.16 (277)	+0.34 (9)
	HMAP	+0.21 (659)	+0.21 (616)	+0.21 (71)
	LMAP	+0.11 (486)	+0.11 (464)	+0.46 (191)
	LAP	0.00 (45)	-0.04 (41)	+0.50 (47)

BME=black or minority ethnic group, PP=formerly pupil premium, SEND=special educational needs or disabilities. Figures in brackets are number of entries in scope

ALPS Quality Indicator Measures

	2021	2020	2019	2018	2017
A-Level ALPS Score	0.99	0.92	0.91	0.94	0.93
A-Level ALPS Grade	3	6	6	5	6

	2021	2020	2019	2018	2017
BTEC ALPS Score	0.90	0.89	1.03	1.02	0.99
BTEC ALPS Grade	6	5	3	3	3

An ALPs grade of 1-3 = top 25% of providers, 4-6 = middle 50% of providers, and 7-9 = bottom 25% of providers

Attainment and Progress by Course

A Level results by course

Subject	Entries	Progress (VA)	%A*	%A*-A	%A*-B	%A*-E	Total U/X
Accounting	20	+0.41	5.0	25.0	45.0	100.0	0
Biology	74	+0.34	5.4	24.3	41.9	100.0	0
Business	109	+0.29	12.8	19.3	45.9	99.1	1
Chemistry	51	+0.28	9.8	23.5	60.8	96.1	2
Computing	20	0.45	10.0	30.0	45.0	100.0	0
Drama and Theatre Studies	14	+0.56	7.1	35.7	71.4	100.0	0
DT Design Engineering	27	-0.11	3.7	14.8	40.7	88.9	3
DT Product Design	34	+0.81	5.9	20.6	41.2	97.1	1
Economics	35	+0.25	8.6	31.4	48.6	100.0	0
English Lang & Lit	23	+0.07	0.0	13.0	30.4	95.7	1
English Language	31	+0.23	19.4	35.5	51.6	96.8	1
English Literature	31	+0.23	19.4	35.5	51.6	96.8	1
Film Studies	36	+0.46	5.6	11.1	55.6	100.0	0
Fine Art	37	-0.27	5.4	18.9	56.8	91.9	3
French	12	+0.74	8.3	58.3	66.7	100.0	0
Further Mathematics	21	-0.63	23.8	28.6	47.6	95.2	1
Geography	61	+0.45	9.8	29.5	68.9	98.4	1
German	7	+1.12	42.9	42.9	71.4	100.0	0
Government and Politics	32	+0.29	6.3	25.0	56.3	100.0	0
Graphics	37	-0.67	2.7	10.8	32.4	97.3	1
History (Early)	24	+0.57	12.5	29.2	62.5	100.0	0
History (Russia/China)	34	-0.10	2.9	11.8	41.2	100.0	0
History (USA/Britain)	25	+0.18	4.0	20.0	32.0	100.0	0
Law	73	+0.54	5.5	30.1	63.0	97.3	2
Mathematics	121	-0.40	7.4	23.1	40.5	89.3	13
Media Studies	46	-0.15	2.2	8.7	37.0	97.8	1
Music	6	+0.18	16.7	66.7	66.7	100.0	0
Music Technology	22	+0.35	9.1	18.2	27.3	100.0	0
Philosophy	6	+0.32	0	33.3	66.7	100.0	0
Photography	36	-0.89	0.0	5.6	27.8	88.9	4
Physics	55	+0.22	12.5	25.0	44.6	96.4	2
Psychology	226	+0.38	7.5	25.2	48.2	94.7	12
Religious Studies	28	+0.03	10.7	14.3	32.1	100.0	0
Sociology	133	-0.11	6.0	14.3	33.1	97.0	4
Spanish	20	+1.05	20.0	50.0	80.0	100.0	0
Textiles	30	-0.53	6.7	16.7	46.7	96.7	1

KEY :	Statically significantly positive VA
	Positive VA but statistically in line with national
	Negative VA but statistically in line with national
	Statically significantly negative VA

BTEC Ext Cert / OCR Introductory Diploma by Course

Subject	Entries	Progress (VA)	%DS*	%DS*-DS	%DS*-ME	%DS*-PA	Total FL
Applied Biology	79	-0.46	5.1	16.5	70.9	100.0	0
Applied Law	57	+1.07	52.6	75.4	100.0	100.0	0
Music Performing	22	+0.44	31.8	63.6	90.9	100.0	0
Performing Arts (Act)	12	+0.21	16.7	50.0	100.0	100.0	0
Performing Arts (MT)	12	+0.24	41.7	50.0	100.0	100.0	0
Public Services	29	N/A	65.5	82.8	96.6	100.0	0
Sport	37	+0.61	43.2	56.8	86.5	100.0	0
Business	51	+0.72	27.5	47.1	86.3	98.0	1
Health & Social Care	72	-0.48	4.2	18.1	75.0	100.0	0
IT	30	+0.05	13.3	43.4	70.0	96.7	1

KEY :

	Statically significantly positive VA
	Positive VA but statistically in line with national
	Negative VA but statistically in line with national
	Statically significantly negative VA

BTEC / OCR Diploma by Course

Subject	Entries	Progress (VA)	%D*D*	%D*D* - DD	%D*D* - MM	%D*D* - PP
Performing Arts	6	+0.41	33.3	50.0	100.0	100.0
Public Services	24	N/A	25.0	75.0	87.5	100.0
Sport	25	+0.35	36.0	56.0	76.0	100.0
Business	16	+0.55	25.0	75.0	93.8	100.0
Health & Social Care	41	+0.18	17.1	53.7	87.8	100.0

KEY :

	Statically significantly positive VA
	Positive VA but statistically in line with national
	Negative VA but statistically in line with national
	Statically significantly negative VA

Additional Level 3 Results

Subject	Entries	A*	A	B	C	D	E	U	%A*	%A*- B	%A*- E
Core Maths	50	N/A	9	14	11	11	4	1	N/A	46.0	98.0
OCR EPQ	40	3	6	12	10	4	1	0	8.3	58.3	100.0
ASDAN EPQ	24	2	5	10	7	0	0	0	8.3	70.8	100.0

GCSE Results

	Grades	2021		2020		2019		2018	
GCSE Maths	9-8 %	192 Entries	0	196 Entries	0	157 Entries	0	135 Entries	0.0
	9-7 %		0		1.0		0		0.0
	9-6 %		0		1.5		0		0.0
	9-5 %		16.1		5.6		0.6		3.0
	9-4 %		69.8		52.6		36.3		51.1
GCSE English	9-8 %	104 Entries	0	169 Entries	0.6	144 Entries	0	125 Entries	0.8
	9-7 %		1.9		0.6		0		0.8
	9-6 %		7.7		4.7		1.4		4.8
	9-5 %		35.6		24.9		13.2		24.0
	9-4 %		84.6		73.4		64.6		70.4
GCSE Biology	9-8 %	16 Entries	0	22 Entries	4.5	16 Entries	0	14 Entries	0.0
	9-7 %		6.3		4.5		0		7.1
	9-6 %		6.3		9.1		6.3		7.1
	9-5 %		31.3		22.7		12.5		35.7
	9-4 %		87.5		68.2		56.3		42.9
GCSE Psychology	9-8 %	12 Entries	0	18 Entries	0	20 Entries	0.0		
	9-7 %		0		0		0.0		
	9-6 %		25.0		5.6		5		
	9-5 %		50.0		27.8		15		
	9-4 %		66.7		55.6		30		

Value added for Maths and English GCSE

	VA 2021	VA 2020	VA 2019
Mathematics	1.16	0.70	0.39
English	1.26	1.02	0.82

There is no valid VA for either Psychology or Biology due to a lack of baseline data (students had not sat Psychology or Biology at school)

Applied Level 2 Results 2021 by specific student groups

Single Grade L2 Applied courses

	Entries	DS	ME	PA	FL	DS%	DS-ME%	DS-PA%
All	77	11	37	25	4	14.3	62.3	94.8
Male	29	6	11	11	1	20.7	58.6	96.6
Female	47	5	26	13	3	10.6	66.0	93.6
White	42	9	19	12	2	21.4	66.7	95.2
BME	35	2	18	15	2	5.7	57.1	100.0
PP	37	4	18	14	3	10.8	59.5	97.3
SEND	17	4	10	2	1	23.5	82.4	94.1

Pass/Fail L2 Applied Courses

	Entries	PA	FL	PA%
All	9	9	0	100.0
Male	3	3	0	100.0
Female	6	6	0	100.0
White	5	5	0	100.0
BME	4	4	0	100.0
PP	6	6	0	100.0
SEND	4	4	0	100.0

Double Grade L2 Applied Courses

	Entries	D+D+	D+D	DD	DM	MM	MP	PP	LI Pass	FL	D+D+-DD%	D+D+-MM%	D+D+-PP%
All	42	3	0	1	5	10	2	14	4	3	9.5	45.2	83.3
Male	25	1	0	0	3	6	2	8	3	2	4.0	40.0	80.0
Female	17	2	0	1	2	4	0	6	1	1	17.6	52.9	88.2
White	28	3	0	1	3	7	1	7	3	3	14.3	50.0	78.6
BME	14	0	0	0	2	3	1	7	1	0	0	35.7	92.9
PP	20	0	0	1	2	5	0	8	2	2	5.0	40.0	80.0
SEND	8	0	0	0	1	0	1	4	1	1	0	12.5	75.0

Single Grades L2 Applied by Course

	Entries	DS	ME	PA	FL	DS+-DS%	DS+-ME%	DS+-PA%
Certificate in Digital Media	7	2	4	1	0	28.6	85.7	100.0
Diploma in Digital Media	19	2	13	3	1	10.5	78.9	94.7
Certificate in H&SC	10	2	4	3	1	20.0	60.0	90.0
Diploma in H&SC	26	5	11	10	0	19.2	61.5	100.0
Certificate in IT	6	0	1	4	0	0	16.7	83.3
Diploma in IT	9	0	4	4	1	0	44.4	88.9

'Unreformed' QCF Framework – Pass/Fail only by course

	Entries	PA	FL	PA%
Law Level 2 BTEC Certificate	9	9	0	100.0

Double Graded L2 Applied by Course

	Entries	D+D+	D+D	DD	DM	MM	MP	PP	LI	FL	D+D+ DD%	D+D+ MM%	D+D+ PP%
Business Level 2 BTEC Extended Certificate	13	0	0	0	2	2	2	6	1	0	0.0	30.8	92.3
Business Level 2 BTEC Certificate	4	0	0	0	0	3	0	1	0	0	0.0	75.0	100.0
Public Services Level 2 BTEC Extended Cert	16	1	0	0	2	4	0	5	2	2	6.3	43.8	75.0
Public Services Level 2 BTEC Certificate	9	2	0	1	1	1	0	2	1	1	33.3	55.6	77.8

Achievement, Retention and Pass Rates

A Level	2020/21	2019/20	2018/19	2017/18	2016/17
Achievement %	94.1	92.4	91.7	93.2	91.4
Retention %	97.0	94.8	95.6	95.9	93.8
Pass %	96.7	97.5	95.9	97.3	97.5
High Grades (A*-B) %	46.7	42.2	33.5	38.0	37.5

Applied General	2020/21	2019/20	2018/19	2017/18	2016/17
Achievement %	90.7	95.4	98.6	94.1	87.6
Retention %	91.6	95.4	99.1	95.7	88.8
Pass %	99.0	100.0	99.5	98.3	98.6
High Grades (DS+) %	48.0	85.0	90.6	89.2	81.6

Achievement Rate is number of students passing their qualifications expressed as a percentage of those on programme at the census date (mid-October); Retention Rate is the number of students retained at the end of the year expressed as a percentage of those on programme at the census date; the Pass Rate is the number of retained students successfully completing their qualifications.

OTHER INFORMATION

Public Benefit

St Brendan's Sixth Form College is an exempt charity under the Part 3 of the Charities Act 2011 and following the Machinery of Government changes in July 2016 is regulated by the Secretary of State for Education.

In setting and reviewing the College'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.

In delivering its mission, the College provides the following identifiable public benefits through the advancement of education:

- High-quality teaching by subject experts
- Widening participation and tackling social exclusion
- Excellent employment record for students
- Strong student support systems
- Links with employers, industry and commerce
- Links with Local Enterprise Partnerships (LEPs).

Equal Opportunities and Employment of Disabled Persons

The College is committed to ensuring equality of opportunity for all who learn and work here. We believe that each person is a unique creation of God and, therefore, we respect and value positively aspects of diversity. We aim to implement the public sector duties in the Equality Act in relation to all protected characteristics i.e. race, gender, sexual orientation, disability, religion and belief, age, gender re-assignment, marriage and civil partnership and will also take particular action in relation to socio-economic background. We strive vigorously to remove conditions, That may place people at a disadvantage and we will actively combat all discrimination including stereotyping, bullying and harassment. The College's Equal Opportunities Policy and annual Equality Scheme are published on the College's website and will be resourced, implemented and monitored on a planned basis.

The College, in full keeping with its mission, recognises its duty to treat fairly all applications for employment from disabled persons. Where an existing employee becomes disabled, every effort is made to ensure that 'reasonable adjustments' are made as required by the Equality Act so that their employment with the College continues. The College's policy is to provide training, career development and opportunities for promotion, which are, as far as possible, identical to those for other employees, but also to take positive action where justified.

Disability Statement

The College seeks to achieve the objectives set down in the Equality Act. The College:

- has a Learning Support Manager, who provides information, advice and arranges support, where necessary, for disabled students and others with additional needs;
- will support disabled students to be able to take a full part in the curriculum as well as extra-curricular and social aspects of college life;
- has put in place systems to identify students who need learning support prior to enrolment in order to help them to identify their barriers to learning and agree strategies for inclusion and support;
- has a range of specialist equipment, such as an induction loop in the Theatre, a portable induction loop and a range of assistive technology is available in the Learning Resources Centre to enable students to access programmes of study;
- prioritises applicants with 'special educational needs' for admission;
- maintains and trains staff to support students with learning needs and has intervention strategies for disabled students;
- offers psychotherapy, drugs counselling and other welfare services as appropriate;
- monitors the outcomes for disabled students and those receiving additional support and addresses any anomalies.

Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the college to publish information on facility time arrangements for trade union officials at the college.

Numbers of employees in the relevant period	243
FTE employee number	174
Percentage of time from 1% -50%	2 employees FTE
Total cost of facility time	£4,212
Total pay bill	£8,104,000
Percentage of total bill spent on facility time	0.052%
Time spent on paid trade union activities as a percentage of total paid facility time	100%

Payment Performance

The Late Payment and Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Colleges, 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 95 per cent. During the accounting period 1 August 2020 - 31 July 2021, the College paid 100% of its invoices within 30 days (100% 2019-20).

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.

Approved by order of the members of the Board of Governors on 9 December 2021 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'CWILLIAMSON', with a long horizontal flourish extending to the right.

Clare Williamson
Vice Chair of Governors

Statement of Corporate Governance and Internal Control

The College is committed to exhibiting best practice in all aspects of corporate governance. This summary describes the manner in which the College has applied the principles set out in the UK Corporate Governance Code (“the Code”) issued by the Financial Reporting Council (FRC) in April 2016. Its purpose is to help the reader of the accounts understand how the principles have been applied.

The college endeavours to conduct its business:

1. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
2. in full accordance with the Corporate Governance Code (“the Code”).

In the opinion of the Governors, the College complies with all the provisions of the Code, and it has complied throughout the year ended 31 July 2021. This opinion is based on an internal review of compliance with the Code reported to the board on 9 December 2021. 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.

The College is an exempt charity within the meaning of Part 3 of the Charities Act 2011. The Governors, who are also the Trustees for the purposes of the Charities Act 2011, confirm that they have had due regard for the Charity Commission’s guidance on public benefit and that the required statements appear elsewhere in these financial statements.

The Board of Governors

During 2020-2021 the Board of Governors met 5 times and average attendance was 77%; all meetings were quorate.

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

The Board of Governors 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 Board of Governors meets at least once each term.

The Board of Governors conducts its business through a number of Governors’ Committees. The Board of Governors renamed and reallocated the responsibilities and roles of these Committees as set out in the *Framework of Governance* adopted in December 2016. Each Committee has terms of reference, which have been approved by the Board of Governors. These committees are:

- Governors’ Audit Committee
- Governors’ Ethos, Safeguarding Welfare Committee
- Governors’ Resources, Premises Human Resources Committee
- Governors’ Strategy, Search Remuneration Committee
- Governors’ Teaching & Curriculum Quality Committee

The members who served on the Board of Governors during the year and up to the date of signature of this report were as listed below:

Name	Date Appointed	Term of Office	Date Resigned	Status of appointment	Committee	Attendance 2020/21
Mrs Alison Ashman	Oct 2020	4 years		Staff Governor	TCQ	83%
Ms Marian Curran	Apr 2020	<i>Ex officio</i>		Principal	RPHR/ESW/T CQ/SSR	100%
Professor James Devenney	Reappointed October 2019	4 years		Foundation Governor	TCQ	88%
Mr Mark Eastaugh	Jul 2016	4 years		Co-opted Governor	SSR/A	80%
Mr Nkumbe Ekane QC	June 2018	4 years		Foundation Governor	ESW	29%
Miss Charlotte Evans	Sep 2016	4 years	Feb 2021	Staff Governor	RPHR	50%
Ms Ann Fowler		4 years		Foundation Governor	ESW/SSR	78%
Sr Margaret Harlock	Apr 2013 re-appointed April 2017	4 years		Foundation Governor Chair from Sep 2017	ESW/RPHR/SR/ TCQ	100%
Mr Charlie Hiscox	July 2021	1 year		Student Governor		
Mrs Marie-Claire Harper	May 2016	4 years		Foundation Governor Vice Chair Sept 2017	SSR/A	100%
Mr Richard Hanks	Oct 2019	2 years	Aug 2021	Parent Governor	TCQ	88%
Ms Beckie Hooper	Nov 2018	4 years		Foundation Governor	RPHR/ESW/A	56%
Mr Micah Larson	Jul 2018	4 years		Foundation Governor	A/ESW/SSR	57%
Mr Tony McNally	Reappointed Jan 2018	4 years		Foundation Governor	SSR/Chair: RPHR	93%
Mrs Ann Morgan	March 2021	4 years		Staff Governor		100%
Mr Mark O'Sullivan	Jan 2017	4 years		Foundation Governor	SSR/Chair TCQ	93%
Mr Leon Sinden	Oct 2020	1 year	Apr 2021	Student Governor	ESW	50%
Miss Thirowshie Srijeyaram	July 2021	1 Year		Student Governor		100%
Mr James Townsend		1 Year	Apr 2021	Student Governor	TCQ	40%
Mr Ian Turri	Mar 2019	4 Years		Co-opted Governor	RPHR/A	75%
Ms Martina Veale	Dec 2018	4 years	Mar 2021	Foundation Governor	ESW	25%
Mrs Clare Williamson	Jan 2020	4 years		Foundation Governor	TCQ/RPHR	100%

Committees key: A – Audit; ESW – Ethos Safeguarding Welfare; RPHR – Resources Premises Human Resources; SSR – Strategy Search Remuneration; TCQ – Teaching Curriculum Quality

The following have been serving as Co-opted and voting members of the Governors' Committees:

- Mr Richard Powell – December 2014 – Governors' Audit Committee.
 - Mr Sonny Richards – Governors' Ethos Safeguarding and Welfare Committee.
- The full signed Minutes of meetings, except those deemed to be confidential by the Board of Governors, are available on the website or from the Clerk to the Governors at:

St Brendan's Sixth Form College
Broomhill Road
Brislington
Bristol BS4 5RQ

The Clerk to the Governors maintains a register of financial and personal interests of the governors. The register is available for inspection, on application, 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 Governors, who is responsible to the Board of Governors for ensuring compliance with all applicable procedures and regulations. The appointment, evaluation and removal of the Clerk are matters for the Board of Governors as a whole.

Formal agendas, papers and reports are supplied to governors in a timely manner, prior to Board meetings. Briefings are provided on an ad hoc basis.

The Board of Governors has a strong and independent non-executive element and no individual or group dominates its decision making progress. The Board of Governors 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 of the Governors and Principal are separate.

Covid-19

From the 23 March 2020 special arrangements were put in place so that the Board and its committees could continue to meet remotely. A new sub group of governors, the Emergency Committee, was convened to consider urgent matters on behalf of the full Board.

Appointments to the Board of Governors

The Bishop of Clifton appoints Foundation Governors, who form a majority of the members of the Board of Governors as required by the Instrument and Articles of Government. Other new appointments to the Board of Governors are a matter for the consideration of the Board of Governors as a whole.

Board of Governors performance

The Board of Governors assesses their performance annually and for the year ended 31st July 2021 graded itself as 'Good'. They have ensured that robust targets are set and that these are monitored on a termly basis. The Board of Governors challenge the Senior Leadership Team appropriately as evidenced by the minutes of the Full Governing Body.

Governors' Strategy, Search and Remuneration Committee

This Committee comprises the Chair of Governors, the Vice-Chair of Governors and four other Governors drawn from each of the Governors' Committees. The Committee is responsible for agreeing the key strategic objectives of the College as set by the Principal and the selection and nomination of any new members for the consideration of the Board of Governors, (the Board of Governors is responsible for ensuring that appropriate training is provided). Once a year the Governors' Strategy Search and Remuneration Committee makes decisions, reported to the Board of Governors, on the remuneration and benefits of the Principal and other Senior Post Holders.

Details of remuneration for the year ended 31 July 2021 are set out in Note 6 of the financial statements.

Governors' Teaching Curriculum and Quality Committee

The Committee comprises five Governors, appointed by the Board of Governors that also sets the terms of Reference for the Committee business. The TCQ Committee meets three times each academic year to determine and review the strategic direction of the curriculum provision,

the academic results and monitor Student development, the quality of teaching and learning. The Vice Principal facilitates this Committee.

Governors' Resources Premises and Human Resources Committee

The Committee comprises six Governors, appointed by the Board of Governors that also sets the terms of Reference for the Committee business. The Committee meets three times each academic year to review the premises and resources available to the College, the security and any Health & Safety issues. The Committee scrutinises regular updates to the College accounts through the year, and recommends the College budget for adoption by the Board of Governors annually. The Committee is particularly concerned with the efficiency and use of College resources, the details of the funding income, planned expenditure, and the management of the cash flow. The Committee scrutinises the proposed College budget for the following year, including the planned Capital expenditure. The Governors' Resources Premises and Human Resources Committee reviews the College Financial Regulations and policies and procedures relevant to its area of responsibility. The Committee is also tasked with the oversight of the Human Resources strategy of the college and the recruitment, professional development and well-being of Staff, and the College policies and procedures relating to this area of operations. The Assistant Principal Finance & Resources facilitates the Committee.

Governors' Ethos, Safeguarding & Welfare Committee

The Committee comprises six Governors appointed by the Board of Governors that also sets the terms of Reference for the Committee business. The Committee sets the strategic direction for the College in relation to Student experience and support, *Equality Diversity Inclusion* [EDI] and *Safeguarding*, and receives regular reports to enable it to monitor progress in these areas. The College Admission Policy is received annually and recommendation is made to the full Board of Governors to adopt any changes required. The Committee received regular reports relating to Student applications, enrolment and retention and through the *Learner Involvement Strategy* reviews the feedback from the Student body. The Committee monitors the Student Behaviour and any disciplinary procedures, and in addition receives reports on the spiritual life and Christian ethos of the College, including the *Religion, Philosophy and Ethics* [RPE] curriculum in relation to Students. The Committee considers for action reports on the welfare of Students, with a particular emphasis on support for those with additional needs. The Student Union, through the Student Governor submits regular reports about its activities and the annual accounts of the Student Union are audited annually and scrutinised by this Committee. The Assistant Principal Finance & Resources facilitates this Committee.

Governors' Audit Committee

The Governors' Audit Committee is comprised of four Governors and two Co-opted and voting members and operates in accordance with written terms of reference approved by the Board of Governors.

The Governors' Audit Committee meets once each term. It provides a forum for reporting by the College's internal, regularity 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 Funding Bodies as they affect the College's business.

The College's internal auditors review the system 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 Governors' Audit 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 Governors' Audit Committee also advises the Board of Governors on the appointment of internal, regularity and financial statements auditors and their remuneration for both audit and non-audit work.

Internal Audit services resumed during 2020-2021 and sufficient days completed in order for an opinion to be given to the Board of Governors. The audit work was completed remotely, but accessing the normal range of documents and system reports necessary for testing and to give an opinion on assurance.

Internal Control

Scope of Responsibility

The Board of Governors is ultimately responsible for the College's 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 Board of Governors has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the College's policies, aims and objectives, whilst safeguarding the public funds and assets for which he is personally responsible, in accordance with the responsibilities assigned to him in the Funding Agreement between the College and the Education and Skills Funding Agency. He is also responsible for reporting to the Board of Governors 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 at St Brendan's Sixth Form College for the year ended 31 July 2021 and up to the date of approval of the annual report and accounts.

Capacity to Handle Risk

The Board of Governors 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 Board of Governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the period ended 31 July 2021 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Governors.

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 Board of Governors
- regular reviews by the Board of Governors 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.

The College has an internal audit service, which operates in accordance with the requirements of the ESFA's *Post 16 Audit Code of Practice*. The work of the audit service 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 Board of Governors on the recommendation of the Audit Committee. At minimum annually, the Chair of the Governors' Audit Committee provides the Board of Governors with a report on internal audit activity in the College.

Control weaknesses identified

Internal Audit noted that although there is a process in place for setting up new suppliers and amending supplier details, this process is not formally defined within a procedural guidance document. This has now been remedied.

The Internal Audit Service also made recommendations as follows.

- The College's Committee and governance structures, including Senior Management, the Audit Committee, and the Board of Governors, should take a view on whether each group is satisfied with the assurance information that it receives in relation to the operational effectiveness of controls.
- The College should consider mechanisms through which to conduct Committee effectiveness reviews to ensure that these are undertaken.
- The College should introduce a formal testing programme of the Business Continuity Plan (BCP) to ensure that the BCP is tested on a periodic basis.

Responsibilities under funding agreements

The College receives its funding from the ESFA under a contract (Funding Agreement) between the ESFA and the College.

This provides that the College shall comply with a range of normal legal obligations such as those covered under Health and Safety legislation, employment law (such as Transfer of Undertakings [Protection of Employment]), the Equality Act 2010, the Further and Higher Education Act 1992, and UK GDPR to name but a few. In addition to these normal requirements the ESFA requires that the College has good governance arrangements including an audit committee to advise the Governing Body's governance, risk management, internal control and assurance frameworks, in line with the detail set out in the post-16 audit code of practice. It also requires that, where appropriate, an Internal Audit Service is functioning.

The College ensures compliance with its contractual obligations through its systems of Internal Control and Risk Management, using both the independent Internal Audit Service, which works through a cyclical plan over a number of years, and an External Audit Service. The latter conducts

an audit into the propriety of the College to ensure that public funds are used appropriately and for the purpose for which they are given.

In addition, management provide a range of reports to the Board of Governors, which cover legal duties as well as contractual responsibilities. These will include actions taken under the Government's Prevent Strategy, British Values, Safeguarding, and Special Educational Needs.

A new addition to the list of requirements is that the College should endeavour to reach the standard of Cyber Essentials. The College has been working on this for a year or more specifically, but for many years in essence. Work to date includes penetration testing as well as the usual patching, and firewall security.

Statement from the Audit Committee

The audit committee has advised the board of governors that the corporation has an effective framework for governance and risk management in place. The audit committee believes the corporation has effective internal controls in place.

The specific areas of work undertaken by the audit committee in 2020/21 and up to the date of the approval of the financial statements include: Business Continuity Planning, Core Financial Systems, Risk Management and Governance, and Learner Numbers.

Review of Effectiveness

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. His 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 and the regularity auditors in their management letters and other reports.

The Principal has been advised on the implications of the result of his review of the effectiveness of the system of internal control by the Governors' Audit 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 Governors' Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement. The Governors' Audit Committee's role in this area is confined to a high level review of the arrangements for internal control. Each of the Governors' Committees has a standing item on Risk Management and significant and strategic risks are assigned to individual committees for monitoring. The Board of Governors' agenda includes a regular item for consideration of risk and control and receives reports thereon from the Senior Leadership Team and the Governors' Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its December 2021 meeting, the Board of Governors carried out an annual assessment for the year ended 31 July 2021 by considering documentation from the Senior

Leadership Team, the College's Risk Register and it has taken account of events since 31 July 2021.

Based on the advice of the Audit Committee and the Principal, the Board of Governors 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 Board of Governors on 9 December 2021 and signed on its behalf by:



Clare Williamson
Vice Chair of Governors



Ms M Curran
Principal

Board of Governors' statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding

The Board of Governors has considered its responsibility to notify the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of funding, under the College's grant funding agreement and contracts with the ESFA. As part of our consideration we have had due regard to the requirements of the funding agreements and contracts with ESFA.

We confirm, on behalf of the Board of Governors, that after due enquiry, and to the best of our knowledge, we are able to identify any material irregular or improper use of funds by the College, or material non-compliance with the Education and Skills Funding Agency's terms and conditions of funding under the College's grant funding agreements and contracts with ESFA.

We confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Education and Skills Funding Agency.



Clare Williamson
Vice Chair of Governors



Ms M Curran
Principal

Statement of Responsibilities of the Board of Governors

The Board of Governors of the College is required to present audited financial statements for each financial year.

Within the terms and conditions of the grant funding agreements and contracts with the ESFA, the Board of Governors, through its Principal, is required to prepare financial statements for each financial year in accordance with the Statement of Recommended Practice – Accounting for Further and Higher Education, ESFA's college accounts direction and the UK's Generally Accepted Accounting Practice, and which give a true and fair view of the state of affairs of the College and its surplus / deficit of income over expenditure for that period..

In preparing the financial statements, the Board of Governors 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
- prepare financial statements on the going concern basis, unless it is inappropriate to assume that the college will continue in operation.

The Board of Governors is also required to prepare a Members' Report, which describes what it is trying to do and how it is going about it, including the legal and administrative status of the College.

The Board of Governors is responsible for keeping proper accounting records, which disclose with reasonable accuracy, at any time, the financial position of the College and to 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 assets of the College and to prevent and detect fraud and other irregularities.

The maintenance and integrity of the College website is the responsibility of the Board of Governors of the College; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the 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 UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Board of Governors are responsible for ensuring that expenditure and income are applied for the purposes intended by Parliament and that the financial transactions conform to the authorities that govern them. In addition they are responsible for ensuring that funds from the ESFA are only used in accordance with the ESFA's grant funding agreements and contracts and any other conditions that may be prescribed from time to time. The Board of Governors must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure that they are used properly. In addition, members of the Board of Governors are responsible for securing economical, efficient and effective management of the College's resources and expenditure, so that the benefits that should be derived from the application of

public funds from the ESFA are not put at risk.

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

A handwritten signature in black ink, appearing to read 'CW Williamson', with a long horizontal flourish extending to the right.

Clare Williamson

Independent Auditors' Report to the Board of Governors of St Brendan's Sixth Form College

Opinion

We have audited the financial statements of St Brendan's Sixth Form College (the 'College') for the year ended 31 July 2021 which comprise the College Statement of Comprehensive Income, the College Statement of Changes in Reserves, The College Balance Sheet, the College Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice), and the College Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the College's affairs as at 31 July 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Statement of Recommended Practice – Accounting for Further and Higher Education and the College Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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 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 audit opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 Board of Governors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

Independent Auditor's Report (continued)

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Post-16 Audit Code of Practice issued by the Education & 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; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Board of Governors

As explained more fully in the Board of Governors responsibilities statement set out on page 34, the Board of Governors 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 Board of Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Governors are 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 Board of Governors either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Independent Auditor's Report (continued)

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Companies Act 2006, UK Financial Reporting Standards and UK taxation legislation.
- We obtained an understanding of how the company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: 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 College's Board of Governors, as a body, in accordance with the College's Articles of Government. Our audit work has been undertaken so that we might state to the College's Board of Governors 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 College and the College's Board of Governors as a body, for our audit work, for this report, or for the opinions we have formed.



Moore, Statutory Auditor
30 Gay Street,
Bath,
BA1 2PA

Date: 10/12/2021

Reporting accountant's assurance report on regularity

To: The Corporation of St Brendan's Sixth Form College and Secretary of State for Education acting through Education and Skills Funding Agency (ESFA)

In accordance with the terms of our engagement letter dated 27 September 2018 and further to the requirements 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 St Brendan's Sixth Form College during the period 1st August 2020 to 31 July 2021 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. In line with this framework, our work has specifically not considered income received from the main funding grants generated through the Individualised Learner Record data returns, for which ESFA has other assurance arrangements in place.

This report is made solely to the Corporation of St Brendan's 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 St Brendan's 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 St Brendan's Sixth Form College and ESFA for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of St Brendan's Sixth Form College and the reporting accountant

The Corporation of St Brendan's 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 which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the 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 1st August 2020 to 31 July 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Code issued jointly 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.

Reporting accountant's assurance report on regularity (continued)

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 of the college's income and expenditure.

The work undertaken to draw to our conclusion includes but not limited to:

- Reviewing minutes of meetings, management accounts and making enquiries of management;
- Performing sample testing of expenditure ensuring items are for the College's purposes and are appropriately authorised;
- Sample testing on purchase card expenditure, review for any indication of purchase for personal use by Staff or Governors;
- Reviewing the procedures for identifying and declaring related parties and other business interests;
- Obtaining formal representation from the Governing Body and Accounting Officer acknowledging their responsibilities;
- Scrutinising journals, and other adjustments posted during the year for evidence of unusual entries and making further enquiries into any such items where relevant;
- Performing an evaluation of the general control environment of the College;
- Reviewing nominal ledger accounts for any large or unusual entries, obtaining supporting documentation and making further enquiries into any such items where relevant.

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 1st August 2020 to 31 July 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Moore, Statutory Auditor
30 Gay Street,
Bath,
BA1 2PA

Date: 10/12/2021

Statement of Comprehensive Income

Income	Notes	2021 £'000	2020 £'000
Funding body grants	2	10,253	8,568
Tuition fees and education contracts	3	-	34
Other grants and contracts	4	59	-
Other income	5	216	238
Investment income	6	9	14
Total income		10,537	8,854
Expenditure			
Staff costs	7	8,110	7,218
Other operating expenses	8	1,662	1,593
Depreciation	11-12	702	761
Interest and other finance costs	9	89	90
Total expenditure		10,563	9,662
 (Deficit)/surplus before other gains and losses		(26)	(808)
 (Deficit)/Surplus before tax		(26)	(808)
Taxation		-	-
(Deficit)/surplus for the year		(26)	(808)
Actuarial gain/(loss) in respect of pensions schemes		344	(1,290)
Total Comprehensive Income for the year		318	(2,098)
 Represented by:			
Unrestricted comprehensive income		318	(2,098)

The income and expenditure account is in respect of continuing activities.

Statement of Changes in Reserves

	Income and expenditure account
	£'000
Balance at 1st August 2019	95
(Deficit) from the income and expenditure account	(808)
Other comprehensive income	(1,290)
Total comprehensive income for the year	<u>(2,098)</u>
Balance at 31 July 2020	(2,003)
(Deficit) from the income and expenditure account	(26)
Other comprehensive income	344
Total comprehensive income for the year	<u>318</u>
Balance at 31 July 2021	<u><u>(1,685)</u></u>

BALANCE SHEET AT 31 JULY 2021

	Notes	2021 £'000	2020 £'000
Non-current assets			
Intangible assets	11	13	23
Tangible fixed assets	12	<u>17,295</u>	<u>17,843</u>
Total non-current assets		17,308	17,866
Current assets			
Trade & other receivables	13	289	267
Investments	14	793	786
Cash & cash equivalents	19	1,050	450
Stock		4	-
Total current assets		<u>2,136</u>	<u>1,503</u>
Creditors - amounts falling due within one year	15	<u>1,595</u>	<u>1,482</u>
Net current assets		<u>541</u>	<u>21</u>
Total assets less current liabilities		17,849	17,887
Creditors - amounts falling due after more than one year	16	13,817	14,431
Net assets (before pension obligations)		<u>4,032</u>	<u>3,456</u>
Provisions			
Defined benefit obligations	18	<u>(5,717)</u>	<u>(5,459)</u>
Total Net (Liabilities)/Assets		<u>(1,685)</u>	<u>(2,003)</u>
Unrestricted Reserves			
Income and expenditure account		(1,685)	(2,003)
Total unrestricted Reserves		<u>(1,685)</u>	<u>(2,003)</u>

The financial statements on pages 41 to 62 were approved by the Governing Board on 9 December 2021 and were signed on its behalf by:



Clare Williamson
Vice Chair of Governors



M Curran
Principal & Accounting Officer

Statement of Cash Flows

	Notes	2021 £'000	2020 £'000
Cash flow from operating activities			
(Deficit)/surplus for the year		(26)	(808)
Adjustment for non-cash items			
Depreciation		702	761
(Increase)/decrease in debtors		(22)	(55)
(Increase)/decrease in stock		(4)	-
Increase/(decrease) in creditors due within one year		113	(119)
(Decrease)/increase in creditors due after one year		(483)	(484)
Increase/(decrease) in provisions		-	-
Pensions costs less contributions payable		602	409
Adjustment for investing or financing activities			
Investment income		(9)	(14)
Interest payable		4	11
Taxation paid		-	-
Profit on sale of fixed assets		-	-
Net cash flow from operating activities		<u>877</u>	<u>(299)</u>
Cash flows from investing activities			
Proceeds from sale of fixed assets		-	-
Investment income		9	14
Withdrawal of deposits		-	600
New deposits		(7)	(13)
Payments made to acquire fixed assets		(144)	(162)
		<u>735</u>	<u>439</u>
Cash flows from financing activities			
Interest paid		(4)	(11)
Repayments of amounts borrowed		(131)	(131)
		<u>(135)</u>	<u>(142)</u>
Increase / (decrease) in cash and cash equivalents in the year		<u>600</u>	<u>(2)</u>
Cash and cash equivalents at beginning of the year	19	450	452
Cash and cash equivalents at end of the year	19	1,050	450

Notes to the Accounts

I: Accounting Policies

Statement of Accounting Policies

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

Basis of Preparation

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 2020 to 2021 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 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.

Intangible assets, which have been relatively small in value, were previously included within tangible fixed assets and are now shown separately. Other income has been restated for receipts for trips and transport which were formerly netted off expenditure in previous years. There is no impact on surpluses, and or deficits nor on reserves as a result of these adjustments.

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention as modified by the use of previous valuations as deemed cost at transition for certain non-current assets.

Going Concern

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

The College currently has £458k of loans outstanding with bankers on terms negotiated in 2007, see note 17 for further information.

The College's forecasts and financial projections indicate that it will be able to operate within this existing facility and covenants for the foreseeable future.

Accordingly the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

Recognition of Income

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. Any under achievement for the Adult Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body following the year end, and the results of any funding audits. 16-18 funding is not subject to reconciliation and is therefore not subject to contract adjustments.

The recurrent grant from OFS represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income.

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.

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual method 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.

Accounting for post-employment benefits

Post-employment benefits to employees of the College are principally provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). These are defined benefit plans, which are externally funded and contracted out of the State Second Pension.

Teachers' Pension Scheme (TPS)

The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a prospective benefit method.

The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

Avon Local Government Pension Scheme (LGPS)

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred.

Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in interest and other finance costs.

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

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.

Enhanced Pensions

The 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.

Non-current Assets - Tangible fixed assets

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 2019 FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Land and Buildings

The Trust held land and buildings in place on 1 April 1993 are not stated in the balance sheet. Buildings and improvements made since designation are stated in the balance sheet at cost less depreciation. Freehold buildings are depreciated over their expected useful economic life to the College of 40 years in the case of new buildings. The College has a policy depreciating major adaptations to the buildings over the period of their useful economic life, usually 20 years.

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated as above. The related grants are credited to a deferred capital grant account and are released to the income and expenditure account over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

Finance costs, which are directly attributable to the construction of land and buildings, are not capitalised as part of the cost of those assets.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of any fixed asset may not be recoverable.

On adoption of FRS 102, the College followed the transitional provision to retain the book value of land and buildings and not to adopt a policy of revaluation of these properties in the future.

Assets under construction

Assets under construction are accounted for at cost, based on the value of independent certification and other direct costs, incurred to 31 July. They are not depreciated until they are brought into use.

Subsequent expenditure on existing fixed assets

Where significant expenditure is incurred on tangible fixed assets, it is charged to the income and expenditure account in the period it is incurred, unless it meets one of the following criteria, in which case it is capitalised and depreciated on the relevant basis:

- Market value of the fixed asset has subsequently improved
- Asset capacity increases
- Substantial improvement in the quality of output or reduction in operating costs
- Significant extension of the asset's life beyond that conferred by repairs and maintenance

Equipment

Equipment costing less than £1,500 per individual item is written off to the income and expenditure

account in the period of acquisition. All other equipment is capitalised at cost.

All equipment is depreciated over their useful economic life as follows:

Furniture, fittings and equipment	-	5 years on a straight-line basis
Motor vehicles	-	5 years on a straight-line basis
Computer equipment	-	5 years on a straight-line basis
Building improvements	-	20 years on a straight-line basis

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 a deferred capital grant account and released to the income and expenditure account over the expected useful economic life of the related equipment.

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 and Expenditure.

Intangible assets

Intangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses.

Software development costs above £1,500 per individual item is capitalised at cost.

All software is depreciated over 5 years on a straight-line basis.

Inventories

Inventories are stated at the lower of their 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.

Borrowing costs

Borrowing costs are recognised as expenditure in the period in which they are incurred.

Investments

Investments held as non-current assets and current asset investments, which may include listed investments and cash deposits on notice, are stated at fair value, with movements recognised in Comprehensive Income. Investments comprising unquoted equity instruments are measured at fair value, estimated using a valuation technique.

Leased assets

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any lease premiums or incentives relating to leases signed after 1st August 2014 are spread over the minimum lease term. The College has taken advantage of the transitional exemptions in FRS 102 and has retained the policy of spreading lease premiums and incentives to the date of the first market rent review for leases signed before 1st August 2014.

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 a finance lease obligation. 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.

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.

Foreign Currency Translation

Transactions denominated in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the end of the financial period with all resulting exchange differences being taken to income in the period in which they arise.

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 exempt in respect of Value Added Tax. 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.

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.

Restructuring costs, including pension charges, identified as at 31 July but which are not payable until the following year are recognised within the Balance Sheet at the estimated value.

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.

Agency Arrangements

The College acts as an agent in the collection and payment of discretionary support 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.

Judgements in applying accounting policies and key sources of estimation uncertainty

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 group'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, other than investment properties, 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 liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. The actuary has used a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 to value the pensions liability at 31 July 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability

2: Funding body grants

	2021 £'000	2020 £'000
Recurrent grants		
Education and Skills Funding Agency 16-18	9,194	7,834
Specific grants		
Releases of government capital grants	483	503
ESFA Coronavirus 19 Mass Testing	19	-
ESFA Tuition Fund	33	-
Other Grants	524	231
Total	10,253	8,568

3: Tuition fees and education contracts

	2021 £'000	2020 £'000
International students' fees	-	34

4: Other grants and contracts

	2021 £'000	2020 £'000
DfE Coronavirus laptop supply	53	-
Coronavirus Job Retention Scheme	6	-
Total	59	-

5: Other income

	2021 £'000	2020 £'000
Receipts for student trips	-	81
Receipts for student transport	69	73
Catering income	73	-
Miscellaneous income	74	84
Total	216	238

6: Investment income

	2021 £'000	2020 £'000
Other interest receivable	9	14
Total	9	14

7: Staff costs

The average number of persons (including senior post holders) employed by the College during the year expressed as full-time equivalents, was:

	2021 No.	2020 No.
Teaching staff	90	84
Non-teaching staff	84	76
	174	160

Staff costs for the above persons:

	2021 £'000	2020 £'000
Wages and salaries	5,620	5,113
Social security costs	517	465
Other pension costs	1,673	1,386
Payroll sub total	7,810	6,964
Apprenticeship levy	13	10
Contracted out staffing services	274	244
	8,097	7,218
Fundamental restructuring costs – Contractual	13	-
- Non-contractual		
Total staff costs	8,110	7,218

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 Senior Leadership Team which comprises the Principal, Vice Principal and Assistant Principal.

Emoluments of Key management personnel, Accounting Officer and other higher paid staff

	2021 No.	2020 No.
The number of key management personnel including the Accounting Officer was:	4	3

The number of key management personnel and other staff who received annual emoluments, excluding pension contributions and employer's national insurance but including benefits in kind, in the following ranges was

	Key management personnel		Other Staff	
	2021 No.	2020 No.	2021 No.	2020 No.
£60,001 to £70,000	1	1	-	-
£70,001 to £80,000	2	1	-	-
£90,001 to £100,000	1	-	-	-
£100,001 to £110,000	-	1	-	-
	4	3	-	-

Key management personnel compensation is made up as follows:

	2021 £'000	2020 £'000
Salaries – gross of salary sacrifice and waived emoluments	255	248
Employers National Insurance	31	30
Benefits in kind	-	-
	286	278
Pension contributions	56	52
Total key management personnel compensation	342	330

There were no amounts due to key management personnel that were waived in the year.

The above emoluments include amounts payable to the Accounting Officer (who is also the highest paid officer) of:

	2021 £'000	2020 £'000
Salary *	97	85
Benefits in kind	-	-
	97	85
Pension contributions	23	20
Total emoluments	120	105

The governing body has adopted AoC's Senior Staff Remuneration Code in July 2019 and will assess pay in line with its principles in future. The remuneration package of key management staff, including the Principal, is subject to annual review by the Remuneration Committee of the governing body who use benchmarking information to provide objective guidance.

The Principal reports to the Chair of Governors, who undertakes an annual review of their performance against the college's overall objectives using both qualitative and quantitative measures of performance.

	2021	2020
Principal's basic salary as a multiple of the median of all staff	3.33	3.29

8: Other operating expenses

	2021 £'000	2020 £'000
Teaching departments	175	227
Non-teaching costs	969	905
Premises costs	518	461
Total	1,662	1,593

Other operating expenses include:

	2021 £'000	2020 £'000
Auditor's Remuneration- external audit	13	13
Auditor's Remuneration- internal audit	13	1
Depreciation and amortisation	702	761
Hire of assets under operating leases	10	9

9: Interest and other finance costs

	2021 £'000	2020 £'000
On bank loans, overdrafts and other loans:	4	11
	<u>4</u>	<u>11</u>
Net interest on defined pension liability (Note 24)	85	79
Total	89	90

10: Taxation

The College was not liable for any corporation tax arising out of its activities during the year.

11: Intangible assets (Software)

	£'000
Cost or valuation	
At 1 August 2020	353
Additions	-
Disposals	(3)
At 31 July 2021	350
Amortisation	
At 1 August 2020	330
Charge for year	10
Elimination in respect of disposals	(3)
At 31 July 2021	337
Net book value at 31 July 2021	13
Net book value at 31 July 2020	23

12: Tangible fixed assets

	Land and Buildings	Equipment	Total
	£'000	£'000	£'000
Cost or valuation			
At 1 August 2020	23,609	3,041	26,650
Additions	42	102	144
Disposals	-	(88)	(88)
At 31 July 2021	23,651	3,055	26,706
Depreciation			
At 1 August 2020	6,092	2,715	8,807
Charge for year	589	103	692
Elimination in respect of disposals	-	(88)	(88)
At 31 July 2021	6,681	2,730	9,411
Net book value at 31 July 2021	16,970	325	17,295
Net book value at 31 July 2020	17,517	326	17,843

Land and Buildings as at 31 July 2021 include work in progress of £131k in respect of sports facilities development costs.

As a designated institution, St Brendan's Sixth Form College operates under a Trust Deed established by the Roman Catholic Diocese of Clifton. Under the terms of the Trust, the Trustee (the Bishop) owns with absolute discretion the land curtilage. On 1 April 1993, all other buildings, property and land previously owned by the local education authority were transferred on trust to the Diocese. The deed of transfer was conditional on the land and property being used in the interests of the College. In September 2007 the Diocesan Trustees confirmed their intention that the site should continue to be used for its present purpose and that, subject to this, the College's use of the premises was secure for the next forty years.

The Board of Governors has considered the requirements of the F&HE SORP 2019 and do not think it is practicable to attribute a value to this benefit. Therefore, so as not to misrepresent the financial position of the College, the land and buildings held by the trust on 1 April 1993 and the transferred building and land assets are excluded from the balance sheet. Any additions to the fixed assets since that date are included and have been depreciated according to agreed schedules.

13: Trade and other receivables

	2021	2020
	£'000	£'000
Amounts falling due within one year:		
Trade receivables	28	44
Prepayments and accrued income	261	223
Total	289	267

I4: Current investments

	2021	2020
	£'000	£'000
Short term deposits	793	786
Total	793	786

Deposits are held with banks and building societies operating in the London market and licensed by the Financial Conduct Authority with more than three months maturity at the balance sheet date. The interest rates for these deposits are fixed for the duration of the deposit at time of placement.

I5: Creditors: amounts falling due within one year

	2021	2020
	£'000	£'000
Bank loans and overdrafts (Note 17)	131	131
Deferred income - government capital grants	483	483
Trade payables	289	302
Other taxation and social security	124	117
Holiday pay accrual	212	191
Accruals and deferred income	356	258
Total	1,595	1,482

I6: Creditors: amounts falling due after more than one year

	2021	2020
	£'000	£'000
Bank loans (Note 16)	327	458
Deferred income - government capital grants	13,490	13,973
Total	13,817	14,431

17: Maturity of debt

	£'000 2021	£'000 2020
Bank loans and overdrafts are repayable as follows:		
In one year or less	131	131
Between one and two years	131	131
Between two and five years	196	327
In 5 years or more	-	-
	<u>458</u>	<u>589</u>

Total

The bank loan is with Allied Irish Bank and was initially repayable by 21 December 2024, in quarterly instalments, interest is charged at 0.75% over 3 month LIBOR. SONIA is to replace LIBOR and this is being processed with the Bank. The loan is unsecured.

18: Provisions

	Defined benefit obligations £'000
At 1 August 2020	5,459
Expenditure in the period	(348)
Movement in period	606
At 31 July 2020	<u>5,717</u>

Further details on the defined benefit obligations can be found on Note 24.

19: Cash and cash equivalents

	At 1 August 2020 £'000	Cash flows £'000	Other Movements £'000	At 31 July 2021 £'000
Cash and cash equivalents	450	600	-	1,050
Total	<u>450</u>	<u>600</u>	<u>-</u>	<u>1,050</u>

20: Capital commitments	2021	2020
	£'000	£'000
Commitments contracted for at 31 July	<u>112</u>	<u>-</u>

21: Lease obligations

At 31 July the College had annual commitments under non-cancellable operating leases as follows:

	2021	2020
	£'000	£'000
Other		
Expiring within one year	7	7
Expiring within two and five years inclusive	10	
Expiring in over five years	-	-
Total lease payments due	<u>17</u>	<u>9</u>

22: Contingencies

There are no contingencies included within these Financial Statements, neither is the College aware of any potential event or claim under which a material liability may arise in respect of the year to 31 July 2021 as at 9 December 2021.

23: Events after the reporting period

There were no events to report.

24: 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 Avon Local Government Pension Scheme (LGPS) 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 2019 and of the LGPS 31 March 2019.

Total Pension Cost for the Year	2021	2020
	£'000	£'000
Teachers' Pension contributions paid	820	727
Local Government Pensions Scheme:		
Contributions paid	348	339
FRS 102 (28) charge	505	320
Charge to the Income and Expenditure Accounts (staff costs)	853	659
Enhanced pension charge to Income and Expenditure Accounts (staff costs)	-	-
Total Pension Cost for Year	<u>1,673</u>	<u>1,386</u>

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 2019. The valuation report was published by the Department for Education (the Department) in April 2019. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £198 billion giving a notional past service deficit of £22 billion.

As a result of the valuation, new employer contribution rates were set at 23.68% of pensionable pay from September 2019 onwards (compared to 16.48% during 2018/9. DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2020-21 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 £1,325,000 (2020: £1,047,000).

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate funds administered by Bath and North East Somerset Council. The total contribution made for the year ended 31 July 2021 was £473,000, of which employer's contributions totalled £348,000 and employees' contributions totalled £125,000. The agreed contribution rates for future years are 17.3% for employers and range from 5.5% to 12.5% for employees, depending on salary.

Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2019 updated to 31 July 2021 by a qualified independent actuary.

	At 31 July 2021	At 31 July 2020
Rate of increase in salaries	4.1%	3.8%
Rate of increase for pensions in payment	2.7%	2.3%
Inflation assumption (CPI)	2.6%	2.4%
Discount rate	1.6%	1.6%

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

	At 31 July 2021	At 31 July 2020
<i>Retiring today</i>		
Males	23.3	23.2
Females	25.4	25.3
<i>Retiring in 20 years</i>		
Males	24.8	24.7
Females	27.4	27.3

The assets and liabilities in the scheme (of which the College's share is estimated at 0.12%) were

	Fair value at 31-Jul-21 £'000	Fair value at 31-Jul-20 £'000
Equities	3,360	2,900
Bonds	764	473
Other bonds	638	177
Property	496	578
Cash/liquidity	142	197
Other	2,472	2,238
Total fair value of plan assets	<u>7,872</u>	<u>6,563</u>
Actual return on plan assets	<u>1,020</u>	<u>(277)</u>
The amount included in the Balance Sheet in respect of the plan are as follows:	2021 £'000	2020 £'000
Fair value of plan assets	7,872	6,563
Present value of plan liabilities	(13,589)	(12,022)
Net pension (liability)	<u>(5,717)</u>	<u>(5,459)</u>

Amounts recognised in the Statement of Comprehensive Income in respect of the plan are as follows:

	2021 £'000	2020 £'000
Amounts included in staff costs	853	633
Current service cost	853	633
Past service cost and curtailments	-	26
Total	<u>853</u>	<u>659</u>
Amounts included in interest costs	85	79
Amounts included in administration	12	10

McCloud

The decisions of the Court of Appeal in the Sargeant/McCloud cases (generally referred to for the LGPS as “McCloud”) have ruled that the transitional protections afforded to older members when the Public Service Pension Schemes were amended constituted unlawful age discrimination. At this stage it is uncertain whether or not there will be an issue for the LGPS and its employers, nor is it clear what the exact extent would be of any required changes, but these accounts include an estimate for potential costs of £162k which are included as Past Service costs.

Amount recognised in Other Comprehensive Income	2021	2020
	£'000	£'000
Remeasurements of plan assets	913	(319)
Experience gains arising on defined benefit obligations	264	19
Changes in assumptions	(833)	(990)
Amount recognised in Other Comprehensive Income	344	(1,290)

Movement in net defined benefit (liability)/asset during the year	2021	2020
	£'000	£'000
Net defined benefit (liability)/asset in scheme at 1 August	(5,459)	(3,760)
Movement in year:		
Current employee service cost	(853)	(633)
Past service cost	-	(3)
Employer Contributions	348	339
Administration expenses	(12)	(10)
Curtailments	-	(23)
Net interest/return on assets	(85)	(79)
Actuarial gain or (loss)	344	(1,290)
Deficit in the scheme at 31 July	(5,717)	(5,459)

Asset and Liability Reconciliation

	2021	2020
Changes in the present value of defined benefit obligations	£'000	£'000
Defined benefit obligations at start of period	12,022	10,190
Current service cost	853	633
Interest cost	192	224
Contributions by Scheme participants	125	104
Experience (gains) and losses on defined benefit obligations	(264)	-
Changes in financial assumptions	833	971
Estimated benefits/transfers paid	(172)	(126)
Past service cost	-	3
Curtailments and settlements	-	23
Defined benefit obligations at end of period	13,589	12,022

	2021	2020
	£'000	£'000
Changes in fair value of plan assets		
Fair value of plan assets at start of period	6,563	6,430
Interest on plan assets	107	145
Remeasurements of plan assets	913	(319)
Administration expenses	(12)	(10)
Employer contributions	348	339
Contributions by Scheme participants	125	104
Estimated benefits/transfers paid	(172)	(126)
Fair value of plan assets at end of period	7,872	6,563

These accounts include a provision of £162k recognised in 2019 in respect of the McCloud / Sergeant judgment which ruled that the transitional protection for some members of public service schemes implemented when they were reformed constituted age discrimination. This provision is just over 1% of the total scheme liability as at 31 March 2021. The calculation of adjustment to past service costs, £7 billion, arising from the outcome of the Court of Appeal judgment is based on a number of key assumptions including:

- the form of remedy adopted
- how the remedy will be implemented
- which members will be affected by the remedy
- the earning assumptions
- the withdrawal assumption

25: Related party transactions

Owing 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 could 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.

No expenses were paid to or on behalf of the Governors during the year (2020: £nil). Expenses paid usually relate to travel and subsistence expenses and other out of pocket expenses incurred in attending Governor's meetings and charity events in their official capacity.

No governor has received any remuneration or waived payments from the College during the year (2020: None).

26: Amounts disbursed as agent

	2021	2020
	£'000	£'000
Funding body grants – bursary	18	11
Funding body grants – discretionary learner support/free school meals	364	287
Interest earned	-	1
Returned unspent	(83)	-
Disbursed to students	(132)	(177)
Administration costs	(13)	(11)
Balance unspent at 31 July, included in creditors	154	111

Funding body grants are available solely for students. In the majority of instances, the College only acts as a paying agent. In these circumstances, the grants and related disbursements are therefore excluded from the Statement of Comprehensive Income.