

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2020



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Reference and Administrative Details

Senior Management Personnel

Senior management personnel are defined as members of the College Senior Management Team and were represented by the following in 2019/20.

Sara Russell	Principal and CEO; Accounting Officer
Dave Cartwright	Vice Principal
Lucy Edevane	Deputy Principal (Welfare and Progression)
Nick Allen	Deputy Principal (Quality)
Irfan Khan	Director of Finance

Board of Governors

A full list of Governors is given on page 18 of these financial statements.
Mrs H Walsh acted as Clerk to the Corporation throughout the period.

Professional advisers

Financial Statement & Regularity Auditors	RSM UK Audit LLP Highfield Court Tollgate Chandlers Ford Eastleigh Hampshire SO53 3TY
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Internal Auditors	Mazars LLP Merck House Seldown Poole Dorset BH15 1TW
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Bankers	Lloyds TSB 49 High Street Winchester Hampshire SO23 9BU
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Solicitors	Blake Morgan Tollgate Chandler's Ford Eastleigh SO53 3LG
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Strategic Report

Nature, Objectives and Strategies:

The members present their report and the audited financial statements for the year ended 31 July 2020.

Legal status

The Corporation was established under the Further and Higher Education Act 1992 for the purpose of conducting Peter Symonds College. The College is an exempt charity for the purposes of Part 3 of the Charities Act 2011 and is not liable to corporation tax.

Mission, Vision, Strategy and Objectives

Vision: ‘Counting in Ones’

The ethos of Peter Symonds College centres on the individual. ‘Counting in Ones’ is our motto and is the principle which guides everything we do. Each student at the College deserves the very best and our primary purpose is to enable students to progress.

Peter Symonds College is a diverse, inclusive and ambitious community in which each person is valued and encouraged to achieve. Students and staff are united in their enthusiasm for learning and the college is committed to providing a stimulating educational experience of the highest quality.

Whatever their future aspirations, we nurture our students’ potential and challenge them to develop personally, academically and creatively, and develop a sense of responsibility towards the communities of which they are a part.

The aim of this strategic plan is to cultivate the conditions to ensure that each student is able to reach their potential and progress to the next stage of their lives prepared for the challenges ahead.

The Strategic Aims and Objectives

The College has decided on the objectives set out in this plan following consultation with staff, consideration of detailed needs analysis, and self-assessment. The plan, where appropriate, takes account of and responds to national and local priorities.

1 INTENT

Strategic Aim:

To provide a clear, coherent, well-planned and responsive curriculum

Strategic Objectives:

- 1.1 To plan effective curriculum pathways that meet the needs of our students
- 1.2 To ensure that subject delivery fosters exceptional outcomes
- 1.3 To develop confident independent learners, who can reflect upon, use and apply their learning.
- 1.4 To identify and respond to the learning needs of individuals

1.5 To maintain an exceptional programme of enrichment activities, enabling all students to broaden and deepen subject understanding, build their cultural and social awareness, and enhance wellbeing

1.6 To maintain an effective, responsive curriculum for adult learners, including higher education

1.7 To deliver outstanding boarding provision.

2 IMPLEMENTATION: TEACHING AND LEARNING

Strategic Aim: To deliver an exceptional learning experience for all students through inspirational teaching and assessment that supports progress.

Strategic Objectives:

2.1 To deliver an intelligently structured, exceptional learning experience for all students

2.2 To develop highly effective learners, equipped for future learning and employment

2.3 To ensure that assessment is meaningful, manageable and motivational, informing teaching and checking understanding

2.4 To be innovative and creative in our teaching, learning and assessment.

3 IMPLEMENTATION: SUPPORT

Strategic Aim: To deliver exceptional tutorial provision and pastoral support

Strategic Objectives:

3.1 To deliver high quality information and advice for individual students, including careers education and guidance

3.2 To provide exceptional specialist support for students with learning difficulties and disabilities

3.3 To monitor progress and report regularly to learners, parents and, where appropriate, employers

3.4 To provide a safe environment for students, safeguarding our learners, and promoting and supporting good health and wellbeing

3.5 To maintain high expectations for learners' conduct, applying these expectations consistently and fairly, embedding a culture of inclusivity and respect.

4 IMPLEMENTATION: RESOURCES

Strategic Aim: To ensure resources support an outstanding educational experience

Strategic Objectives:

4.1 To recruit and retain high calibre staff

4.2 To invest in continuous high-quality staff development and promote staff wellbeing

4.3 To make best use of accommodation and plan effectively for the future development of the college

4.4 To maintain and improve our resources to meet the needs of the curriculum, and support services

4.5 To monitor and improve access for students with disabilities

4.6 To procure, deploy and dispose of resources with due regard to value for money, sustainability and environmental issues.

5 IMPACT

Strategic Aim: To ensure that all learners do their very best in relation to their learning goals, prior attainment and potential

Strategic Objectives:

- 5.1 To maintain high expectations and outstanding outcomes
- 5.2 To ensure that all learners complete their programmes of study
- 5.3 To prepare confident, resilient students well-equipped for higher education, the workplace and life in wider society.

6 LEADERSHIP AND MANAGEMENT

Strategic Aim: To provide ambitious leadership, sound governance and responsive, effective management

Strategic Objectives:

- 6.1 To lead and motivate staff to fulfil the strategic objectives of the college
- 6.2 To promote a college-wide culture of reflective practice and continuous improvement building on strengths and responding to weaknesses
- 6.3 To foster innovation and creativity across the college
- 6.4 To effectively plan and manage student numbers
- 6.5 To ensure that communication and consultation with staff is clear and open
- 6.6 To ensure equality of opportunity for staff and students, challenging discrimination and fostering good relations
- 6.7 To optimise college income from a variety of sources whilst ensuring that the college conducts its affairs with probity and with due regard to public accountability and the financial health of the college
- 6.8 To ensure that the college conducts its affairs with due regard to its statutory duties, including Health and Safety and financial regulations, and promotes a culture of safeguarding
- 6.9 To provide effective, balanced, expert governance
- 6.10 To anticipate, influence and respond to relevant local, regional and national policy, to sustain and enhance student and college success
- 6.11 To manage risk effectively
- 6.12 To collaborate with external agencies to the benefit of the college and its community
- 6.13 To market the College effectively, making the most of opportunities to celebrate and publicise successes and achievements.

STAKEHOLDER RELATIONSHIPS

In line with other colleges and with universities, Peter Symonds College has many stakeholders. These include:

- Students and their parents/carers;
- Funding Councils;
- Staff;
- Local employers (with specific links);
- Local Authorities;
- Government Offices;
- The local community;
- Other FE and HE institutions;
- Trade unions;
- Professional bodies;
- Trustees of Christes Hospital.

The College recognises the importance of these relationships and engages in regular communication with them through the College Internet site and by meetings.

Public Benefit

Peter Symonds College is an exempt charity under Part 3 of the Charities Act 2011 and following the Machinery of Government changes in July 2016 is regulated by the Secretary of State for Education. The members of the Governing body, who are trustees of the charity, are disclosed on page 18.

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

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

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

Performance Indicators

Targets in the annual operational plan serve as performance indicators. These cover:

- Learner Numbers
- Set Sizes
- Success Rates
- Value Added
- Attendance

The progress against performance indicators is detailed in following sections of the report.

FINANCIAL POSITION

Financial Results

For FY2019/20, the College's financial position has been impacted by the ongoing COVID-19 situation. The largest impact has been due to significant loss of income in boarding and catering areas, partially offset by some coronavirus job retention scheme income. There were additional costs in relation to cleaning materials and IT consumables. The college received some funding for in-year growth for 16-18 grant. The financial health score for the college, as measured by the ESFA continues to be "good" or "outstanding".

As a result of Covid19 pandemic, there were significant increases in balance sheet LGPS deficits mainly due to the reduced yields on corporate bonds, upon which the discount rate is determined.

As part of triennial valuation exercise earlier in the year, the College was classed as a low risk employer. However, FRS 102 requires liabilities to be measured on a consistent basis irrespective of risk covenant. The discount rate is based on AA rated corporate bonds yields, whereas when it comes to setting contribution rates in the valuation, a discount rate depends on the covenant score.

The College generated an operating surplus of £531,355 (2018/19 £362,824) which, after FRS102 pension and interest adjustments of £787,606 has resulted in a deficit, before other gains and losses, in the year of £256,251 (2018/19 deficit £70,294), with total comprehensive deficit, after a net negative pension movement in the year of £5,445,000, of £5,701,251 (2018/19 £1,330,294). The College has accumulated Income and expenditure reserves of £301,579 and cash and cash equivalents of £5,269,799.

The college has significant reliance on the education sector funding bodies for its principal funding source, largely from recurrent grants. In 2019/20 FE funding bodies provided 83% (2018/19: 78%) of the college's total income.

The operating surplus and cash reserves are intended to mitigate the impact of future funding cuts and provide a contingency fund.

Treasury Policies and Objectives

The College operates an Investment policy reviewed annually to ensure that surplus funds are invested to obtain a competitive rate of interest, but at the minimum risk to capital.

Cash Flows and Liquidity

Cash inflow from operating activities was £856,632 (2018/19 £1,120,852) and this resulted in net cash inflow of £470,480 (2018/19: £1,068,627).

Reserves Policy

The College has no formal Reserves Policy, but recognises the importance of reserves in the financial stability of an organisation, whilst ensuring that adequate resources are provided for the College's core business. The College currently holds restricted reserves of £323,480 (2018/19 £333,595) including an expendable endowment reserve of £265,049. It is the Corporation's intention to increase reserves over the life of the Strategic Plan, by the generation of annual operating surpluses.

PAYMENT PERFORMANCE

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95 per cent. During the accounting period 1 August 2019 to 31 July 2020, the College paid 96 per cent of its invoices within 30 days of the invoice date. The College incurred no interest charges in respect of late payment for this period.

CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE

Students' Achievements 2019-20

Highlights of the analysis of 2019-20 outcomes include:

Very high retention of students on 16-19 study programmes	According to the retention measure published as part of the achievement and attainment tables (March 2020), far more students (92.3%) reach the end of their courses than is typical. Our analysis suggests that even when prior attainment is taken into account, over the last decade approaching 1,000 extra students have reached the end of their courses than would be expected. In 2018-20, the six dimensions analysis suggests that over two years retention is 3.6% higher than what would be expected of students with similar GCSE grades nationally
High qualification achievement rates	In 2018-20, the QAR rate for the college was 88.6%, against a sector benchmark of 84.8%.
High 'whole student success' scores	The six dimensions programmes of study analysis looks at the proportion of students who last the full two years of an A level programme and achieve three A levels at the end of it. The analysis suggests that 3.6% more students achieve three or more A levels or equivalent at the end of their courses than would be expected. That equates to 72 additional students.
Strong student progress across A level and applied general provision	According to the L3VA model used by the government in the performance tables, the college is the only one in Hampshire with statistically significant value added for both A level and vocational courses in every year since the inception of the model (with the exception of vocational courses in 2018, when no score was calculated). The 2015 Ofsted inspection report noted that "learners achieve even higher grades than would be expected based on their GCSE grades"
Exceptional student progress sustained over many years in a significant number of subjects	Art (Textiles), Biology, Film Studies, Health and Social Care, and Media Studies A level and the Extended Diploma in Sport have seen consistent high performance sustained for over a decade.
Very small proportion of provision with poor student progress	One exceptional feature of the College's value added performance is the proportion of provision where student progress falls below national standards. In the ALPS report there is a measure of 'blue teaching' which calculates the proportion of enrolments which are in courses where progress is poor.

	<p>By this measure, the proportion of 'blue teaching' (in the bottom quarter by national standards) is usually exceptionally low (3% in 2018), and is occasionally zero. In 2018-19, 11% of provision was in the blue category, still well below the sector norm of 25% (Source - ALPS reports 2003 to 2019). Provisional figures for 2019-20 suggest that 7% of provision falls into this category.</p>
Strong progression to university	<p>The interim UCAS report for the 2019-20 application cycle suggests that 1,504 students progressed to university this year. If the level of 'gap year' application continues at previous levels, over 85% of the 2018-20 cohort will progress to higher education. It is not uncommon for significant numbers of students to apply to university two, three or four years after finishing at the college.</p>
Very high rates of progression to highly selective universities	<p>In 2020, 674 students secured places at Russell Group universities. The college is the largest single contributor of students to the Russell Group. The six dimensions analysis suggests that this is well above what would be expected of similarly qualified students nationally. The Sutton Trust report "Degrees of Success" found that 41% of students who complete level 3 courses at the college progress to the thirty most selective universities in the country. Nationally, just 23% of students progress to these thirty universities. (Source: 'Degrees of Success', the Sutton Trust)</p>
Outstanding progression to Oxbridge and medical degrees	<p>Around 40 students have taken up places at Oxbridge in each of the last twenty years. In 2020, 54 students received Oxbridge offers, and 49 took up places. Analysis by the Sutton Trust places the college as one of the top five providers of students to Oxbridge, alongside Eton, St Paul's and Westminster independent schools, and Hills Road College, Cambridge. Each year around 50 students take up places to study medicine, which is almost 1% of those starting to study towards medical degrees across the country.</p>
Exceptional outcomes for students that have progressed to higher education	<p>Data provided by the Higher Education Statistical Agency (HESA) suggests that significantly more ex-Symonds students leave university with first or upper second class degrees than would be expected of students from the state or independent sectors. In 2017, 31% of ex-Symonds students who had progressed to the Russell Group secured first class degrees, compared to 27% from independent schools, and 24% from the state sector.</p>

Curriculum Developments

BTEC courses have now moved to the new NQF BTEC specifications and the new T Level in Education and Childcare has been introduced with a pleasing number of student enrolments. The government consultation and review of applied general qualifications remains ongoing with the outcome delayed due to the pandemic. We eagerly await the outcome of this, hoping that we will be able to continue to offer these important qualifications as part of our curriculum mix.

September 2019 saw the introduction of four new Level 3 courses, Criminology, Medical Science (WJEC L3 Diplomas) BTEC Law and BTEC Music Performance (BTEC Extended Certificates). The College's 16 -19 curriculum offer remains broad with over 40 A level courses and 11 applied general qualifications plus the T Level in Education and Child Care.

COVID -19 and Curriculum delivery

The pandemic has required us to make a number of changes to curriculum delivery. These include:

- The implementation of an adapted timetable to reduce the number of students on site at any one time
- The development of classroom routines and classroom layouts in line with Government guidance and to promote effective hygiene in classroom environments e.g. provision of sanitiser in each classroom and wiping down of desks etc at the end of each teaching session
- The development of capacity for online learning and live streaming of lessons should this be required through the purchase of classroom equipment and staff training.

Higher Education Programmes

The College has a number of HE programmes validated through Middlesex University and the University of Chichester. These include counselling, sport injury and treatment, early years teaching & learning, management, business and insurance. The academic standards of the awards the College offers, the quality and enhancement of its student learning opportunities and the quality of the information about learning opportunities continue to meet UK expectations.

PRINCIPAL RISKS AND UNCERTAINTIES:

The risk register and associated action plans are reviewed and updated at each meeting of the risk management group. This register incorporates an action plan and risks are aligned with the College's strategic objectives. Risks are also mapped to governing body committees and following recommendations from our external auditors we have adopted a 'three lines of defence' approach to assessing key risks. There is also a separate IT Risk Register and an Academic Risk Register for our higher education provision, both of which are reviewed annually at risk management meetings.

Introduction and context

The College's Risk Management Policy was approved by the Board in July 2002. It is reviewed regularly and was reviewed, amended and approved by the Board in May 2016 in line with a recommendation arising from the Board's assurance mapping exercise undertaken in 2014/15. It was further amended in 2018/19 to incorporate minor recommendations arising from an internal audit. The policy documents include the risk management structure, roles and responsibilities and the Risk registers.

Additional separate risk assessments have been put in place for IT/Cyber security and Prevent, as well as an Academic Risk Register for Higher Education provision.

In relation to COVID-19 a separate risk assessment has been drawn up which is regularly reviewed and updated. In addition to this curriculum and support departments have drawn up additional COVID risk assessments where appropriate.

The chair of Audit Committee attends the Risk Management Group meetings. In addition, all members of the Board receive all paperwork relating to Risk Management Group meetings, including the updated Risk Register and Action Plan.

Internal Audit plans are based on risks identified in the Risk register. Internal audit examined risk management procedures in 2018-19 and judged that they were robust and operating in practice, making only small suggestions relating to updating of documents and review of processes.

Process

The Risk Management Group meets regularly. Its key tasks are:

- Reviewing the risk register, identifying and scoring actual and potential risks to the College;
- Updating the action plan for those risks which score highly;
- Reviewing the implementation of the action plan;
- Reporting on progress to the Audit Committee and updating the full board through the standing agenda item;
- Updating the risk register in line with strategic objectives;
- Carrying out an annual assurance mapping exercise at the highest level of risk.

Summary of Key Risks

The full detail and assessment of risks faced by the college are in the college's Risk Register. This is a confidential document. Outlined below is a description of the main areas where the college has identified principal risks that may affect the college. Not all factors are within the college's control. Other factors besides those listed below may also adversely affect the college.

- Changes in funding, and increases in costs associated with employer costs;
- Changes in national government policy; its impact on the curriculum and competition;
- Lack of capital funding.

These risks are mitigated in a number of ways:

- By regular review and updating of the Risk Action Plan;
- Management planning to review measures to improve efficiency;
- The development of an accommodation/property strategy that ensures facilities are fit for purpose.

Facility Time Report 2020

In accordance with the Trade Union (Facility Time Publication Requirements) Regulations 2017, we are required to publish certain information on trade union officials and facility time.

Facility time covers duties carried out for the trade union or as a union learning representative, for example, accompanying an employee to disciplinary or grievance hearing. It also covers training received and duties carried out under the Health and Safety at Work Act 1974.

The regulations require the following information to be published on the employer's website:

- table 1: the number of employees who were relevant union officials during the relevant period, and the number of fulltime equivalent employees
- table 2: the percentage of time spent on facility time for each relevant union official
- table 3: the percentage of pay bill spent on facility time
- table 4: the number of hours spent by relevant union officials on paid trade union activities as a percentage of total paid facility time hours.

This report covers the period 1 April 2019 to 31 March 2020.

Table 1 Relevant union officials

Total number of employees who were relevant union officials during the relevant period.

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>Full-time equivalent employee number</i>
5	4.49

Table 2 Percentage of time spent on facility time

How many of our employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time.

<i>Percentage of time</i>	<i>Number of employees</i>
0%	0
1-50%	5
51%-99%	0
100%	0

Table 3 Percentage of pay bill spent on facility time

Percentage of the total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

Total cost of facility time	£12,358
Total pay bill	£16 m
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.08%

Table 4 Paid trade union activities

Hours spent by employees who were relevant union officials during the relevant period on paid trade union activities as a percentage of total paid facility time hours.

<i>Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100</i>	9.78%
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Equality and Diversity

Peter Symonds College is committed to creating an inclusive college, where people are treated with dignity and respect and where we anticipate and respond positively to different needs and circumstances so that everyone can achieve their potential.

Equality and Diversity is crucial to overall quality improvement and we place it at the very heart of everything we do. The College promotes and advances equality of opportunity by raising awareness of equality and human rights and working to combat all forms of inequality, disadvantage, prejudice, unfair discrimination, harassment and mistreatment. We believe that all forms of prejudice and unfair discrimination are unacceptable and we are committed to creating a safe environment for all.

The college motto is “Counting in Ones” and illustrates our commitment to promoting and ensuring equality and diversity for all staff and students.

The 2010 Equality Act consolidates and brings together previous anti-discrimination law into one piece of legislation and establishes nine ‘protected characteristics’: race, disability, age, sex, sexual orientation, religion or belief, pregnancy and maternity, and gender-reassignment.

The College is fully committed to:

- Preventing unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between people

Furthermore, as a public body the college recognises its further specific duties to:

- publish information to demonstrate compliance with the Equality Duty, at least annually

- set equality objectives, at least every four years.

Further information on equality and diversity can be found on the college website
<https://www.psc.ac.uk/content/eo>

The Prevent Duty

Peter Symonds College understands its duty to give “**due regard to the need to prevent people from being drawn into terrorism**”, in accordance with the Prevent Duty July 2015. Therefore, protecting students from the **risk of radicalisation** is part of our wider safeguarding responsibilities: <http://www.psc.ac.uk/support/>

The college also understands its duty to build **resilience to radicalisation** by promoting **fundamental British values** and enabling students to challenge extremist views.
“Fundamental British values are about democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.”

The college is committed to following the advice of the Prevent Regional HE/FE Co-ordinator / Department for Education and the Hampshire Safeguarding Children Board (HSCB).

Disclosure of information to auditors

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

Approved by order of the members of the Corporation and signed on its behalf by:



T M Rogerson [Chairman]

Date 14th December 2020

Statement of Corporate Governance and Internal Control

The following statement is provided to enable readers of the annual report and accounts of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1st August 2019 to 31st July 2020 and up to the date of approval of the annual report and financial statements.

The College endeavours to conduct its business in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership).

The College is committed to exhibiting best practice in all aspects of corporate governance. As of December 2019, the Corporation adopted the Code of Good Governance for English Colleges and prior to that the College adopted the Code of Good Governance for English Colleges, where applicable, and the UK Corporate Governance Code. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times.

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

The Corporation

The composition of the Corporation is set out on page 18. The Corporation's main objective is to deliver effective governance by providing strategic direction, creating robust accountability, oversight and assurance for the College's educational and financial performance and being ambitious for all Learners to achieve the very best outcomes.

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

The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel related matters such as health and safety and environmental issues. The Corporation meets at least five times each year.

The Corporation conducts its business through a number of Committees. Each Committee has terms of reference, which have been approved by the Corporation. These Committees are: Policy & Resources; Curriculum & Quality Assurance; Estates; Personnel; Remuneration; Search & Governance; and Audit.

PETER SYMONDS COLLEGE

Full minutes of all meetings, except those deemed confidential by the Corporation, are available from: The Clerk to the Governors Peter Symonds College, Owens Road, Winchester SO22 6RX and copies of the Board minutes are available on the College's website at www.psc.ac.uk.

The Governance Framework continued and provided effective governance throughout the restrictions on College opening during Covid-19. Board and committee meetings were and continue to be held via video conference and the Corporation approved a Policy on Governance during the Pandemic Coronavirus (Covid-19).

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

Formal agendas, papers and reports are supplied to governors in a timely manner in advance of all meetings. Briefings are also provided on an ad-hoc basis.

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

The Clerk to the Corporation maintains a register of financial and personal interests of the governors. The register is available for inspection at the College.

There is a clear division of responsibility in that the roles of the Chair of the Corporation and Principal of the College are separate.

Governors also are involved in the appointment of senior staff, in the Self-Assessment Review of all teaching departments, in discussion with representatives of the student body periodically, and in review of statutory responsibilities such as Health and Safety.

The members of the Corporation in the period from 1 August 2019 until the date of approval of this report are:

	Date of Appointment	Term of office (years)	Date of resignation/retirement	Status of appointment	Committees served	Board meeting attendance 2019/20
Mr H Bhambra	October 2018	4		Independent	Personnel, Curriculum & QA	60%
Mr L Buckley	July 2019	1	July 2020	Student	-	40%
Mr G Childs	February 2018	4	October 2019	Staff	-	-
Mr M Colakoglu	October 2020	1		Student	-	-
Mr C Edwards	October 2016*	4		Independent	-	80%
Miss L Evans	February 2019*	4		Independent	P&R, Estates, Curriculum & QA, Remuneration	100%
Miss E Hurlock	February 2020	1		Student	-	-
Mr R Huxstep	October 2019	3		Foundation	Audit Committee	40%
Mr M Kazim	February 2019	1	February 2020	Student	-	100%
Mr B Neaves	December 2019*	3		Independent	Audit, Search & Governance, Remuneration, Curriculum & QA	100%
Miss A Palmer	October 2018*	4		Independent	P&R, Personnel & Curriculum & QA	80%
Mr G Rockett	December 2016	4		Staff	Estates	100%
Mr T Rogerson	October 2020*	1		Independent	P&R, Search & Governance, Remuneration	100%
Miss S Russell	August 2018	Sine die		Principal	P&R, Search & Governance, Estates, Personnel, Curriculum & QA	100%
Mrs A Storey	July 2017*	4		Independent	P&R, Search & Governance, Remuneration	80%
Dr R Sykes	May 2017	4		Independent	Curriculum & QA and P&R	60%
Mr A Sydney	October 2017	4		Foundation	Estates	100%
Mrs T Thorne	May 2019*	3		Independent	P&R, Search & Governance, Audit	100%
Mrs J Townsend	July 2019	3		Parent	Audit, Curriculum & QA	100%
Mr R Watney	June 2020	3		Independent	-	100%
Mr M Wesley	May 2019	3		Independent	Audit	100%
Rt Rev D Williams	March 2017	4		Foundation	Personnel, Estates	60%

*indicates that the Governor has served a previous term of office. The date shown is the beginning of the current term. All terms of office are usually for three years (as part of the review of Instruments and Articles of Government during 2018/19, the standard term of office was changed from four to three years) other than for a Student Governor whose term is for one year.

Mrs H Walsh acted as Clerk during the whole period except from 11 November 2019 to 6 January 2020 when Mrs V Owen deputised as Clerk.

Appointments to the Corporation

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a Search & Governance committee, which meets at least termly and is responsible for the selection and nomination of any new member for the Corporation's consideration save for the staff and student governors who are elected by the groups from which they are drawn.

The Corporation is responsible for ensuring that appropriate training is provided to its members as required. The Search & Governance committee is also responsible for ensuring that the Board comprises individuals with the most appropriate balance of experience, skills and knowledge to help develop and support College strategy. In order therefore to ensure selection and succession of the most capable governors the committee undertakes a skills audit, which helps identify any skills gaps needed to deliver effective governance, when planning to fill vacancies due to any upcoming end of term of office of governors.

The committee is also responsible for undertaking a governance self-assessment process that can then inform plans, actions and improvement in College Governance and core business performance.

The Corporation is committed to ensuring that governors are appointed on merit after an open and transparent selection process, which complies with the requirements as set out in the Instrument and Articles of Government, the Corporation's Standing Orders and the Policy on the Selection and Recruitment of Governors.

Members of the Corporation, other than for the Student Governors, whose term is for one year, are appointed for a term of three years, twice renewable. Governors can therefore serve no more than nine years unless there is Governance exceptional justification, in line with The Higher Education Code of Governance.

During 2019-2020, the Corporation appointed two new governors on the recommendation of the Search & Governance Committee.

Corporation Performance

The Corporation carries out a self-assessment of its performance annually and the outcomes are assessed by the Search and Governance Committee and actions arising are then included in the annual Cross-College Self-assessment report (SAR). The Corporation undertook this process using the Association of Colleges' Code of Good Governance for English Colleges.

The Cross-College SAR is considered and monitored by the Search & Governance and the Curriculum and Quality Assurance committees and reported to the Board. Details are set out in the relevant committee and Board papers. The Corporation's performance for 2019/20 forms part of the overall grade in the College SAR for Leadership and Management assessed as outstanding and reflects the Ofsted award for this area in its inspection report in February 2020.

Remuneration Committee

Throughout the year ending July 2020 the College's Remuneration Committee comprised four members of the Corporation. The Remuneration Committee's responsibilities are to make recommendations to the Board on the remuneration and benefits of the Principal, other senior post-holders and the Clerk. When considering pay awards the committee takes into account inter alia the following:

- the performance of the individual concerned against personal and institutional objectives;
- how the salary compares with similar organisations;
- local and national sensitivities and constraints;
- national guidance and frameworks.

Details of senior postholders' remuneration for the year ended 31 July 2020 are set out in Note 7 to the financial statements.

In December 2019, the Corporation, on recommendation from the Remuneration Committee, formally agreed to adopt the AoC's Senior Staff Remuneration Code as the Corporation was satisfied with the supporting principles of the Code namely: a fair, appropriate and justifiable level of remuneration; procedural fairness; and transparency and accountability.

The Remuneration Committee is in the process of reviewing its Terms of Reference so they accord with the AoC's Remuneration Code. Further, in accordance with the AoC's Remuneration Code, the Remuneration Committee will in future produce an annual remuneration report to the Corporation and publish an annual statement within the members report and financial statements. This will provide additional assurance to all stakeholders that the Remuneration Committee continues to effectively discharge its responsibilities.

Policy and Resources Committee

The Policy & Resources committee comprises Chairman of Governors, Vice Chairman, Principal and four other members. The Committee operates in accordance with written terms of reference approved by the Corporation.

The remit of the Policy & Resources Committee is to monitor the College's financial position in accordance with the budget and financial assumptions set by the Corporation. The Committee is to also determine the arrangements, policies and procedures for maintaining solvency, safeguarding assets and the effective and efficient use of resources and make recommendations relating thereto and advise the Corporation accordingly.

The Committee also tracks the College's compliance with statutory requirements and to this end receives relevant reports from the Personnel and Estates committee including from the former, Equality & Diversity Staff Monitoring, Gender Pay, and Trade Union Facility Time Reports and from the latter compliance with Health & Safety requirements and advice on the Health & Safety Policies and Procedures.

The Committee also oversees, on behalf of the Corporation, all new Estate projects of the College where the value is at or above the limit requiring the Corporation's approval as per the College Financial Regulations.

Curriculum and Quality Assurance

The Curriculum and Quality Assurance Committee, meets three times a year and comprises six members, one of which is the Staff (teaching) governor. It advises the Corporation on the Quality and Standards achieved in the College and monitors, reviews and challenges key performance indicators. It provides challenge and support in reviewing student achievement and experience through the analysis of various reports.

The committee reviews and advises the Corporation on the College's compliance with its conditions of registration with the Office for Students (OfS). Additional responsibilities include advising the Corporation on the educational needs of the community the College serves to ensure the curriculum development and other activities of the College reflect these needs taking account of the national agenda.

Audit Committee

As of 31st July 2020, the Audit Committee comprised four members of the Corporation (excluding the Chairman of Governors and Principal). The Committee operates in accordance with the written terms of reference approved by the Corporation. Its purpose is to advise the Corporation on the adequacy and effectiveness of the College's system of internal control and its arrangements for risk management, control and governance processes.

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

The College has an internal audit service, which operates in accordance with the requirements of the ESFA's Post 16 Audit Code of Practice. The work of the internal audit service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis. The College's internal auditors monitor the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input, and report their findings to management and the Audit Committee.

The Corporation agreed an Internal Audit Plan for 2019/20 but due to the Covid-19 pandemic, none of the scheduled internal audit visits took place. As a result, alternative steps were undertaken by the Audit Committee to review the effectiveness of the arrangements of the risk and control framework. These are outlined in the first two bullet points set out under the sub-heading *Review of Effectiveness* below. Management is responsible for the implementation of recommendations arising from these reviews.

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

The Audit committee advises the Corporation on the adequacy and effectiveness of the College's assurance framework via its annual report.

The committee also receives an annual report on any disclosure or investigation under the Policy for Confidential Reporting (whistleblowing and fraud). No disclosure or investigations were reported for 2019/20. This policy is compliant with relevant legislation for how the College is to manage and respond to any concerns raised.

Internal Control

Scope of Responsibility

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

The Corporation has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the College's policies, aims and objectives, whilst safeguarding the public funds and assets for which she is personally responsible, in accordance with the responsibilities assigned to her in the Financial Agreement between the College and the funding bodies. She is also responsible for reporting to the Corporation any material weaknesses or breakdowns in internal control.

The purpose of the system of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of college policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the College for the year ended 31 July 2020 and up to the date of approval of the annual report and accounts.

Capacity to Handle Risk

The Corporation has reviewed the key risks to which the College is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The Corporation is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the year ended 31 July 2020 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Corporation.

The Risk and Control Framework

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

In particular, it includes:

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

Review of Effectiveness

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. The Principal's review of the effectiveness of the system of internal control is informed by:

- * the College's own self-assessment using the Financial Management and Control Evaluation Form to demonstrate its levels of financial planning and internal control;
- * arrangements for internal control by way of a review of the College Board Assurance Map for 2019/20 by identifying sources; of assurance and mitigation relating to any changes over the twelve months to the risks identified;
- * the work of executive managers within the College who have responsibility for the development and maintenance of the internal control framework; and
- * comments made by the College's financial statements auditors and the regularity auditors in their management letters and other reports.

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

The senior management team receives reports setting out key performance and risk indicators and considers possible control issues brought to its attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The senior management team and the Audit Committee also received the findings of the self-assessment review against the Financial Management and Control Evaluation Form and the review of the College Board Assurance Map for 2019/20, which include recommendations for improvement. The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control.

The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior management team and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. On 14 December 2020, the Corporation reviewed the effectiveness of the system of internal control for the year ended 31 July 2020 by considering documentation from the senior management team and the internal auditors, and taking account of events since 31 July 2020.

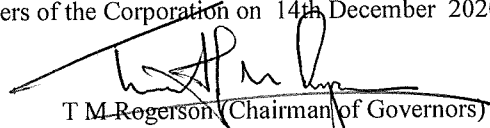
Based on the advice of the Audit Committee and the Principal, the Corporation is of the opinion that the College has an adequate and effective framework for governance, risk management and control, and has fulfilled its statutory responsibility for "the effective and efficient use of resources, the solvency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

Going Concern


After making appropriate enquiries, the Corporation considers that the College has adequate resources to continue in operational existence for the foreseeable future. The College has a strong cash position and no bank loans. It continues to maintain a three year rolling plan and during that period its Financial health scoring is maintained as good or outstanding.

The College's financial internal targets have been met for 2019/20. They continue to be met for 2020/21 and 2021/22 per the College's financial budgets and forecasts which incorporate realistic provisions for COVID 19. Current and forecast cash balances also remain strong over this period. For this reason, the Corporation continues to adopt the going concern basis in preparing the financial statements.

Approved by order of the members of the Corporation on 14th December 2020 and signed on its behalf by:



T M Rogerson (Chairman of Governors)



S Russell (Accounting Officer)

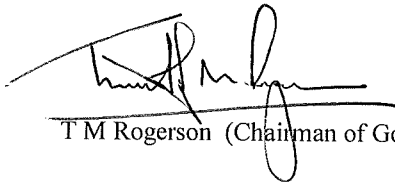
Governing Body's statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding

The Corporation has considered its responsibility to notify the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of funding, under the College's grant funding agreements and contracts with the ESFA.

As part of our consideration we have due regard to the requirements of the grant funding agreement, and contracts with the ESFA.

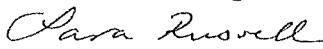
We confirm on behalf of the Corporation, that after due enquiry, and to the best of our knowledge, we are able to identify any material irregular or improper use of funds by the College, or material non-compliance with the ESFA's terms and conditions of funding under the College's funding agreements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

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



T M Rogerson (Chairman of Governors)

14th December 2020



S Russell (Principal)

14th December 2020

STATEMENT OF THE RESPONSIBILITIES OF THE MEMBERS OF THE CORPORATION

The members of the Corporation (who act as trustees for the charitable activities of the College) are required to present audited financial statements for each financial year.

The law applicable to charities in England and the terms and conditions of the Funding Agreement between the Education and Skills Funding Agency and the Corporation of the College, requires the corporation of the college to prepare financial statements and the Operating and Financial Review for each financial year in accordance with the Statement of Recommended Practice – Accounting for Further and Higher Education Institutions the annual Accounts Direction issued by the Education and Skills Funding Agency, Accounts Direction issued by the Office for Students and in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and which give a true and fair view of the state of affairs of the College and of the College's surplus/deficit of income over expenditure for that period.

In preparing the financial statements, the corporation is required to:

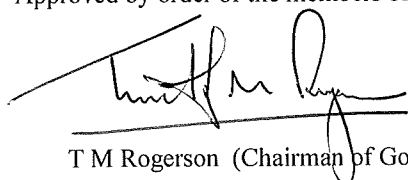
- * select suitable accounting policies and apply them consistently
- * make judgements and estimates that are reasonable and prudent
- * state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- * prepare financial statements on the going concern basis, unless it is inappropriate to assume that the College will continue in operation.

The Corporation is responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the College, and enable it to ensure that the financial statements are prepared in accordance with the relevant accounting standards. It is responsible for taking steps in order to safeguard the assets of the College and to prevent and detect fraud and other irregularities.

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

Members of the Corporation are responsible for ensuring that funds from the Education and Skills Funding Agency are used only in accordance with the authorities that govern them as defined by and in accordance with Further & Higher Education Act 1992, subsequent legislation and related regulations and the Funding Agreement with the Education and Skills Funding Agency and any other conditions that may be prescribed from time to time. They are also responsible for ensuring funds from Office for Students or other sources are properly applied for the purposes for which they have been given and in accordance with relevant legislation or terms and conditions attached to them.

Approved by order of the members of the Corporation and signed on its behalf by:



T M Rogerson (Chairman of Governors)

14th December 2020

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNING BODY OF PETER SYMONDS COLLEGE

Opinion

We have audited the financial statements of Peter Symonds College (the 'College') for the year ended 31 July 2020 which comprise the statement of comprehensive income, the balance sheet, the statement of changes in reserves, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the College's affairs as at 31 July 2020 and of the College's deficit of income over expenditure for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

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

Conclusions relating to going concern

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 governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the college'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 other information comprises the information included in the Report and Financial Statements other than the financial statements and our auditor's report thereon. The governors are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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 Office for Students' Accounts Direction

In our opinion, in all material respects:

- funds from whatever source administered by the college for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;

- funds provided by the Office for Students, UK Research and Innovation (including Research England), the Education and Skills Funding Agency and Department for Education have been applied in accordance with the relevant terms and conditions; and
- the requirements of the Office for Students' accounts direction for the relevant year's financial statements have been met.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Post-16 Audit Code of Practice 2019 to 2020 issued by the Education and Skills Funding Agency requires us to report to you if, in our opinion:

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

We have nothing to report in respect of the following matters where the Office for Students' accounts direction requires us to report to you if:

- the College's grant and fee income, as disclosed in the note to the accounts, has been materially misstated.

Responsibilities of the Governing Body of Peter Symonds College

As explained more fully in the Statement of the Governing Body's Responsibilities set out on page 25, the Governing Body is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governing Body determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

This report is made solely to the Governing Body, as a body, in accordance with the Funding Agreement published by the Education and Skills Funding Agency and our engagement letter dated 21 October 2020. Our audit work has been undertaken so that we might state to the Governing Body, as a body, those matters we are engaged to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Governing Body, as a body, for our audit work, for this report, or for the opinions we have formed.

RSM UK AUDIT LLP
Chartered Accountants
Highfield Court
Tollgate, Chandlers Ford, Eastleigh
Hampshire. SO53 3TY

17 December 2020

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 JULY 2020

	Notes	2020	2019
		£	£
Income			
Funding body grants	2	18,275,219	17,550,938
Tuition fees and education contracts	3	1,432,353	1,410,603
Other income	4	2,234,398	3,511,638
Investment income	5	21,374	23,911
Donations and endowments	6	-	-
Total Income		21,963,344	22,497,090
Expenditure			
Staff costs	7	16,695,092	15,615,930
Other operating expenses	8	4,695,010	6,081,002
Depreciation	11	686,356	730,159
Interest and other finance costs	9	143,138	140,293
Total Expenditure		22,219,595	22,567,384
(Deficit) before other gains and losses		(256,251)	(70,294)
Profit on disposal of assets		-	-
(Deficit) for the year		(256,251)	(70,294)
Remeasurement of net defined benefit pension liability	19	(5,445,000)	(1,260,000)
Total Comprehensive (Deficit) / Income for the year		(5,701,251)	(1,330,294)
Represented by:			
Restricted comprehensive income		(6,065)	(1,200)
Unrestricted comprehensive income		(5,695,186)	(1,329,094)
		(5,701,251)	(1,330,294)

STATEMENT OF CHANGES IN RESERVES

FOR THE YEAR ENDED 31 JULY 2020

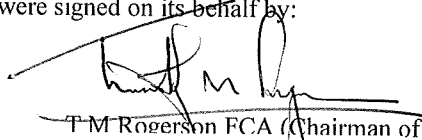
	Restricted reserve £	Income and expenditure account £	Revaluation reserve £	Total £
Balance at 1 August 2018	347,645	7,087,167	1,685,670	9,120,482
(Deficit) from the Income and expenditure account	-	(70,294)	-	(70,294)
Other comprehensive income	-	(1,260,000)	-	(1,260,000)
Transfer between revaluation and Income and expenditure and restricted reserves	(14,050)	124,946	(110,896)	-
Balance at 31 July 2019	333,595	5,881,819	1,574,774	7,790,188
(Deficit) from the Income and expenditure account	-	(256,251)	-	(256,251)
Other Comprehensive Income	-	(5,445,000)	-	(5,445,000)
Transfer between revaluation and Income and expenditure reserves and restricted reserves	(6,065)	116,961	(110,896)	-
Transfer between expendable endowment and Income and expenditure reserve.	(4,050)	4,050	-	-
Balance at 31 July 2020	323,480	301,579	1,463,878	2,088,937

PETER SYMONDS COLLEGE

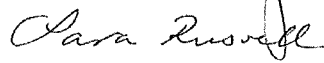
BALANCE SHEET AS AT 31 JULY 2020

	Notes	2020 £	2019 £
Fixed assets			
Tangible assets	11	16,783,358	17,069,363
Investments	12	52,196	58,261
		<u>16,835,554</u>	<u>17,127,624</u>
Current assets			
Stocks		78,185	26,213
Debtors	13	426,703	449,430
Investments		1,023,520	1,016,345
Cash and cash equivalents	17	5,269,799	4,799,319
		<u>6,798,206</u>	<u>6,291,307</u>
Creditors: amounts falling due within one year	14	3,011,823	3,258,351
Net current assets		<u>3,786,383</u>	<u>3,032,956</u>
Total assets less current liabilities		20,621,937	20,160,580
Creditors: amounts falling due after more than one year	15	5,414,121	5,483,492
Provisions	16	13,118,879	6,886,900
Total net assets		<u><u>2,088,937</u></u>	<u><u>7,790,188</u></u>
Restricted Reserves			
Restricted reserve	20	323,480	333,595
Unrestricted Reserves			
Income and expenditure account		301,579	5,881,819
Revaluation reserve		1,463,878	1,574,774
Total unrestricted reserves		<u>1,765,457</u>	<u>7,456,593</u>
Total reserves		<u><u>2,088,937</u></u>	<u><u>7,790,188</u></u>

The financial statements on pages 28 to 52 were approved and authorised for issue by the Corporation on 14th December 2020 and were signed on its behalf by:


T.M. Rogerson FCA (Chairman of Governors)

14th December 2020


S Russell (Principal)

14th December 2020

STATEMENT OF CASHFLOWS

FOR THE YEAR ENDED 31 JULY 2020

	2020 £	2019 £
Cash flow from operating activities		
(Deficit) for the year	(256,251)	(70,294)
Adjustment for non-cash items		
Depreciation	686,356	730,159
(Increase) in stocks	(51,972)	(3,567)
Decrease/(Increase) in debtors	22,727	(65,177)
(Decrease)/Increase in creditors due within one year	(246,527)	404,001
(Decrease) in creditors due after one year	(69,371)	(283,809)
(Decrease) in Enhanced Pension provisions	(21)	(7,749)
Pension costs less contributions payable	787,000	440,000
Adjustment for investing or financing activities		
Investment income	(21,374)	(23,911)
Loss in Investments Value	6,065	1,200
Net cash flow from operating activities	<u>856,632</u>	<u>1,120,852</u>
Cash flow from investing activities		
Investment income	21,374	23,911
New Deposits	(7,174)	(8,983)
Payments made to acquire fixed assets	<u>(400,351)</u>	<u>(67,153)</u>
	<u>(386,151)</u>	<u>(52,225)</u>
Increase/(Decrease) in cash and cash equivalents in the year	<u>470,480</u>	<u>1,068,627</u>
Cash and cash equivalents at beginning of year	4,799,319	3,730,692
Cash and cash equivalents at end of year	5,269,799	4,799,319

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2020

1 STATEMENT OF ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES

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

Basis of Preparation

These financial statements have been prepared in accordance with the *Statement of Recommended Practice Accounting for Further and Higher Education 2019* (the 2019 FE HE SORP), the *College Accounts Direction for 2019 to 2020* and *Regulatory Advice 9: Accounts Direction issued by the Office for Students* and in accordance with the *Financial Reporting Standard 102- "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland"* (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

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

The financial statements are presented in sterling, which is also the functional currency at the College. Monetary amounts in these financial statements are rounded to the nearest £1.

Basis of Accounting

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

Going concern

After making appropriate enquiries, the Corporation considers that the College has adequate resources to continue in operational existence for the foreseeable future. The College has a strong cash position and no bank loans. It continues to maintain a three year rolling plan and during that period its Financial health scoring is maintained as good or outstanding.

The College's financial internal targets have been met for 2019/20. They continue to be met for 2020/21 and 2021/22 per the College's financial budgets and forecasts which incorporate realistic provisions for COVID 19. Current and forecast cash balances also remain strong over this period. For this reason, the Corporation continues to adopt the going concern basis in preparing the financial statements.

Recognition of Income

Government revenue grants, which include funding body recurrent grants and other grants are accounted for under the accrual model as permitted by FRS 102.

The recurrent grants from the Funding body ESFA represent the funding allocations attributable to the current financial year and are credited direct to the Statement of Comprehensive Income.

Any under or over achievement for the adult education budget is adjusted for and reflected in the level of recurrent grant recognised in the Statement of Comprehensive Income.

The final grant income is normally determined with the conclusion of the year end reconciliation process with the ESFA at the end of November following the year end. Employer responsive grant income is recognised based on a year end reconciliation of income claimed and actual delivery with the ESFA. 16-18 learner-responsive funding is not normally subject to a reconciliation and is therefore not subject to contract adjustments, the income recognised is the allocation for the year.

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual method as permitted by FRS102. Other capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

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

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

All income from short-term deposits is credited to the Statement of Comprehensive Income in the period in which it is earned.

Policy for grants from non-government sources

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

Agency Arrangements

The College acts as an agent in the collection and payment of certain discretionary support funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the income and expenditure of the College where the College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

Accounting for Post-employment Benefits

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

Teachers' Pension Scheme (TPS) - The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a prospective benefit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting.

The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments.

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

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

Short Term Employment Benefits

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

Enhanced Pensions

The actual cost of any enhanced ongoing pension to a former member of staff is paid by the College annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the College's Income Statement in the year that the member of staff retires. In subsequent years a charge is made to provisions in the Balance Sheet using the enhanced pension spreadsheets provided by the funding bodies.

Taxation

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

The College receives no similar exemption in respect of value added tax. For this reason the College is generally unable to recover input VAT it suffers on goods and services purchased. Non-pay expenditure

is therefore shown inclusive of VAT.

Tangible fixed assets

Land and buildings

Tangible fixed assets are stated at cost/deemed cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the 2019 FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Land is not depreciated.

Buildings are depreciated on a straight line basis over the expected useful economic life of the individual buildings, being between 15 and 50 years.

Where land and buildings are acquired with the aid of specific grants they are capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred income account within creditors, and are released to the Statement of Comprehensive Income over the expected useful economic life of the relevant asset on a basis consistent with the depreciation policy. The deferred income amount is allocated between creditors due within one year and those due after more than one year.

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

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

On adoption of FRS 102, the College followed the transitional provision to retain the book value of land and buildings, which were revalued in 1997, as deemed cost but not to adopt a policy of revaluations of these properties in the future.

Assets under construction

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

Subsequent expenditure on existing fixed assets

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

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

Buildings owned by third parties

Where land and buildings are used, but the legal rights are held by a third party, for example a charitable trust, they are only capitalised if the College has rights or access to ongoing future economic benefit. These assets are then depreciated over their expected useful economic life.

Equipment

Equipment costing less than £5,000 per individual item is written off to the Statement of Comprehensive Income in the period of acquisition.

All other equipment is capitalised and recognised at cost less accumulated depreciation and accumulated impairment losses.

Equipment and vehicles are depreciated on a straight line basis over 4 years with the exception of PV panels which are depreciated over a 20 year life.

Where equipment is acquired with the aid of specific grants it is capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred income account and released to the Statement of Comprehensive Income over the expected useful economic life of the relevant asset.

Leased Assets

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

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

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

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

Investments

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

Stocks

Stocks are stated at the lower of their cost and net realisable value. Where necessary, provision is made for obsolete, slow moving and defective stocks.

Current investments

Current investments represents bank deposits with an initial term in excess of 3 months but less than one year.

Cash and cash equivalents

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

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

Financial Instruments

The College has chosen to adopt Sections 11 and 12 of FRS 102 in full in respect of financial instruments.

Financial assets and liabilities

Financial assets and financial liabilities are recognised when the College becomes a party to the contractual provisions of the instrument.

Financial assets and financial liabilities are offset only when there is a current legally enforceable right to set off the recognised amounts and the intention to either settle on a net basis, or to realise the asset and settle the liability simultaneously.

Derecognition of financial assets and liabilities

A financial asset is derecognised only when the contractual rights to cash flows expire or are settled, or substantially all the risks and rewards of ownership are transferred to another party, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party. A financial liability (or part thereof) is derecognised when the obligation specified in the contract is discharged, cancelled or expires.

Financial liabilities and equity

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

All loans, investments and short term deposits held by the College are classified as basic financial instruments in accordance with FRS102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are subsequently measured at amortised cost, however the College has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the balance sheet at historical cost. Loans and investments that are payable or receivable within one year are not discounted.

Provisions and contingent liabilities

Provisions are recognised when the College has a present legal or constructive obligation as a result of a past event, it is probable that a transfer of economic benefit will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

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

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

Judgements in applying accounting policies and key source of estimation uncertainty

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

- Determine whether there are indicators of impairment of the College tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Other Key sources of estimation uncertainty

- Tangible fixed assets

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

- Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 July 2020. 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.

	2020	2019
	£	£
2 FUNDING BODY GRANTS		
Funding body-Recurrent grant		
ESFA - 16-19	17,550,594	16,813,697
ESFA - Adult Education Budget	393,644	380,629
ESFA - Apprenticeships (funded)	70,249	84,889
Office for Students - HE	78,048	88,450
Funding body-Recurrent grant	18,092,535	17,367,665
Funding body -Non recurrent grants	-	-
Release of Deferred Capital Grants	182,684	183,273
Total	<u>18,275,219</u>	<u>17,550,938</u>

	2020 £	2019 £
3 TUITION FEES AND EDUCATION CONTRACTS		
Fee income for taught awards	1,423,432	1,401,682
Fee income from non-qualifying courses	8,921	8,921
Total	1,432,353	1,410,603

	2020 £	2019 £
4 OTHER INCOME		
Catering and boarding operations	1,327,258	1,895,652
Income designated for specific outings and projects	598,625	1,431,440
Other income generating activities	25,093	30,195
Other income	132,166	154,351
Coronavirus Job Retention Scheme Grant	151,256	0
Total	2,234,398	3,511,638

The corporation furloughed 49 staff within catering and boarding areas under the government's Coronavirus Job Retention Scheme. The funding received of £151,256 relates to staff costs which are included within the staff costs note below as appropriate.

	2020 £	2019 £
5 INVESTMENT INCOME		
Other investment income	1,688	1,535
Other interest receivable	19,686	22,376
Total	21,374	23,911

	2020 £	2019 £
6 DONATIONS AND ENDOWMENTS		
Expendable Endowment	-	-

There were no new Endowments received during the year. £4,000 of the expendable endowment was distributed via grants during the year.

7 STAFF COSTS

The average number of persons (including key management personnel) employed by the college during the year, expressed as both average headcount and full-time equivalent, was:

	2020		2019	
	Headcount	FTE	Headcount	FTE
Teaching staff	346	197	351	196
Non teaching staff	385	149	422	154
Total	731	346	773	350

Staff costs for the above persons	2020	2019
	£	£
Wages and salaries	12,330,974	12,271,183
Social security costs	1,038,615	1,049,018
Other pension costs including FRS102 adjustments of £644,468 (2018/19 £292,825)	3,325,503	2,295,729
Total Staff Costs	16,695,092	15,615,930

Key management personnel

Key management personnel are those having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Senior Management Team which comprises the Accounting Officer, the Vice Principal, the Deputy Principal (Welfare & Progression), the Deputy Principal (Quality) and the Director of Finance.

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

	2020	2019
	No.	No.
The number of key management personnel, including the Accounting Officer, was:	5	4

Key management personnel

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

	2020	2019
	No.	No.
£45,000 to £50,000	1	
£60,000 to £65,000	1	1
£65,000 to £70,000	1	1
£85,000 to £90,000	1	1
£120,000 to £125,000		1
£130,000 - £135,000	1	
Total	5	4

Director of Finance started in November 2019. No other employees received emoluments over £60,000 during these years.

	2020	2019
Key management personnel compensation is made up as follows:	£	£
Salaries	392,375	352,275
Employers National Insurance	48,456	43,829
Benefits in kind	3,407	3,315
	<u>444,238</u>	<u>399,419</u>
Pension contributions	91,812	58,055
Total Key management personnel compensation	<u><u>536,050</u></u>	<u><u>457,474</u></u>

There were no amounts due to key management personnel that were waived in the year, nor any salary sacrifice arrangements in place.

The above compensation includes amounts payable to the Accounting Officer (who is also the highest paid key management personnel) of:	2020	2019	2019
		Principal 1	Principal 2
	£	£	£
Salary	132,337	121,159	10,840
Employers National Insurance	17,065	15,548	1,399
Benefits in kind	1,105	1,013	92
	<u>150,507</u>	<u>137,720</u>	<u>12,331</u>
Pension contributions	<u>30,557</u>	<u>19,968</u>	<u>1,786</u>

The pension contributions in respect of the Accounting Officer and key management personnel are in respect of employer's contributions to the Teachers' Pension Scheme or the Hampshire County Council Superannuation Scheme and are paid at the same rate as for other employees.

During 2018/19, Principal 1 did not commence the role until 31 August 2018 so the compensation disclosed consists of 11 months salary disclosed for 2019. The compensation disclosed in respect of Principal 2 consists of only one month disclosed for 2019 due to retirement on 31 August 2018.

The Remuneration of the Principal and Chief executive is subject to annual review by the Remuneration committee of the governing body who use benchmarking information to provide objective guidance. The Principal and Chief Executive reports to the Chair, who undertakes an annual review of her performance against the college's overall objectives.

Relationship of Principal/Chief Executive pay and remuneration expressed as a multiple.

	2020	2019
Principal and CEO's basic salary as a multiple of the median of all staff	5.39	5.48
Principal and CEO's total remuneration as a multiple of the median of all staff	5.43	5.36

The members of the Corporation, other than the Accounting Officer and the staff members, did not receive any payment from the College other than the reimbursement of travel expenses incurred in the course of their duties.

The Deputy Principal (Welfare & Progression) incurred costs of £1,033.77 visiting the Falklands Islands (a source of boarding students) in 2020. No other member of the Corporation or senior post-holder incurred costs during 2019/20 in respect of overseas activities.

	2020	2019
	£	£
8 OTHER OPERATING EXPENSES		
Teaching departments	549,188	683,338
Teaching support services	673,360	604,463
Other support services	(5)	(5,518)
Administration and central services	462,711	537,714
General education expenditure	776,321	807,098
Outings and projects financed by designated receipts	598,625	1,431,440
Premises costs: Running costs	743,844	810,949
Premises costs: Maintenance	289,935	372,030
Premises costs: Rents and Leases	1,406	3,265
Catering and boarding operations	599,625	836,223
Total	4,695,010	6,081,002
Other operating expenses include:		
Auditors' remuneration		
Internal audit	1,290	13,674
Financial statements audit	15,416	15,142
Regularity audit	1,300	1,300
Other assurance services provided by the financial statements auditors	1,764	1,650
Hire of other assets - operating leases	54,891	50,230

9 INTEREST AND OTHER FINANCE COSTS	2020	2019
	£	£
Net interest on defined pension liability (note 19)	143,138	140,293
Total	143,138	140,293

10 TAXATION

The College was not liable for any Corporation Tax arising out of its activities during the year, as it benefits from the general exemptions from Corporation Tax afforded by section 505 Taxes Act 1988.

11 TANGIBLE FIXED ASSETS

	Assets under Construction £	Land and Buildings £	Equipment £	Total £
Cost or valuation				
At 1 August 2019	-	24,386,328	2,665,988	27,052,316
Additions	272,216	57,308	70,827	400,351
Disposals	-	-	-	-
At 31 July 2020	272,216	24,443,636	2,736,815	27,452,667
Depreciation				
At 1 August 2019	-	7,624,922	2,358,031	9,982,953
Charge for year	-	580,045	106,311	686,356
Eliminated in respect of disposals	-	-	-	-
At 31 July 2020	-	8,204,967	2,464,342	10,669,309
Net book value at 31 July 2020	272,216	16,238,669	272,473	16,783,358
Net book value at 31 July 2019	-	16,761,406	307,957	17,069,363

If fixed assets had not been revalued before being deemed as cost on transition, they would have been included at cost and depreciation of £nil.

Land owned by third parties

Where the College enjoys the use of any land which it does not own and for which no rental or a nominal rental is paid, if practicable, a value is attributed to this benefit and capitalised, with a corresponding credit to reserves. This applies to the land occupied by the College which is owned by Christes Hospital School Foundation Winchester. The land is held at the existing basis valuation as at the date of incorporation, with this being treated at deemed cost in line with FRS102 Section 35.

12 INVESTMENTS

	2020 £	2019 £
Investments in marketable securities		
At 1 August	58,261	59,461
(Reduction)/Increase in Fair Value	(6,065)	(1,200)
At 31 July	52,196	58,261

	2020 £	2019 £
13 DEBTORS		
Amounts falling due within one year		
Trade debtors	14,810	10,358
Prepayments and accrued income	411,893	439,072
Total	426,703	449,430

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Payments received in advance	877,591	860,587
Trade creditors	493,362	452,179
Other taxation and social security	281,563	282,898
Accruals	281,218	370,604
Deferred Income-Government revenue Grants	221,595	405,877
Deferred Income - Government capital Grants	182,684	182,684
Short term employee benefit accrual	673,810	703,522
Total	3,011,823	3,258,351

Included in payments received in advance are boarding fees received in advance of £145,620 (2018/19:£97,080) from the Falkland Islands Government, against which will be offset the boarding fees for next year in respect of each boarder attending the College from the Falkland Islands.

15 CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2020 £	2019 £
Deferred Income - Government capital Grants	5,266,398	5,227,487
Payments received in advance (Falkland Island Boarding Fees) in respect of boarding fees covering periods beyond next year.	147,723	256,005
Total	<u>5,414,121</u>	<u>5,483,492</u>

16 PROVISIONS

	Enhanced pensions £	Defined benefit obligations £	Total £
At 1 August 2019	6,900	6,880,000	6,886,900
Expenditure in the period	(626)	(778,000)	(778,626)
Additional provision in year	605	7,010,000	7,010,605
At 31 July 2020	<u>6,879</u>	<u>13,112,000</u>	<u>13,118,879</u>

Defined benefit obligations relate to the liabilities under the College's membership of the local Government pension scheme. Further details are given in Note 19.

The enhanced pension provision relates to the cost of staff who have already left the College's employ and commitments for reorganisation costs from which the College cannot reasonably withdraw at the balance sheet date. This provision has been recalculated in accordance with guidance issued by the funding bodies.

The principal assumptions for this calculation are:	2020	2019
	%	%
Interest rate	2.0	2.0
Inflation rate	2.2	2.2

17 ANALYSIS OF CHANGES IN NET FUNDS

	At 1 August 2019 £	Cash flows £	At 31 July 2020 £
Cash and cash equivalents	4,799,319	470,480	5,269,799
Current Investment	1,016,345	7,175	1,023,520
Total	5,815,664	477,655	6,293,319

18 FINANCIAL INSTRUMENTS

	2020 £	2019 £
<u>Financial Assets</u>		
Debt Instruments measured at fair value through the profit and loss	52,196	58,261
<u>Financial Liabilities</u>		
Financial Liabilities measured at amortised cost	2,473,704	2,642,897

19 DEFINED BENEFIT OBLIGATIONS

The College employees belong to two principal pension schemes: the Teachers Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Hampshire County Council Superannuation Scheme.

Both are multi-employer defined benefit schemes.

The College also runs a Group personal pension scheme for catering staff through AEGON. This is a defined contribution scheme to which the College contributes 6% if the employee contributes at least 3%.

Total pension cost for the year	2020 £	2019 £
Teachers Pension Scheme: contributions paid	1,884,697	1,286,195
Local Government Pension Scheme: contributions paid	796,095	712,674
FRS102 Excess Service Costs	644,000	300,000
Enhanced pension charge	468	(7,175)
AEGON Defined Contribution Scheme	243	4,035
Total pension cost for the year	<u>3,325,503</u>	<u>2,295,729</u>

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuations of the TPS was 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £308,382 (2019: £251,490) were payable to the schemes at 31st July and are included within creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2014.

These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for teachers and lecturers at eligible institutions. Teachers and lecturers are able to opt out of the TPS.

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

Under the definitions set out in FRS102 (28.11), the TPS is a multi-employer pension plan. The College is unable to identify its share of the underlying assets and liabilities of the plan.

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

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

investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The latest actuarial review of the TPS was carried out as at 31 March 2016 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 (the Department) in April 2019.

The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218 billion, and notional assets (estimated future contributions together with notional investments held at the valuation date) of £196 billion giving a notional past service deficit of £22 billion.

As a result of the valuation, new employer contribution rates were set at 23.68% of pensionable pay from September 2019 onwards (compared to 16.48% during 2018/19). DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2019-20 academic year.

The pension costs paid to TPS in the year amounted to £1,883,242 (2019:£1,286,195).

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with the assets held in separate funds administered by Hampshire County Council. The total contribution made for the year ended 31 July 2020 was £997,438, of which employer's contributions totalled £797,286 and employees contributions totalled £200,152. The agreed contribution rates for next year are a fixed figure of £87,700 p.a plus 23.8% (broadly equivalent to 26.4%) for employers and between 5.5% and 12.5% for employees, depending on salary.

Principal Actuarial Assumptions

The following information is based upon a full triennial valuation of the fund at 31 March 2019 updated to 31 July 2020 by a qualified independent actuary.

	At 31 July 2020	At 31 July 2019
Rate of increase in salaries	3.3%	3.7%
Future pension increases	2.3%	2.2%
Discount rate for scheme liabilities	1.4%	2.2%
Inflation assumption (CPI)	2.3%	2.2%

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

	At 31 July 2020	At 31 July 2019
<i>Retiring today</i>		
Males	23.0	23.1
Females	25.5	25.8
<i>Retiring in 20 years</i>		
Males	24.7	24.7
Females	27.2	27.6

The College's share of assets in the scheme were and comprise:

	Fair value July 2020 £ '000	Fair value July 2019 £ '000
Equities	8,783	8,753
Property	974	1,047
Government bonds	3,322	2,995
Corporate bonds	0	0
Cash	256	276
Other	2,635	1,469
Total fair value of plan assets	15,970	14,540

Actual return on plan assets	701	890
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The amount included in the balance sheet in respect of the defined benefit pension plan and enhanced pensions benefits as follows:

	2020 £ '000	2019 £ '000
Fair value of plan assets	15,970	14,540
Present value of plan liabilities	(29,089)	(21,427)
Net pensions Liability	(13,119)	(6,887)

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

Amounts included in staff costs

Current service cost	1,316	1,030
Past service cost	106	-
Pension costs	1,422	1,030

Amounts included in interest and other Finance costs

Net interest cost	143	140
	<u>143</u>	<u>140</u>

Amount recognised in Other Comprehensive Income

Return on pension plan assets	373	520
Experience (Losses)/gains arising on defined benefit obligations	(5,818)	(1,780)
Amount recognised in Other Comprehensive Income	(5,445)	(1,260)

Movement in net defined benefit Liability during year

Net defined benefit (liability) in scheme at 1 August	(6,887)	(5,195)
Movement in year:		
Current service cost	(1,316)	(1,030)
Employer contributions	778	730
Past service cost	(106)	0
Net interest on the defined liability	(143)	(140)
Actuarial (loss)/gain	(5,445)	(1,252)
Net defined benefit liability at 31 July	(13,119)	(6,887)

Asset and Liability Reconciliation

Defined benefit obligations at 1 August	21,427	18,165
Service cost	1,316	1,030
Interest cost	471	510
Employee contributions	194	210
Actuarial (Gain)/ Loss	5,818	1,772
Benefits paid	(243)	(260)
Past Service Cost	106	0
Liabilities at 31 July	29,089	21,427

	2020	2019
	£ '000	£ '000
Changes in fair value of plan assets		
Fair value of plan assets at 1 August	14,540	12,970
Interest on plan assets	328	370
Actuarial gain	373	520
Employer contributions	778	730
Employee contributions	194	210
Benefits paid	(243)	(260)
Fair value of plan assets at 31 July	<u>15,970</u>	<u>14,540</u>

20 RESTRICTED RESERVE

	2020	2019
	£	£
Robert Hirst Design expendable endowment	265,049	269,049
Paul Woodhouse Fund	52,197	58,262
Clement Edwards Fund	5,997	6,022
John Livy Fund	237	262
	<u>323,480</u>	<u>333,595</u>

The Robert Hirst expendable endowment is to support students going on to study three dimensional design. There were no donations or interest income this year, Scholarships were awarded to 4 students for a total of £4,000.

The other restricted reserves represent a bequest from Clement Edwards for the purposes of annual prizes to photography students (No new donations and a £25 award).

A bequest from Paul Woodhouse for the purpose of establishing a hardship fund for students, (No new donations or awards and a reduction in value of £6,065) and a bequest from John Livy to reward good communication in science (No new income and a £25 award).

21 CAPITAL COMMITMENTS

Capital expenditure that has been contracted for at the year-end but has not been provided for in the financial statements

2020	2019
£	£
<u>182,474</u>	<u>-</u>

22 FINANCIAL COMMITMENTS

At 31 July the College had minimum lease payments under non-cancellable operating leases as follows:

	2020	2019
	£	£
Other		
Payments due within one year	54,891	48,826
Payments due within two and five years inclusive	129,257	83,920
Total for remainder of leases	<u>184,148</u>	<u>132,746</u>

23 RELATED PARTY TRANSACTIONS

Owing to the nature of the College's operations and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of governors may have an interest.

During the year, the College purchased legal services of £4,449 (2019:£4,711) from a partnership related due to a common directorship. No amounts were owed at the year end (2019:N/A).

The total expenses paid to or on behalf of the Governors during the year was £263 (2018/19: £49)

The total number of Governors concerned was 2 (2018/19 :1).

This represents travel and subsistence expenses and other out of pocket expenses incurred in attending Governor meetings and charity events in their official capacity.

No Governor has received any remuneration or waived payments from the College during this or last year.

Key management compensation disclosure is given in note 7.

	2020	2019
	£	£
24 AMOUNTS DISBURSED AS AGENT		
Funding Body Grants and bursaries	201,670	187,601
Less:		
Disbursed to Students	(135,059)	(133,527)
Administration	(9,210)	(8,900)
Balance unspent at 31 July included in creditors	<u>57,401</u>	<u>45,174</u>

Funding body grants are available solely for students; although the College administers the fund the Funding body deems that the College acts only as the paying agent.

The Funding body has decreed that the grants and related disbursements are therefore excluded from the Statement of Comprehensive Income, other than for the 5% of the grant received which is available to the College to cover administration costs relating to the grant.

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO THE GOVERNING BODY OF PETER SYMONDS COLLEGE AND THE SECRETARY OF STATE FOR EDUCATION ACTING THROUGH EDUCATION AND SKILLS FUNDING AGENCY

Conclusion

We have carried out an engagement, in accordance with the terms of our engagement letter dated 21 October 2020 and further to the requirements of the grant funding agreements and contracts with the Education and Skills Funding Agency (the "ESFA"), to obtain limited assurance about whether the expenditure disbursed and income received by Peter Symonds College during the period 1 August 2019 to 31 July 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 August 2019 to 31 July 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Basis for conclusion

The framework that has been applied is set out in the Post-16 Audit Code of Practice (the "ACoP") issued by the ESFA. In line with this framework, our work has specifically not considered income received from the main funding grants generated through the Individualised Learner Record (ILR) returns, for which the ESFA has other assurance arrangements in place.

We are independent of Peter Symonds College in accordance with the ethical requirements that are applicable to this engagement and we have fulfilled our ethical requirements in accordance with these requirements. We believe the assurance evidence we have obtained is sufficient to provide a basis for our conclusion

Responsibilities of Governing Body of Peter Symonds College for regularity

The governing body of Peter Symonds College is responsible, under the grant funding agreements and contracts with the ESFA and the requirements of the Further & Higher Education Act 1992, subsequent legislation and related regulations and guidance, 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. The governing body of Peter Symonds College is also responsible for preparing the Governing Body's Statement of Regularity, Propriety and Compliance.

Reporting accountant's responsibilities for reporting on regularity

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 ACoP.

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 the procedures performed vary in nature and timing from, and are less in extent than for a reasonable assurance engagement; consequently a limited assurance engagement 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.

We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 August 2019 to 31 July 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including the specific requirements of the grant funding agreements and contracts with the ESFA and high level financial control areas where we identified a material irregularity is likely to arise. We undertook detailed testing, on a sample basis, on the identified areas where a material irregularity is likely to arise where such areas are in respect of controls, policies and procedures that apply to classes of transactions.

This work was integrated with our audit of the financial statements and evidence was also derived from the conduct of that audit to the extent it supports the regularity conclusion.

Use of our report

This report is made solely to the governing body of Peter Symonds College and the Secretary of State for Education acting through the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the governing body of Peter Symonds College and the Secretary of State for Education acting through 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 the governing body of Peter Symonds College and the Secretary of State for Education acting through the ESFA for our work, for this report, or for the conclusion we have formed.

RSM UK Audit LLP

17 December 2020

RSM UK AUDIT LLP

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