
HASMONEAN HIGH SCHOOL
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

HASMONEAN HIGH SCHOOL
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2017

Members

H Glyn (resigned 28 September 2017)
A Levy (resigned 14 December 2016)
N Bauernfreund (resigned 14 December 2016)
D Green (appointed 14 December 2016)
The JSSM Trustees (Corporate Member)
M Meyer (appointed 27 September 2016)
D Lyons (appointed 14 December 2016)

Trustees

A McClusky, Executive Headteacher¹
M Meyer
J Benjamin, Foundation Governor (appointed 4 April 2017)
A Bloom¹
S Blumgart¹
M Cohen¹
J Cohen, Staff Governor
J Dewinter, Foundation Governor (appointed 4 April 2017)
A Kalley, Staff Governor
M Klajman, Foundation Governor (appointed 4 April 2017)
J Feinmesser¹
L Finkelstein, Staff Governor¹
H Glyn (resigned 14 July 2017)¹
J Halberstadt
A Levey, Foundation Governor (appointed 4 April 2017)
R Nevies, Parent Governor
J Rashbass (resigned 31 August 2017)¹
B Shooter¹
G Swabel, Parent Governor (appointed 1 September 2017)
M Zeltser, Foundation Governor (formerly a parent governor) (appointed 4 April 2017)

¹ Member of Finance and Premises Committee

Company registered number

7706488

Company name

Hasmonean High School

Principal and registered office

Holders Hill Road, London, United Kingdom, NW4 1NA

Executive Leadership Team

A McClusky, Executive Headteacher
R Fink, Head of Girls' School
D Lebrett, Head of Boys' School
J Golker, Director of Kodesh (Jewish Studies)
I Stewart, Head of Finance and Premises
L Oskis, Head of Operations

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2017**

Advisers (continued)

Independent auditors

Landau Baker Limited, Mountcliff House, 154 Brent Street, London, NW4 2DR

Bankers

Barclays Bank PLC, 126 Station Road, Edgware, London, HA8 7RY

Solicitors

Stone King LLP, Boundary House, 91 Charterhouse Street, London, EC1M 6HR

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2017

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2017. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates an academy for pupils aged 11 to 18 serving a catchment area in Barnet and further afield. It has over 1,100 students on roll.

Structure, governance and management

a. CONSTITUTION

The academy is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association is the primary governing document of the academy trust.

The trustees of Hasmonean High School are also the directors of the charitable company for the purpose of company law.

The charitable company is known as Hasmonean High School.

Details of the trustees who served during the year are included in the reference and administrative details on page 1.

b. MEMBERS' LIABILITY

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

c. METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES

According to the school's Articles of Association*, the management of the academy is the responsibility of the governors. They are elected as follows:

- Up to 15 Foundation Governors appointed under Article 50 and in any event as many Foundation Governors as is required to secure that at all times the number of Foundation Governors exceeds the number of all the other governors by at least 2
- Not less than 1 and up to 3 Staff Governors, if appointed under Article 50A
- Not less than 2 Parent Governors appointed under Articles 53 58;
- the Principal (Executive Headteacher);
- any Additional Governors, if appointed under Article 62, 62A or SSA; and
- any Further Governors, if appointed under Article 63 or Article SSA:

*The Articles of Association can be found in the policies section of the school website.

The term of office for any governor is 4 years. The Executive Headteacher's term of office runs parallel with his/her term of appointment. Subject to remaining eligible to be a particular type of governor, any governor may be reappointed or re elected. A Staff Governor shall only hold office for so long as s/he continues to be employed as a teacher or member of support staff as the case may be. Further details can be found in the Articles of Association and Funding Agreement in the policies section of the school's website.

d. POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

During the period under review, the governors held 4 Full Governing Body meetings. In addition there were

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2017

regular meetings covering finance and premises, fundraising, standards, admissions, Jewish studies, personnel and planning for the new school building. The training and induction provided for new governors depends on their experience. All governors are provided with access to the relevant documents that they will need to understand their role as trustees and directors of the academy.

e. ORGANISATIONAL STRUCTURE

The academy has established a management structure to enable its efficient running. The structure consists of two levels: The Governors and the Executive Leadership Team.

The governing body has considered its role thoughtfully and decided that the role of the governors is to approve the strategic direction and objectives of the academy and monitor its progress towards these objectives.

The governing body committee structure and membership for 2016/17 was as follows:

Members of Hasmonean High School:

- H. P. Glyn (also a Governor and a Trustee of the HHS Charitable Trust)
- D. Green (also Trustee of JSSM)
- D. Lyons (also Trustee of the JSSM)
- M. Meyer (also Chair of Governors)
- Trustees of the JSSM (Corporate member)

Standards	Jewish Studies	Finance & Premises	Personnel	Admissions
M. Meyer **M. Zeltser *R. Nevies J. Feinmesser A. Kalley M. Cohen B. Shooter A. McClusky	M. Meyer **Y. Halberstadt *S. Blumgart R. Nevies A. Bloom L. Finkelstein A. McClusky	M. Meyer **J. Rashbass *J. Feinmesser H. Glyn L. Finkelstein A. Bloom M. Cohen S. Blumgart B. Shooter A. McClusky	M. Meyer **R. Nevies *S. Blumgart M. Zeltser A. McClusky	M. Meyer **A. Bloom **M. Zeltser Y. Halberstadt H. Glyn A. McClusky
In attendance: Heads of Schools	In attendance: Heads of Schools Heads of JS Boys Heads of JS Girls Heads of Beis Heads of Midrasha	In attendance: I Stewart	In attendance: Heads of School	In attendance: Heads of Schools
By invitation: Assistant Headteachers Associate Senior Leaders	By invitation: Informal Educators	By invitation: Heads of Schools		By invitation: Head of JS Boys' and Girls'
Clerk to committee: L. Oskis	Clerk to committee: L. Oskis	Clerk to committee: L. Oskis	Clerk to committee: L. Oskis	Clerk to committee: T Meduna-Scott

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CHAIR OF GOVERNORS: Mr Marc Meyer	VICE CHAIR OF GOVERNORS: Yossi Halberstadt	
Area	Lead Staff Member	Governor
Spiritual, Moral, Social and Cultural Development (inc. British Values)	Amit Kalley and Adina Abecasis	Yossi Halberstadt
Leadership and Management	Andrew McClusky	Marc Meyer
Quality of Teaching, Learning and Assessment	Debbie Lebrecht (Charlotte Valencia, Nathan Heddle and Suzanne Booth)	Steve Blumgart
Quality of Personal Development, Behaviour and Welfare	Rachel Fink (Howard Cohen and Laura Waugh)	Roisy Nevies
Outcomes for Pupils	Andrew McClusky	Steve Blumgart
16-19 Programmes	Debbie Lebrecht (Amit Kalley and Jo Wolfson)	Ben Shooter
Safeguarding & Health & Safety	Lulu Oskis and Rachel Fink	Maxine Zeitser
Parent Link	N/A	Maxine Zeitser & Roisy Nevies
Use of Pupil Premium and Year 7 Catch Up funding to narrow the gap between different groups of pupils	Stuart McWilliams	Jonny Feinmesser

**Chair. *Vice Chair Amended 28.02.2017

The Executive Headteacher is directly responsible for the day to day running of the academy and is assisted by an Executive and Senior Leadership Team. Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring the academy by use of budgets and making major decisions about the direction of the academy, including capital expenditure and the appointment of members of the Executive Leadership Team. The Executive Headteacher assumes the Accounting Officer role.

f. PAY POLICY FOR KEY MANAGEMENT PERSONNEL

The current Executive Headteacher's pay was originally set as a result of the Chair of Governors and governing body seeking external advice from a global executive search and advisory firm who specialise in education. It comprises an annual salary and a bonus. The payment of the latter is dependent upon the Executive Headteacher meeting performance management objectives. The extent to which these objectives are met is judged by the Chair of Governors and the bonus has to be approved by the Governing Body Pay Committee.

The salary of the Executive Leadership Team is determined by the Executive Headteacher. Any member of the Executive or Senior Leadership Team whose pay is recommended to rise by more than one point on the payscale must have his or her salary approved by the Governing Body Pay Committee.

g. CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS

Owing to the nature of the school's operations and the composition of the board of governors being drawn from local public and private sector organisations, transactions may take place with organisations in which a governor has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the company's financial regulations and normal procurement procedures.

The school operates, rent free, from premises owned by The Jewish Secondary Schools Movement, a related charity.

During the year the school received donations of £4,339,461 from the Hasmonean High School Charitable Trust, a related charity (2016: £3,655,311).

Related Party Transaction Rationale regarding Hasmonean's contract with The PR Office; the school wished to engage the services of a PR company, and requested quotations from three companies. The reason for signing a contract with The PR Office over either Livewire or Communications Management to handle Hasmonean's PR is explained below.

The PR Office has extensive knowledge of running PR campaigns for the North London Jewish community, and particularly for Jewish secondary schools. Neither of the other agencies has such an in depth understanding of

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the Jewish community or the Jewish press. Our student uptake is dependent upon the Jewish Community's perception of Hasmonean and the profile of the school in the Jewish press. The quotation from The PR Office is the joint lowest hourly rate; the other agency which has the joint lowest rate does not have the same experience in these areas. For these reasons, The PR Office's quotation is judged to be the best value for money.

As Staff Governor Jon Cohen is the brother of Shimon Cohen, The PR Office's proprietor, Jon Cohen has not taken part in any decisions relating to the appointment of The PR Office, nor will he take part in any decisions relating to it going forward. He will declare such interests at governing body meetings, and has declared his connection on the Register of Interests.

We have had a statement of assurance from The PR Office that they will be working at cost, as can be seen from the quotation which they submitted to us (submitted to the school's external auditor).

Copies of the quotations from all three PR companies and a copy of the 'At Cost' contract/statement of assurance with The PR Office have been supplied to the school's external auditor.

No transactions took place with the PR office in 2016-2017.

Mrs Jacqueline Benjamin became a governor of Hasmonean High School on 4th April 2017. Mrs Benjamin is a director of Xexec, a company which offers to employees of various companies discounts on a variety of goods and services from over 3,000 providers. Prior to Mrs Benjamin becoming a governor of the school Xexec allowed the school's staff to benefit from this opportunity and the company continues to provide this opportunity to its staff. Neither the school nor its employees pay to have access to this scheme: it is provided entirely free-of-charge by Xexec.

h. TRUSTEES' INDEMNITIES

Subject to the provisions of the Companies Act, every governor or other officer of the academy shall be indemnified out of the assets of the academy against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy.

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TRUSTEES' REPORT (continued)
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Strategic report

Objectives and Activities

a. OBJECTS AND AIMS

Hasmonean High School is a centre of educational excellence serving the Orthodox Jewish Community of North West London.

All students, staff and parents are aware of Hasmonean's great purpose: to nurture students to become committed to, and ready to live, a life of Torah im Derech Eretz (to be successful in the wider world without compromising the attitudes and values enshrined in the Torah). This ethos has been at the heart of the school since its inception, when it arose out of the ashes of the Holocaust to provide those who fled from it with a future; it is this ethos which enables our students to become successful, responsible contributors to modern day Britain.

Hasmonean's values go above and beyond academic achievement. We expect teachers to deliver a first rate religious education, outstanding secular studies and a broad and enriched curriculum which promotes values such as chesed (caring/kindness) and tzedokah (supporting charities). Although the vast majority of our graduates go on to study in world class yeshivas and seminaries, before pursuing university education and a wide variety of careers, all students are well prepared for their future lives.

Students are taught to love and cherish their religion and culture, to explore its rich depths and to be enriched by them; and that living an ethical life is a privilege rather than a burden. They are also taught to respect people of other faiths (or no faith), those who come from different cultures and those who choose to lead different lifestyles.

We ensure that students are supported, regardless of their economic background or academic ability, to make excellent progress and to enjoy their spiritual, personal and academic journey. We aim to maximise each student's potential within a caring, disciplined and ordered environment; in return, all students are obliged to respect and support the school's values, to act as role models to other students, to try their best and to act with a kind heart. Hasmonean High School is among the best performing comprehensive schools in the country: our students attain consistently high standards in their GCSE, AS and A Level examinations.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

Self evaluation and planning documents reflect the school's overarching aims and ethos.

The overarching aims, agreed between the Executive Leadership Team and the Full Governing Body are:

1. Inspirational Kodesh
2. First rate secular education
3. No child left behind
4. Progress with recruiting and retaining the best teachers and giving them enough time to do the job
5. Budget management and fundraising

Progress towards the above aims are reported on by the Executive Headteacher at termly Full Governing Body meetings.

The School Development Plan sets out the main activities for achieving the above aims and for ensuring that the school maintains its position as an 'Outstanding' School and improves its provision. The plan is split into the following areas:

- Safeguarding and Child Protection
- Jewish Studies
- Outcomes for Pupils; Quality of Teaching, Learning and Assessment
- Quality of Teaching, Learning and Assessment
- Being an 'Outward Facing School': Sharing Best Practice with Other Schools; Spiritual Moral, Social Cultural (SMSC) Development; Promoting British Values
- Quality of Personal Development, Behaviour and Welfare

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- Human Resources
- Finance and Fundraising

A member of the Executive and Senior Leadership Teams takes responsibility for each area, and a governor is appointed to offer challenge and support to each member regarding that area. Objectives from the School Development Plan are supported by Subject Development Plans and appraisal objectives for all teaching staff so that the school's overarching aims are cascaded throughout the school.

All aims and objectives are reviewed in the autumn term of each academic year. This review informs the overarching aims and School Development Plan for the year ahead.

c. PUBLIC BENEFIT

In setting the objectives, the governors have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

As an academy we make the best use of our skills, expertise and experience with regards to the community. Some examples of this are:

- Raising tens of thousands of pounds each year for local, national and international charities
- Providing events for parents such as the Internet Safety Training and parenting classes
- 6th formers supporting vulnerable members of the local community e.g. old people's homes and a special educational needs school.
- Sports Leader programmes that provide sport activities to local Primary Schools.
- Sharing best practice and offering support to other schools

A 'Great Get Together' event in memory of MP Jo Cox was also arranged as a follow up to the 'Open Door' interfaith project which brought together students from different faiths and backgrounds: <https://www.thejc.com/news/uk-news/the-duchess-of-kent-to-visit-jw3-this-weekend-1.440093>

The governors are satisfied that the academy has complied with its requirement for the public benefit of secondary education with a designated Jewish religious character offering a broad and balanced curriculum conducted as an Orthodox Jewish school in accordance with the doctrine and principles of the Orthodox Jewish faith as laid down in the Shulchan Aruch, both generally and in particular in relation to arranging for religious education and daily acts of worship.

Achievements and performance

KEY PERFORMANCE INDICATORS

Accolades

- Hasmonean High School was ranked as the top non-selective comprehensive by *The Times* for its summer GCSE results in 2016-2017 (for the sixth year in a row).
- It was also in the top 100 state school for GCSE and A level combined by *The Sunday Times*.
- A number of cabinet members have endorsed the school in recent years:
 - In 2017 Chancellor of the Exchequer Philip Hammond described the school as, "A truly remarkable institution with a proud history of academic excellence and religious education, instilling in its pupils the values of integrity, decency, kindness and fairness."
 - In 2016 Nicky Morgan, then Secretary of State for Education and Minister for women and Equalities, said Hasmonean was "a special place for young people to learn and its success speaks for itself as a top-performing school with a glowing Ofsted report, outstanding in all areas."
 - In 2015 Theresa May, then Home Secretary, endorsed the school.
 - In 2012 Michael Gove, then Secretary of State for Education, said 'The fact that a socially comprehensive school like Hasmonean can be so successful shows the importance of ethos, values and a belief in social justice.'
- In addition, the school regularly receives letters from Nick Gibb, Minister of State for Schools, and from the SSAT, as well as from the other educational organisations. For example:

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- Minister of State for Schools Nick Gibb wrote last year to congratulate staff on being one of the highest attaining schools in the country for the English Baccalaureate, on the percentage of pupils achieving 5 A*-C grades including English and Mathematics placing Hasmorean in the top 100 non-selective state schools; on the percentage of students achieving the English Baccalaureate placing Hasmorean in the top 100 non-selective state schools; on the progress students make from Key Stage 2 to 4 placing Hasmorean in the top 100 non-selective state schools

- The SSAT in wrote to congratulate staff on Hasmorean on being ranked in the top 10% of schools nationally for high average grades and being ranked in the top 10% of schools nationally for progress between Key Stage 2 and 4

• The school was judged 'Outstanding' in all areas by both Ofsted and Pikuach in November 2012. It was judged to be 'Outstanding' again by Pikuach in November 2017.

GCSE Exam Results Summer 2016-2017

The percentage of 5 A*-C grades inc Eng and Maths was 85%

The percentage achieving 5 A*-G grades was 97.3%

Attainment 8 was 64.4 (compared to a national score of 50)

The average attainment grade was a B.

The overall progress score was 0.85

55% of our students achieved the English Baccalaureate at 5 or above (compared to a national average of 19.5%)

The percentage of top grades (9-7/A*-A) was 61% compared to a national average of 21,3%

There were some outstanding individual performances with 5 students achieving a grade 9 in English, English Literature and Mathematics. Our stand-out student achieved 3 Grade 9's and 9 A* grades.

Over a third of students gained A grades or better.

A Level Exam Results Summer 2017

The percentage of A* C grades was 90.5%

The percentage of A*/A grades was 44%

The percentage of A*-B grades was 73%

The overall pass rate was 100%

The average point score per A level entry expressed as a grade was a B+

22 students achieved at least 3 A grades or above with our highest achiever receiving 5 A* grades.

Absence Data for 2016-2017

Authorised: 3.07%

Unauthorised: 0.49%

Total: 3.56%

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Financial review

a. KEY FINANCIAL PERFORMANCE INDICATORS

During the period, ESFA/LA income grants received totalled to £5,798,467. Other income included within restricted funds totalled to £413,788. Restricted fund expenditure totalled to £8,521,271.

The main source of unrestricted income is donations, totalling to £4,368,713. Fundraising activities during the period included a Business Breakfast, a Fundraising Dinner, a Fundraising Brochure and fundraising activities carried out by students.

Most of the academy's income is obtained from the Education & Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2017 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The academy also received grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2015), such grants are shown in the statement of financial activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the academy. It should be noted that this does not present the academy with any current liquidity problem. The employer contributions are currently being assessed and it is expected that they will increase to bring a further reduction in this pension deficit in future, although this may not be achieved until stock market investment values start to recover.

Overall, the academy has a healthy balance sheet and cash flow and will be using the reserves to maintain the current assets and also to invest back into the school in the form of additional resources and facilities both in the

Long term and short term in conjunction with the school development plan and school aims.

The governors through the Finance Committee and Executive Headteacher receive financial progress reports throughout the year and compare against budgets submitted to the Education & Skills Funding Agency. The Finance Committee also review longer term financial models to plan and organise resources most effectively to fulfil the aims of the academy.

b. GOING CONCERN

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

c. PRINCIPAL RISKS AND UNCERTAINTIES

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The academy is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the academy's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The academy's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the academy faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The governors have assessed the major risks to which the academy is exposed, in particular those relating to

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the specific teaching, provision of facilities and other operational areas of the academy, and its finances. The governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. with regard to safeguarding and safer recruitment procedures,) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The academy has an effective system of internal financial controls and this is explained in more detail in the governance statement and financial policies.

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff and pupils.

Please refer to the reserves policy below for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2017.

d. RESERVES POLICY

The definition of reserves in the SORP is 'that part of a charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- o permanent endowment funds
- o expendable endowment funds
- o restricted income funds
- o any part of unrestricted funds not readily available for spending, specifically income funds which could only be realised by disposing of fixed assets held for charitable use.

'Reserves' are therefore the resources the academy has or can make available to spend for any or all of the academy's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'reserves' are income which becomes available to the academy and is to be spent at the trustees' discretion in furtherance of any of the academy's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (ie is 'free').

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The governors will keep this level of reserves under review at each governing body meeting and aim to build and maintain the reserves level by entering into cost effective agreements as noted in objectives and activities above, whilst in keeping with the principal object of the academy.

Total reserves at the end of the period amounted to a deficit of £1,648,388. This balance includes unrestricted income funds (free reserves) of £114,863, which is considered appropriate for the academy, and restricted income funds of £260,314 (deficit).

Within the reserves policy users should note that, because of accounting for the Local Government Pension Scheme (LGPS), the academy recognises a significant pension fund liability totalling to £1,805,000. This deficit is included within restricted funds. This does not lead to an immediate liability for this amount. Similarly, if there were a pension surplus included in the restricted fund this would not create an immediately realisable asset that can be released straight away and expended for the specific purposes of that fund.

Users should also note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the academy in the form of an increase or decrease in employers' pension contributions over a period of years. The academy thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the academy's budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the academy due to the recognition of the deficit.

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e. MATERIAL INVESTMENTS POLICY

At 31 August 2017, no investments were held.

Plans for future periods

a. FUTURE DEVELOPMENTS

Structural Developments

- Hasmonian High School is currently a mixed non-selective faith academy in which the sexes are taught separately on two sites.
- We intend to de amalgamate the single school into two separate single sex academies within a Multi-Academy Trust to ensure that the two schools fit into an educational structure which reflects the nature of their operations.
- The school has explored how to make 'a significant change application' with the ESFA and its lawyers Stone King.

A New Home for Hasmonian

- A Building Committee comprised of the Executive Headteacher, trustees of the JSSM and community members meets to plan for the building of two separate schools co-located on a site which includes and is adjacent to the current girls' school.
- The boys' campus (located on Holders Hill Road, Hendon) was originally intended for 350 students. It currently accommodates over 600. The existing boys' school buildings are in a poor building condition, with no room for expansion. The girls' school buildings require significant modernisation and both the boys' and girls' campuses have insufficient recreational space.
- Hasmonian High School's aim is to modernise its teaching spaces and facilities, and provide sufficient outdoor play space. The new school will also be able to provide an additional 2 form entry (which it has discussed with Barnet Council) to help meet increasing demand for school places locally.
- The planning application was approved by Barnet Council in February 2017 but the Mayor of London then asked for the school to submit alternative plans which minimise the impact on the green belt.
- Meetings are now being held with the Mayor of London's office to reach a suitable compromise.

FUNDS HELD AS CUSTODIAN

The academy did not act as custodian trustee during the current or previous period.

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DISCLOSURE OF INFORMATION TO AUDITORS

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report, incorporating a strategic report, was approved by order of the board of trustees as the company directors, on 11 December 2017 and signed on its behalf by:

M Meyer
Chair of Governors

A McClusky
Accounting Officer

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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

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

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

GOVERNANCE

The information on governance included here supplements that described in the trustees' report and in the statement of trustees' responsibilities. The board of trustees has formally met 4 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
A McClusky, Executive Headteacher	4	4
M Meyer, Chair	4	4
J Benjamin	1	1
A Bloom	3	4
S Blumgart	4	4
M Cohen	1	4
J Cohen, Staff Governor	4	4
J Dewinter, Foundation Governor	1	1
A Kalley, Staff Governor	3	4
M Klajman, Foundation Governor	0	1
J Feinmesser	3	4
L Finkelstein, Staff Governor	4	4
H Glyn	0	4
J Halberstadt	4	4
A Levey, Foundation Governor	1	1
R Nevies, Parent Governor	4	4
J Rashbass	4	4
B Shooter	3	4
G Swabel, Parent Governor	0	0
M Zeltser, Foundation Governor (formerly a parent governor)	4	4

Governors typically also serve on a number of other sub-committees, as set out on the school website.

The impact of each Governing Body Committee is reviewed and monitored through the report that each committee reviews on a termly basis. A group of governors and the Executive Headteacher undertake a self-evaluation review of governance on an annual basis.

Action points from the governance self-evaluation of 2016-2017 included the following areas:

- All governors need to undertake training on an annual basis. (Governors have since been given details of how to enroll on training).
- Governors need to offer an increased level of challenge to the Executive Leadership Team. (Minutes of meetings are now being compiled to highlight where challenge has taken place and the actions that have arisen as a consequence.)
- The Single Central record needs to be reviewed externally during the academic year. (This review took place and the outcome was very positive).
- Surveys need to be undertaken to elicit stakeholder views. (A series of surveys have taken place and the main action points will feature in this year's development plan).

HASMONEAN HIGH SCHOOL
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GOVERNANCE STATEMENT (continued)

- Succession planning needs to take place to prepare for governors leaving/ taking up new positions. (New governors have been appointed, appointed to committees and training is being offered.)
- A review is needed of what needs to be included in each committee report. (This has now taken place for the Standards, Personnel and Finance Committees.)
- A Pay Committee needs to ensure that the Pay Policy is being rigorously followed. (The appraisal system for pay awards will be reviewed by the committee in due course.)

A review of the staffing structure within the Finance Department is taking place to ensure that the school operates as efficiently as possible.

The Finance and Premises committee is a sub-committee of the main board of trustees. Its purpose is to make sure that the academy is following the ESFA's financial regulations.

No significant issues to note were dealt with during the period.

The Audit Committee is a subcommittee of the Finance and Premises Committee. Its purpose is to:

- monitor the integrity of the financial statements;
- review internal financial controls and review the Academy's internal control and risk management systems;
- make recommendations to the Governing Body in relation to the appointment, re appointment and removal of the external auditor and approve the remuneration and terms of engagement of the auditor;
- review the auditor's independence and objectivity and
- ensure the responsible officer's action points are implemented.

No significant issues to note were dealt with during the period.

REVIEW OF VALUE FOR MONEY

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

The Accounting Officer considers how the academy's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the academy has delivered improved value for money in the following ways:

- The Fundraising Committee raised significant sums in 2015-2016 which it invested in a variety of initiatives to drive school improvement. The impact of these initiatives then enabled the school to raise substantial sums in 2016 2017 to continue to mitigate the reduction in government funding and drive school improvement.
- Reducing the number of staff employed via agencies and increasing the number employed directly by the school last year resulted in the recruitment of higher quality staff and improved use of financial resources.
- A review of SEND support staffing ensured that staff were re-allocated to students in way which enabled income to match expenditure in this area.
- A reduction in the number of external agencies used by the school to deliver education has taken place to create cost savings.
- Last year the school managed to make cost savings and raise significant sums of money to sustain its levels of education. This resulted in Hasmonean High School being the top performing non-selective comprehensive school in the country according to The Times for the sixth year in a row for its summer 2017 GCSE results.
- The school intends to investigate further savings over the coming year by reviewing contracts on a rotational basis and to explore curriculum-led financial planning in more detail, for example, by ranking all

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GOVERNANCE STATEMENT (continued)

subjects in terms of their effectiveness (based on the progress of students), uptake and relative costs.

- New software will enable the school to very closely monitor staffing and curriculum costs on a monthly basis to ensure the school works within its budget.
- A review of the roles and responsibilities within the finance department will take place to ensure it has the capacity to closely monitor income and expenditure.
- The school has a comprehensive fundraising strategy in place for the coming year.

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 academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Hasmonean High School for the year 1 September 2016 to 31 August 2017 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2016 to 31 August 2017 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

THE RISK AND CONTROL FRAMEWORK

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

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

The board of trustees appointed Centre for Education & finance Management Ltd (CEFM) from April 2017 as Responsible Officer.

This role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular the checks carried out in the current period included:

- testing of payroll systems;
- testing of purchase systems
- testing of income; and
- testing of accounting systems

The Responsible Officer reports to the Finance Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

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GOVERNANCE STATEMENT (continued)

The Board can confirm that during the current and previous period, there were no material control issues noted and thus no remedial action was required to be taken.

REVIEW OF EFFECTIVENESS

As Accounting Officer, the Executive Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

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

The Accounting Officer takes responsibility for the plans to address weaknesses and to ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 11 December 2017 and signed on their behalf, by:

M Meyer
Chair of Trustees

A McClusky
Accounting Officer

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STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Hasmonean High School I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2016.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2016.

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

A McClusky
Accounting Officer

Date: 11 December 2017

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STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2017

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 11 December 2017 and signed on its behalf by:

M Meyer
Chair of Governors

A McClusky
Accounting Officer

HASMONEAN HIGH SCHOOL
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
HASMONEAN HIGH SCHOOL**

OPINION

We have audited the financial statements of Hasmonean High School for the year ended 31 August 2017 which comprise the statement of financial activities incorporating income and expenditure account, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency.

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

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2017 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency.

BASIS OF OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the academy's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The Trustees 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 information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

HASMONEAN HIGH SCHOOL
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
HASMONEAN HIGH SCHOOL**

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.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the Trustees' report including the Strategic report for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities, the trustees (who are also the directors of the academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. and for such internal control as the Trustees 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 Trustees are responsible for assessing the academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the academy's or to cease operations, or have no realistic alternative but to do so.

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
HASMONEAN HIGH SCHOOL**

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.

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

Michael Durst (Senior statutory auditor)

for and on behalf of

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR
11 December 2017

HASMONEAN HIGH SCHOOL
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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO
HASMONEAN HIGH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 6 April 2016 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2016 to 2017, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Hasmonean High School during the year 1 September 2016 to 31 August 2017 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Hasmonean High School and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Hasmonean High School and the 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 Hasmonean High School and the ESFA, for our work, for this report, or for the conclusion we have formed.

RESPECTIVE RESPONSIBILITIES OF HASMONEAN HIGH SCHOOL'S ACCOUNTING OFFICER AND THE REPORTING ACCOUNTANT

The Accounting Officer is responsible, under the requirements of Hasmonean High School's funding agreement with the Secretary of State for Education dated 1 October 2012, and the Academies Financial Handbook extant from 1 September 2016, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2016 to 2017. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2016 to 31 August 2017 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 Academies Accounts Direction 2016 to 2017 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- Review and verification of evidence supporting the Accounting Officer's statement on regularity, propriety and compliance.
- Review of the Academy Trust's internal control procedures, specifically in respect to regularity, propriety and compliance.
- Focussed testing, driven by our audit of the financial statements, principally checking that:
 - o Grant income received has been expensed on prescribed expenditure; and
 - o Expenditure has been appropriately authorised in accordance with the procedures outlined in the Academy Trust's financial procedures manual.
- Discussions and written representations from the Accounting Officer and other key management personnel (where applicable).

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**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO
HASMONEAN HIGH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY (continued)**

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2016 to 31 August 2017 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant

Landau Baker Limited

Chartered Accountants
Statutory Auditors

Mountcliff House
154 Brent Street
London
NW4 2DR

11 December 2017

HASMONEAN HIGH SCHOOL
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**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2017**

	Note	Unrestricted funds 2017 £	Restricted funds 2017 £	Restricted fixed asset funds 2017 £	Total funds 2017 £	Total funds 2016 £
INCOME FROM:						
Donations and capital grants	2	4,368,713	-	23,868	4,392,581	3,678,655
Charitable activities	3	-	6,204,541	-	6,204,541	6,105,294
Other trading activities	4	269,015	7,714	-	276,729	279,932
Investments	5	-	-	-	-	7
TOTAL INCOME		<u>4,637,728</u>	<u>6,212,255</u>	<u>23,868</u>	<u>10,873,851</u>	<u>10,063,888</u>
EXPENDITURE ON:						
Charitable activities		2,483,544	8,521,271	141,793	11,146,608	10,106,359
TOTAL EXPENDITURE	6	<u>2,483,544</u>	<u>8,521,271</u>	<u>141,793</u>	<u>11,146,608</u>	<u>10,106,359</u>
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS						
Transfers between Funds	18	2,154,184 <u>(2,129,365)</u>	(2,309,016) <u>2,047,821</u>	(117,925) <u>81,544</u>	(272,757) <u>-</u>	(42,471) <u>-</u>
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES						
		24,819	(261,195)	(36,381)	(272,757)	(42,471)
Actuarial gains/(losses) on defined benefit pension schemes	22	-	860,000	-	860,000	(1,205,000)
NET MOVEMENT IN FUNDS		<u>24,819</u>	<u>598,805</u>	<u>(36,381)</u>	<u>587,243</u>	<u>(1,247,471)</u>
RECONCILIATION OF FUNDS:						
Total funds brought forward		90,044	(2,664,119)	338,444	(2,235,631)	(988,160)
TOTAL FUNDS CARRIED FORWARD		<u><u>114,863</u></u>	<u><u>(2,065,314)</u></u>	<u><u>302,063</u></u>	<u><u>(1,648,388)</u></u>	<u><u>(2,235,631)</u></u>

HASMONEAN HIGH SCHOOL
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REGISTERED NUMBER: 7706488

BALANCE SHEET
AS AT 31 AUGUST 2017

	Note	£	2017 £	£	2016 £
FIXED ASSETS					
Tangible assets	15		302,063		338,444
CURRENT ASSETS					
Debtors	16	1,172,773		1,057,932	
Cash at bank and in hand		201,325		260,332	
		<u>1,374,098</u>		<u>1,318,264</u>	
CREDITORS: amounts falling due within one year	17	<u>(1,519,549)</u>		<u>(1,450,339)</u>	
NET CURRENT LIABILITIES			<u>(145,451)</u>		<u>(132,075)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			156,612		206,369
Defined benefit pension scheme liability	22	<u>(1,805,000)</u>		<u>(2,442,000)</u>	
NET LIABILITIES INCLUDING PENSION SCHEME LIABILITIES			<u><u>(1,648,388)</u></u>		<u><u>(2,235,631)</u></u>
FUNDS OF THE ACADEMY					
Restricted income funds:					
Restricted income funds	18	(260,314)		(222,119)	
Restricted fixed asset funds	18	302,063		338,444	
Restricted income funds excluding pension liability		41,749		116,325	
Pension reserve		<u>(1,805,000)</u>		<u>(2,442,000)</u>	
Total restricted income funds			<u>(1,763,251)</u>		<u>(2,325,675)</u>
Unrestricted income funds	18		<u>114,863</u>		<u>90,044</u>
TOTAL DEFICIT			<u><u>(1,648,388)</u></u>		<u><u>(2,235,631)</u></u>

The financial statements on pages 25 to 45 were approved by the trustees, and authorised for issue, on 11 December 2017 and are signed on their behalf, by:

M Meyer
Chair of Governors

A McClusky
Accounting Officer

HASMONEAN HIGH SCHOOL
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2017

	Note	2017 £	2016 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	20	22,537	<i>(438,831)</i>
Cash flows from investing activities:			
Purchase of tangible fixed assets		(105,412)	<i>(201,292)</i>
Capital grants from DfE/ESFA		23,868	<i>23,344</i>
Net cash used in investing activities		(81,544)	<i>(177,948)</i>
Change in cash and cash equivalents in the year			
Cash and cash equivalents brought forward		260,332	<i>877,111</i>
Cash and cash equivalents carried forward	21	201,325	<i>260,332</i>

HASMONEAN HIGH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2016 to 2017 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Hasmonean High School constitutes a public benefit entity as defined by FRS 102.

1.2 Going concern

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

1.3 Income

All income is recognised once the academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities incorporating income and expenditure account on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the statement of financial activities incorporating income and expenditure account in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

HASMONEAN HIGH SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES (continued)

1.4 Expenditure

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

Expenditure on charitable activities are costs incurred on the academy's educational operations, including support costs and those costs relating to the governance of the academy appointed to charitable activities.

1.5 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities incorporating income and expenditure account and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities incorporating income and expenditure account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Building Improvements	-	20% reducing balance
Motor vehicles	-	25% reducing balance
Fixtures and fittings	-	20% reducing balance
Office equipment	-	33% straight line

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

1.6 Operating leases

Rentals under operating leases are charged to the statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

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NOTES TO THE FINANCIAL STATEMENTS
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1. ACCOUNTING POLICIES (continued)

1.7 Debtors

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

1.8 Cash at bank and in hand

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

1.9 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.10 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

1.11 Taxation

The academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.12 Pensions

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

1. ACCOUNTING POLICIES (continued)

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 22, 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 scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

1.13 Fund accounting

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

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

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

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**NOTES TO THE FINANCIAL STATEMENTS
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1. ACCOUNTING POLICIES (continued)

1.14 Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 August 2017 has been used by the actuary in valuing the pensions liability at 31 August 2017. 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. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2017 £	Restricted funds 2017 £	Restricted fixed asset funds 2017 £	Total funds 2017 £	<i>Total funds 2016 £</i>
Donations	4,368,713	-	-	4,368,713	3,655,311
Capital Grants	-	-	23,868	23,868	23,344
	<u>4,368,713</u>	<u>-</u>	<u>23,868</u>	<u>4,392,581</u>	<u>3,678,655</u>
<i>Total 2016</i>	<u>3,655,311</u>	<u>-</u>	<u>23,344</u>	<u>3,678,655</u>	

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

3. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

Hasmonean High School

	Unrestricted funds 2017 £	Restricted funds 2017 £	Total funds 2017 £	Total funds 2016 £
DfE/ESFA grants				
General Annual Grant	-	5,706,006	5,706,006	5,590,649
Pupil Premium	-	92,461	92,461	115,161
	<u>-</u>	<u>5,798,467</u>	<u>5,798,467</u>	<u>5,705,810</u>
Other government grants				
LA income - EYSF	-	126,730	126,730	131,628
LA income - SEN	-	226,365	226,365	209,833
	<u>-</u>	<u>353,095</u>	<u>353,095</u>	<u>341,461</u>
Other funding				
Insurance	-	24,470	24,470	15,243
Other income	-	28,509	28,509	42,780
	<u>-</u>	<u>52,979</u>	<u>52,979</u>	<u>58,023</u>
	<u>-</u>	<u>6,204,541</u>	<u>6,204,541</u>	<u>6,105,294</u>
<i>Total 2016</i>	<u>-</u>	<u>6,105,294</u>	<u>6,105,294</u>	

4. OTHER TRADING ACTIVITIES

	Unrestricted funds 2017 £	Restricted funds 2017 £	Total funds 2017 £	Total funds 2016 £
Catering Income	185,511	-	185,511	190,876
Lettings	57,745	-	57,745	69,163
Trips	-	280	280	11,869
Other Income	-	7,434	7,434	-
Nursery Fees	25,759	-	25,759	8,024
	<u>269,015</u>	<u>7,714</u>	<u>276,729</u>	<u>279,932</u>
<i>Total 2016</i>	<u>268,063</u>	<u>11,869</u>	<u>279,932</u>	

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

5. INVESTMENT INCOME

	Unrestricted funds 2017 £	Restricted funds 2017 £	Total funds 2017 £	Total funds 2016 £
Bank Interest	-	-	-	7
<i>Total 2016</i>	<u>7</u>	<u>-</u>	<u>7</u>	

6. EXPENDITURE

	Staff costs 2017 £	Premises 2017 £	Other costs 2017 £	Total 2017 £	Total 2016 £
Educational activities:					
Direct costs	7,970,722	-	577,394	8,548,116	7,722,414
Support costs	1,195,987	236,668	1,165,837	2,598,492	2,383,945
	<u>9,166,709</u>	<u>236,668</u>	<u>1,743,231</u>	<u>11,146,608</u>	<u>10,106,359</u>
<i>Total 2016</i>	<u>8,228,447</u>	<u>275,813</u>	<u>1,602,099</u>	<u>10,106,359</u>	

7. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2017 £	Support costs 2017 £	Total 2017 £	Total 2016 £
Educational activities	8,548,116	2,598,492	11,146,608	10,106,359
<i>Total 2016</i>	<u>7,722,414</u>	<u>2,383,945</u>	<u>10,106,359</u>	

HASMONEAN HIGH SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
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8. DIRECT COSTS

	Educational activities	Total 2017	<i>Total 2016</i>
	£	£	£
Educational supplies	304,014	304,014	324,111
Teachers supply costs	498,287	498,287	191,198
Insurance	146,617	146,617	97,475
Examination fees	126,763	126,763	124,992
Wages and salaries	6,082,202	6,082,202	5,757,363
National insurance	636,866	636,866	511,365
Pension cost	753,367	753,367	715,910
	<u>8,548,116</u>	<u>8,548,116</u>	<u>7,722,414</u>
<i>At 31 August 2016</i>	<u>7,722,414</u>	<u>7,722,414</u>	

9. SUPPORT COSTS

	Educational activities	Total 2017	<i>Total 2016</i>
	£	£	£
Pension finance costs	50,000	50,000	47,000
Rent and rates	22,961	22,961	-
Maintenance of premises and equipment	98,646	98,646	137,178
Energy costs	105,796	105,796	111,298
Other support costs	174,985	174,985	176,905
Printing and stationery	111,717	111,717	100,490
Trip expenditure	9,243	9,243	18,976
Insurance	63,636	63,636	63,529
Support staff supply costs	35,050	35,050	60,340
Catering	329,857	329,857	295,001
Professional fees	8,810	8,810	13,424
Security and transport	167,296	167,296	174,231
Technology costs	33,611	33,611	19,067
Cleaning	8,708	8,708	9,207
Other occupancy costs	32,226	32,226	27,337
Other staff costs	19,630	19,630	5,090
Governance costs	23,590	23,590	21,117
Wages and salaries	799,488	799,488	807,920
National insurance	66,715	66,715	55,199
Pension cost	294,734	294,734	129,152
Depreciation	141,793	141,793	111,484
	<u>2,598,492</u>	<u>2,598,492</u>	<u>2,383,945</u>
<i>At 31 August 2016</i>	<u>2,383,945</u>	<u>2,383,945</u>	

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2017	<i>2016</i>
	£	<i>£</i>
Depreciation of tangible fixed assets:		
- owned by the charity	141,793	<i>111,484</i>
Auditor's remuneration	4,700	<i>4,500</i>
Auditor's remuneration-non audit	1,950	<i>1,950</i>
Operating lease rentals	6,004	<i>6,004</i>
		<i></i>

11. STAFF COSTS

Staff costs were as follows:

	2017	<i>2016</i>
	£	<i>£</i>
Wages and salaries	6,855,419	<i>6,452,169</i>
Social security costs	703,581	<i>566,564</i>
Operating costs of defined benefit pension schemes	1,048,101	<i>845,062</i>
	8,607,101	<i>7,863,795</i>
Apprenticeship levy	8,271	<i>-</i>
Supply teacher costs	498,287	<i>191,198</i>
Staff restructuring costs	18,000	<i>113,114</i>
Support staff supply costs	35,050	<i>60,340</i>
	9,166,709	<i>8,228,447</i>

Staff restructuring costs comprise:

Severance payments	18,000	<i>113,114</i>
		<i></i>

A non-contractual severance payment of £18,000 specifically relating to the termination of employment was paid to an individual during the year.

The average number of persons employed by the academy expressed as full time equivalents during the year was as follows:

	2017	<i>2016</i>
	No.	<i>No.</i>
Teachers	111	<i>111</i>
Administration and support	50	<i>53</i>
Management	8	<i>8</i>
	169	<i>172</i>

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

	2017	<i>2016</i>
	No.	<i>No.</i>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

11. STAFF COSTS (continued)

In the band £60,001 - £70,000	3	<i>3</i>
In the band £70,001 - £80,000	2	<i>2</i>
In the band £80,001 - £90,000	1	<i>0</i>
In the band £120,001 - £130,000	1	<i>1</i>

The key management personnel of the academy comprise the trustees and the executive leadership team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy was £676,595 (2016: £639,998)

12. RELATED PARTY TRANSACTIONS- TRUSTEES' REMUNERATION AND EXPENSES

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Trustees, The value of Trustees' remuneration and other benefits was as follows:

		2017	<i>2016</i>
		£	£
A McClusky	Remuneration	120,000-125,000	<i>120,000-125,000</i>
	Pension contributions paid	15,000-20,000	<i>15,000-20,000</i>
L Finkelstein	Remuneration	60,000-65,000	<i>60,000-65,000</i>
	Pension contributions paid	10,000-15,000	<i>10,000-15,000</i>
J Cohen	Remuneration	25,000-30,000	<i>20,000-25,000</i>
	Pension contributions paid	0-5,000	<i>0-5,000</i>
A Kalley	Remuneration	50,000-55,000	<i>40,000-45,000</i>
	Pension contributions paid	5,000-10,000	<i>5,000-10,000</i>

During the year ended 31 August 2016, £375 (2016: £955) of expenses were reimbursed to the governors. These expenses related to travel expenses for professional courses and student trips, and reimbursement for costs in relation to a sixth form event. A total of £295 (2016: £479) was spent on gifts for the Chair of the Fundraising Committee who organised the very successful school fundraising campaign and on a gift to the Chair of the Finance Committee when she stepped down from her role to thank her for her excellent work.

13. TRUSTEES' AND OFFICERS' INSURANCE

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

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

14. PENSION FINANCE CHARGES

	2017 £	2016 £
Interest income on pension scheme assets	36,000	53,000
Interest on pension scheme liabilities	(86,000)	(100,000)
	(50,000)	(47,000)

15. TANGIBLE FIXED ASSETS

	Building improvements £	Motor vehicles £	Fixtures and fittings £	Office equipment £	Total £
Cost					
At 1 September 2016	162,163	31,171	86,053	262,457	541,844
Additions	13,555	-	29,361	62,496	105,412
At 31 August 2017	175,718	31,171	115,414	324,953	647,256
Depreciation					
At 1 September 2016	53,052	23,775	9,278	117,295	203,400
Charge for the year	33,793	1,849	20,355	85,796	141,793
At 31 August 2017	86,845	25,624	29,633	203,091	345,193
Net book value					
At 31 August 2017	88,873	5,547	85,781	121,862	302,063
At 31 August 2016	109,111	7,396	76,775	145,162	338,444

The Academy Trust occupies land and buildings, free of charge, provided to it in accordance with a long standing arrangement that it has with the Trustees of the Jewish Secondary Schools Movement (referred to in a Supplemental Agreement between the Academy, Barnet Council and the Department of Education). The Supplemental Agreement contains a notional two year notice period.

Having considered the fact that The Academy Trust occupies the land and buildings but that this transfers to The Academy no rights or control over the site save that of occupying it, the Governors have concluded that the value of the land and buildings occupied by The Academy trust should not be recognised on the balance sheet of the company.

16. DEBTORS

	2017 £	2016 £
Trade debtors	29,689	35,280
Other debtors	1,034,922	973,316
Prepayments and accrued income	108,162	49,336
	1,172,773	1,057,932

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

16. DEBTORS (continued)

At the year end the academy was due £905,368 (2016: £835,040) from Hasmonian High School Charitable Trust, a related charity.

17. CREDITORS: Amounts falling due within one year

	2017 £	2016 £
Trade creditors	820,026	682,790
Other taxation and social security	32,721	42,124
Other creditors	610,644	640,318
Accruals and deferred income	56,158	85,107
	1,519,549	1,450,339

18. STATEMENT OF FUNDS

	Balance at 1 September 2016 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses)/ Transfers £	Balance at 31 August 2017 £
Unrestricted funds						
General Funds - all funds	90,044	4,637,728	(2,483,544)	(2,129,365)	-	114,863
	90,044	4,637,728	(2,483,544)	(2,129,365)	-	114,863
Restricted funds						
Restricted Funds - all funds	(222,119)	6,212,255	(8,298,271)	2,047,821	-	(260,314)
Pension reserve	(2,442,000)	-	(223,000)	-	860,000	(1,805,000)
	(2,664,119)	6,212,255	(8,521,271)	2,047,821	860,000	(2,065,314)
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	338,444	23,868	(141,793)	81,544	-	302,063
Total restricted funds	(2,325,675)	6,236,123	(8,663,064)	2,129,365	860,000	(1,763,251)
Total of funds	(2,235,631)	10,873,851	(11,146,608)	-	860,000	(1,648,388)

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NOTES TO THE FINANCIAL STATEMENTS
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18. STATEMENT OF FUNDS (continued)

STATEMENT OF FUNDS - PRIOR YEAR

	<i>Balance at 1 September 2015</i>	<i>Income</i>	<i>Expenditure</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)/ Transfers</i>	<i>Balance at 31 August 2016</i>
	£	£	£	£	£	£
Unrestricted funds						
General Funds - all funds	116,982	3,923,381	(1,680,175)	-	(2,270,144)	90,044
	<u>116,982</u>	<u>3,923,381</u>	<u>(1,680,175)</u>	<u>-</u>	<u>(2,270,144)</u>	<u>90,044</u>
Restricted funds						
Restricted Funds - all funds	-	6,117,163	(8,252,700)	-	1,913,418	(222,119)
Pension reserve	(1,175,000)	-	(62,000)	-	(1,205,000)	(2,442,000)
	<u>(1,175,000)</u>	<u>6,117,163</u>	<u>(8,314,700)</u>	<u>-</u>	<u>708,418</u>	<u>(2,664,119)</u>
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	69,858	23,344	(111,484)	-	356,726	338,444
	<u>69,858</u>	<u>23,344</u>	<u>(111,484)</u>	<u>-</u>	<u>356,726</u>	<u>338,444</u>
Total restricted funds	<u>(1,105,142)</u>	<u>6,140,507</u>	<u>(8,426,184)</u>	<u>-</u>	<u>1,065,144</u>	<u>(2,325,675)</u>
Total of funds	<u>(988,160)</u>	<u>10,063,888</u>	<u>(10,106,359)</u>	<u>-</u>	<u>(1,205,000)</u>	<u>(2,235,631)</u>

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

Restricted fixed asset funds have been increased by capital grants provided by the DfE and reduced by depreciation charges.

Restricted general funds have been increased by revenue grants provided by the DfE and reduced by expenditure incurred in the operation of the academy.

The restricted funds can only be used in terms of limitations imposed under the Funding Agreement with the DfE and the terms of any specific grant.

Unrestricted funds have been increased by charitable donations and other trading activities and reduced by expenditure incurred in the operation of these trading activities.

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19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2017 £	Restricted funds 2017 £	Restricted fixed asset funds 2017 £	Total funds 2017 £
Tangible fixed assets	-	-	302,063	302,063
Current assets	114,863	1,259,235	-	1,374,098
Creditors due within one year	-	(1,519,549)	-	(1,519,549)
Provisions for liabilities and charges	-	(1,805,000)	-	(1,805,000)
	<u>114,863</u>	<u>(2,065,314)</u>	<u>302,063</u>	<u>(1,648,388)</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	<i>Unrestricted funds</i> 2016 £	<i>Restricted funds</i> 2016 £	<i>Restricted fixed asset funds</i> 2016 £	<i>Total funds</i> 2016 £
Tangible fixed assets	-	-	338,444	338,444
Current assets	90,044	1,228,220	-	1,318,264
Creditors due within one year	-	(1,450,339)	-	(1,450,339)
Provisions for liabilities and charges	-	(2,442,000)	-	(2,442,000)
	<u>90,044</u>	<u>(2,664,119)</u>	<u>338,444</u>	<u>(2,235,631)</u>

20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2017 £	2016 £
Net expenditure for the year (as per Statement of Financial Activities)	(272,757)	(42,471)
Adjustment for:		
Depreciation charges	141,793	111,485
(Increase)/decrease in debtors	(114,841)	516,664
Increase/(decrease) in creditors	69,210	(1,063,165)
Capital grants from DfE and other capital income	(23,868)	(23,344)
Defined benefit pension scheme cost less contributions payable	173,000	15,000
Defined benefit pension scheme finance cost	50,000	47,000
Net cash provided by/(used in) operating activities	<u>22,537</u>	<u>(438,831)</u>

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2017 £	2016 £
Cash in hand	201,325	260,332
Total	<u>201,325</u>	<u>260,332</u>

HASMONEAN HIGH SCHOOL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

22. PENSION COMMITMENTS

The academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by London Borough of Barnet. Both are multi-employer defined benefit pension schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 August 2017.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

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. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay, including a 0.08% employer administration charge (currently 14.1%)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

During the previous year the employer contribution rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

The employer's pension costs paid to TPS in the period amounted to £666,995 (2016 - £634,252).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

22. PENSION COMMITMENTS (continued)

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2017 was £254,000 (2016 - £241,000), of which employer's contributions totalled £206,000 (2016 - £191,000) and employees' contributions totalled £48,000 (2016 - £50,000). The agreed contribution rates for future years are 23.8%-25.8% for employers and 5.5%-8.5% for employees.

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

Principal actuarial assumptions:

	2017	<i>2016</i>
Discount rate for scheme liabilities	2.50 %	<i>2.00 %</i>
Rate of increase in salaries	2.70 %	<i>4.10 %</i>
Rate of increase for pensions in payment / inflation	2.40 %	<i>2.10 %</i>

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

	2017	<i>2016</i>
Retiring today		
Males	21.9	<i>22.1</i>
Females	24.3	<i>24.4</i>
Retiring in 20 years		
Males	23.9	<i>24.2</i>
Females	26.5	<i>26.8</i>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017**

22. PENSION COMMITMENTS (continued)

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

	Fair value at 31 August 2017 £	<i>Fair value at 31 August 2016 £</i>
Equities	1,775,000	1,281,000
Bonds	375,000	388,000
Cash	-	16,000
	<hr/>	<hr/>
Total market value of assets	2,150,000	<i>1,685,000</i>
	<hr/> <hr/>	<hr/> <hr/>

The amounts recognised in the statement of financial activities incorporating income and expenditure account are as follows:

	2017 £	<i>2016 £</i>
Current service cost	(379,000)	(206,000)
Interest income	36,000	53,000
Interest cost	(86,000)	(100,000)
	<hr/>	<hr/>
Total	(429,000)	<i>(253,000)</i>
	<hr/> <hr/>	<hr/> <hr/>

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

	2017 £	<i>2016 £</i>
Opening defined benefit obligation	4,127,000	2,439,000
Current service cost	379,000	206,000
Interest cost	86,000	100,000
Employee contributions	48,000	50,000
Actuarial (gains)/losses	(646,000)	1,457,000
Benefits paid	(39,000)	(125,000)
	<hr/>	<hr/>
Closing defined benefit obligation	3,955,000	<i>4,127,000</i>
	<hr/> <hr/>	<hr/> <hr/>

Movements in the fair value of the academy's share of scheme assets:

	2017 £	<i>2016 £</i>
Opening fair value of scheme assets	1,685,000	1,264,000
Interest income	36,000	53,000
Other experience	214,000	252,000
Employer contributions	206,000	191,000
Benefits paid	48,000	50,000
Benefits paid	(39,000)	(125,000)
	<hr/>	<hr/>
Closing fair value of scheme assets	2,150,000	<i>1,685,000</i>
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2017

23. OPERATING LEASE COMMITMENTS

At 31 August 2017 the total of the academy's future minimum lease payments under non-cancellable operating leases was:

	2017	2016
	£	£
Amounts payable:		
Within 1 year	6,004	6,004
Between 1 and 5 years	13,509	19,513
Total	<u>19,513</u>	<u>25,517</u>

24. MEMBERS' LIABILITY

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

25. RELATED PARTY TRANSACTIONS

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

The Academy Trust occupies land and buildings, free of charge, provided to it in accordance with a long standing arrangement that it has with the Trustees of the Jewish Secondary Schools Movement (referred to in a Supplemental Agreement between the Academy, Barnet Council and the Department of Education). The Supplemental Agreement contains a notional two year notice period.

Having considered the fact that The Academy Trust occupies the land and buildings but that this transfers to The Academy no rights or control over the site save that of occupying it, the Governors have concluded that the value of the land and buildings occupied by The Academy trust should not be recognised on the balance sheet of the company.

During the year, the school received donations of £4,339,461 (2016: £3,574,744) from the Hasmonean High School Charitable Trust, a related charity.

Mrs Jacqueline Benjamin became a governor of Hasmonean High School on 4th April 2017. Mrs Benjamin is a director of Xexec, a company which offers to employees of various companies discounts on a variety of goods and services from over 3,000 providers. Prior to Mrs Benjamin becoming a governor of the school Xexec allowed the school's staff to benefit from this opportunity and the company continues to provide this opportunity to its staff. Neither the school nor its employees pay to have access to this scheme: it is provided entirely free-of-charge by Xexec.