



**Report and Financial Statements  
For the Year Ended 31 July 2023**

**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**

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# **St Francis Xavier 6th Form College**

## **For the Year Ended 31 July 2023**

### **Report of the Governing Body**

#### **NATURE, OBJECTIVES AND STRATEGIES**

The Governing Body presents its report and the audited financial statements for the year ended 31 July 2023.

#### **Legal status**

The Governing Body is a corporate body established under the Further and Higher Education Act 1992 for the purpose of conducting the activities of St Francis Xavier 6th Form College. The Governing Body together with the College is an exempt charity for the purposes of the Charities Act 2011.

The College was formed as St Francis Xavier 6th Form College.

On 29 November 2022, the Office for National Statistics reclassified all college corporations to Central Government sector with immediate effect. The College (with all Further Education (FE) colleges) must now meet the overall requirements in HM Treasury's document Managing Public Money (MPM) and other related obligations. (As collected in the letter dated 29th November 2022 from the CEO of the Education and Skills Funding Agency (ESFA) to all Accounting Officers, and ESFA issued bite sized guides).

#### **Mission**

During 2023, the governing body reviewed the College's mission statement and agreed the following statement:

St Francis Xavier Sixth Form College is an inclusive educational community rooted in the Catholic faith with Christ at its centre. Our aim is to provide a broad curriculum which emphasises the pursuit of excellence and focuses on career preparation, leadership and service to others. We are committed to preparing the whole person to lead a life of purpose and success in a just and sustainable world.

#### **Public benefit**

St Francis Xavier 6th Form 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 pages 17 to 19.

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 benefit for the advancement of education:

- ◆ High-quality teaching and learning;
- ◆ Widening participation and tackling social exclusion;
- ◆ Excellent university progression and employment rates for students;
- ◆ Strong student support systems;

**NATURE, OBJECTIVES AND STRATEGIES (continued)**

- ◆ Good links with employers, industry and commerce, including 'T' Level development.
- ◆ Links with Local Enterprise Partnerships (LEPs).

**Implementation of Strategic Plan**

During the last academic year (2022/23) we agreed a 3-year strategic development plan ratified and monitored by the Governing Body. Our overarching strategic principles are listed below:

**Strategic Aims:**

1. Commitment to our Catholic Mission
2. Ensuring the future of the College as a thriving provider of education
3. Excellence in quality and standards of educational achievement
4. Excellence in pastoral care and contribution to the welfare of our young people
5. Excellence in Curriculum Innovation
6. Excellence in preparation for higher education and employment that contributes to the local and national economy
7. Exemplary standards in social responsibility and faith in action
8. Excellence in equality and raising participation
9. Commitment to promoting sustainability

**In-year Strategic Objectives**

In addition to our overarching strategic priorities, each academic year we extrapolate a number of specific annual objectives for the College. In 2022-23 these were laid out in the acronym "ACHIEVE" which in itself is part of the College's *raison d'être*:

**"A"** is for **"Attendance and Punctuality"** Supporting students in maintaining high levels of attendance and punctuality as we know that those who attend regularly achieve at higher levels than those with lower levels of attendance.

**"C"** is for **"Courage"**. We want members of the Saint Francis Xavier community to take full advantage of the opportunities on offer:

- to have high expectations of themselves and others;
- to have courage and strength when facing challenges;
- to take calculated risks and not to play safe;
- above all to have faith that God will not leave your side.

### NATURE, OBJECTIVES AND STRATEGIES (continued)

**“H”** is for **“Health (Physical and Mental Wellbeing)”**. We will continue to develop the College’s capacity to support students’ and staff’s physical and mental wellbeing

**“I”** is for **“Inspection (Catholic Schools’ /Ofsted)”**. We shall respond to the Ofsted agenda outlined in the Education Inspection Framework, as well as preparing for a Catholic Schools’ Inspection which is expected in the autumn of 2022

**“E”** is for **“Environment and Sustainability**. To support the College in its journey to become more sustainable and reduce its carbon footprint. As well as raising awareness of environmental issues across the whole SFX community

**“V”** is for **“Volunteering and Enrichment”**. To establish a broad enrichment and volunteering offer which will provide opportunities for personal development which go beyond the classroom.

**“E”** is for **“Equality, Diversity and Inclusion”** Embedding the College’s values of Inclusion and Respect in all we do. This is partly in response to the Diocese’s “no place for racism” campaign which prompted the College to review and update its Diversity, Equity and Inclusion strategy

### Performance Indicators

- Attendance Data (staff and student)
- Wellbeing activities
- Enrichment enrolment and attendance
- Performance Data: Achievement/ Progress/ Destination
- Activities and actions which improve the environmental impact of the college
- Positive Learner and Staff Voice
- Graded at least “Good” in both Ofsted and Catholic schools’ inspections

### FINANCIAL POSITION

#### Financial results

The College achieved an operating surplus for the year of £76,000 (2021/22 - deficit of £498,000).

The operational surplus for 2022/23 was £702,000 (surplus for 2021/22 - £486,000) after adjustments for FRS 102 pension movements, depreciation and deferred capital grants.

At 31 July 2023, the College has accumulated unrestricted reserves before deduction of the pension reserve of £12,368,000 (2021/22 - £11,997,000) and a cash balance of £2,741,000 (2021/22 - £2,388,000).

Tangible fixed asset additions during the year amounted to £1,421,000 (2021/22 - £1,996,000). This was split between land and buildings, £997,000 (2021/22 - £57,000) and equipment purchases of £424,000 (2021/22 - £258,000) relating to the new Business Hub, T Level refurbishment & associated IT infrastructure improvements.

The College still has significant reliance on the ESFA for its principal funding source, largely from Funding Agency grants. In 2022/23 the ESFA provided 90% of the College’s total income (2021/22 – 92%).

## **St Francis Xavier 6th Form College**

### **FINANCIAL POSITION (continued)**

#### **Investments**

The College has one subsidiary company, SFX Corporate Services Limited. SFX Corporate Services Limited is wholly owned by SFX College, and provides consultancy and other commercial trading activities, including letting of the College. In the year ended 31 July 2023 commercial letting of the premises and facilities of SFX College was the only source of income for the company. Any taxable surpluses generated by the subsidiary are transferred to the College under deed of covenant. In the current year, the overall surplus generated was £70,406 (2021/22 - £50,046).

#### **Treasury policies and objectives**

Treasury management is the management of the College's cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.

The Treasury Management Policy requires that all major transactions are authorised by the Governors through the Finance and Resources Committee. Such arrangements are restricted by limits in the College's Conditions of Funding Agreement agreed with the ESFA.

#### **Cash flows**

There was an operating cash inflow of £1,763,000 (2021/22 – inflow of £1,755,000), and there was an overall increase in cash of £353,000 in the year (2021/22 – decrease of £184,000).

#### **Liquidity**

The college has £1,069,743 on fixed term deposit (2021/22 - £1,064,343).

#### **Reserves Policy**

The College needs to have sufficient reserves to enable it to meet its obligations should there be an unexpected revenue shortfall. The existence of unrestricted reserves also offers the College flexibility to plan and fund major projects to develop and maintain its buildings and facilities.

By their very nature, the availability of the restricted funds for the general operation of the College is limited. Accordingly, it is the unrestricted funds (or general purpose reserve) which are expendable at the discretion of the Governing Body in the furtherance of the objectives of the College. General purpose reserve increased by £1m during 2022/23, with the balance being £12m at 31 July 2023 (2021/22 - £11m). General purpose reserves are represented by net current assets of the College with the Governors requiring a minimum cash balance of £1m to be held. There were restricted reserves of £660 available for prizes (2021/22 - £680).

### **CURRENT AND FUTURE DEVELOPMENTS AND PERFORMANCE**

#### **Financial Health**

According to the ESFA Financial Health grades, the College is currently 'Outstanding'.

### CURRENT AND FUTURE DEVELOPMENTS AND PERFORMANCE (continued)

#### Student Numbers

The College is funded according to the number of students enrolled (on a lagged basis). In 2022/23, the College recruited 1,220 (2021/22 - 1,279) students against a target of 1,325. All learners were either 16-18 students or fell within the 19+ continuing learners' categories. There were no 19+ learners or part time students.

#### Student Achievements

The College's vision is to ensure that all students make outstanding progress. The College has taken significant steps towards this goal since the previous Ofsted inspection in 2018. Student achievement and progress across the range and breadth of classroom-based qualifications improved in 2019 (the last time formal examinations were sat prior to this summer) and achievement and progress throughout the period of Covid in 2020 and 2021 was at a high level. However, these achievements were achieved in the context of the Covid-19 pandemic and judgements therefore need to recognise this particular set of circumstances.

In 2023 the achievement rate was significantly higher than pre-pandemic levels at 89.2% and the college is rightly proud of the progress it has made in this area of student achievement.

The College is extraordinarily successful at supporting students to progress to university. Following this summer's results, 86% of leavers were successful at securing a place at university, far surpassing the national average for schools and sixth form colleges.

Highlights of 2022-2023 outcomes include:

| Course        | Pass rate (%) | High Grades (%) |
|---------------|---------------|-----------------|
| A Level       | 93.48         | 25.9            |
| BTEC/CTEC/UAL | 99            | 66              |
| Level 2       | 95            | 15              |
| Level 1       | 100           | 37              |

#### Curriculum Developments

The College's core business is the delivery of a range of full time 16-19 courses, primarily but not exclusively at level 3. The College offers a mixture of academic A level qualifications as well as Applied General Diplomas. At Level 2, vocational qualifications are supplemented by GCSE provision in English and maths. Level 1 learners follow a Foundation Learning Programme centred on Business, complemented by functional skills or GCSE English/maths and a qualification in personal and social development.

A number of new level 3 courses introduced since 2019 are now fully embedded in the College's curriculum provision (L3 Diplomas in Criminology, BTEC Law and Applied Psychology). All have recruited well, with Criminology proving to be extremely popular.

During the 2022/23 academic year, the College successfully launched its first T level in Management and Administration, recruiting 15 students. During the same year, preparations were undertaken for the launch of two additional T levels in Education and Early Years and Accounting in September 2023. Exploiting T Level opportunities would seem to be prudent given the government review of Applied General Qualifications and the leaning towards a system which favours a binary system of A levels and T levels. For this reason, we plan to expand our portfolio of T levels in 2024 to include Media, Broadcast and Production.

**CURRENT AND FUTURE DEVELOPMENTS AND PERFORMANCE (continued)**

**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. During the accounting period from 1 August 2022 to 31 July 2023, the College paid 96% of its invoices within 30 days (2021/22 – 96%). The College incurred £nil interest charge in respect of late payment for this period (2021/22 – £nil).

**Staff and Student Involvement**

The College considers good communication with its staff to be very important and to this end it publishes termly newsletters and regular updates. In addition, a full staff briefing is held on a weekly basis, and all key information is available in the staff area of the College extranet. Staff wellbeing is a key focus for the College and as part of the wellbeing strategy the staff voice is sought each half term via a short “pulse” survey. The College is currently seeking to be accredited for the work it is doing on staff wellbeing through the Optimus Awards. Furthermore, the SMT holds regular meetings with the teaching associations and unions via the Local Consultation Committee (LCC committee).

The College also encourages staff and student involvement through membership of formal committees. In order to ensure the College is responsive to the ‘learners’ voice’ a member of staff has been given responsibility for this area to ensure it is audited, monitored and acted upon. Both Learner Voice and the staff experience are reported to governors through the Curriculum, Standards and Quality Committee.

**Taxation**

The majority of the College’s activities are outside the scope of corporation tax.

**Future developments**

The college will continue to offer a broad and contemporary curriculum which takes account of the skills needs in Greater London and beyond. To this end, the college will engage with local skills improvement plans as set out by Business LDN, the designated employer regional body.

In September 2022, the College opened a new Business Hub to support its delivery of the management and administration T level. During the academic year the College also repurposed an area of the college estate to provide the required facilities to offer the education and early years and Accounting T Levels ready for their launch in September 2023.

The Skills and Post-16 Education Act 2022 provided the statutory framework for Catholic Sixth Form Colleges to academise. The relevant legal framework came into force on 28th December 2022 and the governing body has committed to keep the option of academisation on the agenda and to liaise with all the necessary stakeholders such as the Roman Catholic Archdiocese of Southwark to whom the College is in trust. At the present time there is not a strong appetite to academise but we continue to explore options, particularly with other London Catholic Sixth Form Colleges.

As set out in the Strategic Plan 2022-2025, the College is committed to working towards Net Zero. Consequently, the College is undertaking a full and comprehensive review of the College estate with respect to making it more energy efficient and sustainable.



### **RESOURCES**

The College continues to invest in its building and facilities to ensure students have the most up to date learning environment. Nevertheless, the College's most valuable resource remains its teaching and support staff. The College's policy is to ensure that its staff resource is of the highest quality so that our students receive the very best post-16 provision, however, this does mean (even allowing for the fact that the College does not outsource activities such as cleaning or payroll) that our staff costs are above average for the sector. We are mindful therefore that should the number of enrolments fall below that forecast, there may be a need to downsize the staffing complement (primarily in support staff functions) to make appropriate savings. This is a strategy that the college has invoked previously with some success.

2014/15 135 FTE staff (72 teaching FTE)  
2015/16 131 FTE staff (74 teaching FTE)  
2016/17 126 FTE Staff (70 teaching FTE)  
2017/18 119 FTE Staff (66 teaching FTE)  
2018/19 111 FTE Staff (66 teaching FTE)  
2019/20 109 FTE Staff (64 teaching FTE)  
2020/21 107 FTE Staff (62 teaching FTE)  
2021/22 114 FTE Staff (67 teaching FTE)  
2022/23 123 FTE Staff (75 teaching FTE)

#### **Financial**

The College has £12m (2021/22 - £11m) of net assets after deducting the £nil pension liability (2021/22 - £1,102k).

#### **People**

The College employs 123 people (expressed as full-time equivalents), of whom 75 are teaching staff.

#### **Reputation**

The College retains a good reputation locally and nationally, which is confirmed by the January 2018 Ofsted grade and the increase in student numbers since September 2020. Maintaining a quality brand is essential for the College's success in attracting students and sustaining external relationships.

### **PRINCIPAL RISKS AND UNCERTAINTIES**

The College continues to develop and embed a system of internal control, including financial, operational and risk management, which is designed to protect the College's assets and reputation. As a measure of good practice an FMCE (Financial Management and Control Evaluation) is completed annually.

Based on the strategic plan and Board Assurance Framework, the Risk Management Group undertakes a comprehensive review of the risks to which the College is exposed. They identify systems and procedures, including specific preventable actions which should mitigate any potential impact on the College. The internal controls are then implemented and the subsequent year's appraisal will review their effectiveness and progress against risk mitigation actions. In addition to the annual review, the Risk Management Group will also consider any risks which may arise as a result of a new area of work being undertaken by the College.

A risk register is maintained at the College level which is reviewed at every meeting by the Governors' Audit Committee and more frequently where necessary. Each committee of the Governing Body has a standing agenda item to identify new / emerging risks. The risk register identifies the key risks, the likelihood of those

### PRINCIPAL RISKS AND UNCERTAINTIES (continued)

risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

This process is supported by strategies to raise awareness of risk throughout the College.

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

#### 1. Changes in levels of student recruitment

The College operates in an increasingly competitive market place and is acutely conscious of the need to maintain effective recruitment and marketing strategies. Prior to September 2017, the College had always met its student recruitment targets and had followed a steady pathway of growth since 2009. Between 2017 and 2019, however, 16-19 recruitment numbers fell short of targets for a number of reasons but predominantly as a consequence in a demographic dip in the numbers of 16-19 year olds and the impact of Brexit. Consequently, the College was having to operate with a reduction in anticipated funding. Since September 2020 the numbers have fluctuated year to year, in 2022-23 had anticipated some growth but failed to reach this ambitious growth target. We have also become aware of increased competition with Harris Clapham and Platanos College in Stockwell both opening up dedicated sixth forms in recent years.

#### 2. Changes to levels of Government funding

Since 2010 the government programme of austerity has hit sixth form college's hard with a reduction in funding in real terms of 16%. The changes in funding methodology have continued to impact on the level of ESFA grants and recurrent funding. In the past, the College has pursued a range of strategies to mitigate these reductions including growth in lagged numbers, curriculum reorganisation and the development of alternative income streams. Through reimagining the College's marketing strategy, largely through the use of social media platforms, the loss of funding due to under-enrolment was reversed in 2020 and 2021 by attracting a larger number of prospective students but we became aware in 2022 that the anticipated demographic upturn in 16-18 year olds had not been as steep as predicted (other London colleges are reporting significant under-enrolment) so consequently funding in FY 2023-24 will be below that forecast.

#### 3. Quality

Despite the achievement of "Good" (2) for Overall Effectiveness, the OfSTED outcome (March 2018) indicates the importance of maintaining & improving achievement rates and value added outcomes further in specific courses. Outcomes since (2018 and 2019), have demonstrated improvement in all measures, particularly, achievement, retention and value added. Quality remains on the risk register though, as in a highly competitive market the quality of provision is a significant determining factor for students when selecting a school/college.

#### 4. MIS / IT Infrastructure

The consequences of a breach in security resulting from a data breach or cyber attack are significant. Consequently, MIS/IT infrastructure has risen up the risk register. We have robust measures in place to mitigate against such breaches/ attacks and have some assurance through successful completion of the requisite Cyber Essentials audit. However, it is important to reflect this area as a significant risk and be of the mindset that "it could happen here".

#### 5. Reputation

With student recruitment being so sensitive to small changes in demographic patterns, and the College existing in an ever-increasing competitive market, we must ensure that we optimise the controllable

### PRINCIPAL RISKS AND UNCERTAINTIES (continued)

factors. Maintaining the College's reputation is one such factor and is critical in ensuring the College's future as one of the best providers in south London of the highest quality post-16 education. A number of controls are in place to maintain the College's reputation from maintaining at least a 'Good' OfSTED outcome to avoiding adverse publicity.

### STAKEHOLDER RELATIONSHIPS

In line with other colleges St Francis Xavier 6th Form College has many stakeholders. These include:

- ◆ Students
- ◆ Parents/Guardians
- ◆ ESFA (DFE)
- ◆ Sixth Form /FE Commissioner
- ◆ Staff
- ◆ Partner schools
- ◆ Other Schools from which SFX recruits students
- ◆ Universities/ Higher education bodies
- ◆ Employers
- ◆ Local Authorities
- ◆ Government Offices/ Regional Development Agencies; and
- ◆ The Archdiocese of Southwark.

The College recognises the importance of these relationships and engages in regular communication with them through the College website, written communications and by meetings.

### Disability Statement

The College considers all applications for employment from applicants with a disability, bearing in mind the aptitudes of the individuals concerned. Where an existing employee becomes disabled, every effort is made to ensure that employment with the College continues. The College's policy is to provide training, career development and opportunities for promotion for such staff members that are, as far as possible, identical to those for other employees.

The College seeks to fulfil the objectives set down in the Equality Act 2010 and will give priority of access to staff and students with specific learning needs and/or physical or mental disabilities. The College has a close link with Oak Lodge School for the Deaf and, as appropriate, students may progress from there to undertake full-time mainstream courses at the College.

- i. As part of the redevelopment of the buildings the College has installed lifts and ramps so that most of the facilities allow access to people with a physical disability;
- ii. There is a list of specialist equipment, such as lighting for audio facilities and electronic readers for examinations, which the College can make available for use by students with specific needs. All of these measures, as well as educational support for students, is co-ordinated by the Additional Learning Support Department.

The admissions policy for all students is described in the College prospectus and in a policy published on the College website. Appeals against a decision to decline admission are dealt with under the complaints process policy;

**STAKEHOLDER RELATIONSHIPS** (continued)

- iii. The College has made a significant investment in the appointment of specialist tutors to support students with learning difficulties and/or disabilities. There are a number of student support assistants who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities. The College works with representatives of the 14 local authorities from which learners are drawn in terms of securing appropriate levels of ALS funding for high needs learners;
- iv. Specialist programmes are described in programme information guides, and achievements and destinations are recorded and published in the standard College format; and
- v. Counselling, bursary and welfare services are described in the Student Handbook.

**Trade union facility time**

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

***Relevant union officials***

| Number of employees who were relevant union officials during the period | Full-time equivalent employee number |
|---|--------------------------------------|
| 2   |                                      |
|   | 146                                  |

***Percentage of time spent on facility time***

| Percentage of time | Number of employees |
|--------------------|---------------------|
|                    |                     |
| 0%                 | 0                   |
| 1% - 50%           | 2                   |
| 51% - 99%          | 0                   |
| 100%               | 0                   |

**Trade union facility time**

***Percentage of pay bill spent on facility time***

|   |            |
|---|------------|
| Total cost of facility time   | £3,206.29  |
| Total pay bill  | £7,241,568 |
| Percentage of the total pay bill spent on facility time, calculated as:<br>(total cost of facility time ÷ total pay bill) x 100 | 0.04%      |

**STAKEHOLDER RELATIONSHIPS** (continued)

***Paid trade union activities***

|  |      |
|--|------|
| Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:<br><br>(Total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100 | None |
|--|------|

**St Francis Xavier 6th Form College Equality Plan (now contained within Diversity, Inclusion and Dignity at Work [Equal Opportunities / Equality Duty])**

***Our Commitment***

St Francis Xavier 6th Form College affirms that individuals from minority ethnic groups are entitled to the same equal rights, responsibilities and opportunities as the majority population. The College strives to ensure that, whatever the heritage and origins of the members of the College community, everyone is equally valued and treats one another with respect. This commitment is an essential expression of “the Christian values that are the inspiration of the College”.

This policy statement reflects our equal opportunities policy and reminds us that diversity in our society is a strength and we must ensure equality and equity having regard to issues of gender, age, race, religion, disability and culture.

We will work towards the elimination of racism whether overt, covert or by omission, and we will ensure that individuals and communities have equal access to the curriculum and College facilities.

The College believes that its profile of learners and staff is testimony to the fulfilment of these objectives.

The Ethnic breakdown for 2022/23 is as follows:

**Student Population 2022/23**

| <b>Ethnicity</b> | <b>Students</b> | <b>Total</b> |
|------------------|-----------------|--------------|
| Asian            | 68              | 5.6%         |
| Black African    | 419             | 34.3%        |
| Black Caribbean  | 236             | 19.3%        |
| Black Other      | 45              | 3.7%         |
| Chinese          | 2               | 0.2%         |
| Mixed            | 450             | 36.9%        |

The figures given in this table cover the whole student body (year 12 – year 14). The pattern of ethnic diversity is similar across both new students (year 12) and returning students (year 13 & year 14).

**STAKEHOLDER RELATIONSHIPS** (continued)

**Staff Recruitment 2022/23 (including internal appointments)**

| <b>Ethnicity</b>                           | <b>Overall No's</b> | <b>% of total</b> | <b>2022/23 Recruitment</b> | <b>% of new</b> |
|--|---------------------|-------------------|----------------------------|-----------------|
| White                                      | 121                 | 39.9%             | 26                         | 65.0%           |
| Mixed                                      | 12                  | 4.0%              | 2                          | 5.0%            |
| Asian or Asian British                     | 52                  | 17.2%             | 3                          | 7.5%            |
| Other Asian                                | 4                   | 1.3%              | 0                          | 0.0%            |
| Black & Black British                      | 81                  | 26.7%             | 9                          | 22.5%           |
| Chinese or Other Ethnic Group              | 22                  | 7.3%              | 0                          | 0.0%            |
| Not known *                                | 11                  | 3.6%              | 0                          | 0.0%            |
| <b>Total Black &amp; Ethnic Minorities</b> | <b>171</b>          | <b>56.4%</b>      | <b>14</b>                  | <b>35.0%</b>    |
| <b>Overall Total</b>                       | <b>303</b>          | <b>100%</b>       | <b>40</b>                  | <b>100%</b>     |

\* Applicants from Agencies where ethnicity is not given.

**DISCLOSURE OF INFORMATION TO AUDITOR**

The Governors 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 auditor is unaware; and each Governor 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 auditor is aware of that information.

Approved by order of the Governing Body on 11 December 2023 and signed on its behalf by:



Nader Sheta- Chair

## **St Francis Xavier 6th Form College**

### **Key Management Personnel, Governing Body and Professional advisers**

#### **Key management personnel**

Key management personnel are defined as members of the College Leadership Team and were represented by the following in 2022/23:

Graham Thompson Principal and CEO; Accounting Officer  
Ciaran Graham; Associate Principal Ethos & Student Welfare  
Karen Foan; Associate Principal Curriculum

#### **Governing Body**

A full list of Governors is given on pages 17 to 19 of these financial statements.

Eleanor Lewis acted as Clerk to the Governing Body until 31 May 2023. Clare Baskott acted as Clerk to the Governing Body from 1<sup>st</sup> June 2023

#### **Professional Advisers**

##### ***Financial Statements and Regularity***

###### ***Auditor:***

Buzzacott LLP  
130 Wood Street  
London  
EC2V 6DL

###### ***Internal Auditors:***

Scrutton Bland  
Fitzroy House  
Ipswich  
IP1 3LG

###### ***Bankers:***

Barclays Plc  
1 Churchill Place  
London  
E14 5HP

###### ***Solicitors:***

Irwin Mitchell  
40 Holborn Viaduct  
London  
EC1N 2PZ

## **Year Ended 31 July 2023**

### **Statement of Corporate Governance and Internal Control**

#### **Corporate Governance**

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.

The College endeavours to conduct its business:

- i) in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
- ii) having due regard to the UK Corporate Governance Code ("the Code") insofar as it is applicable to the further education sector.
- iii) having due regard for the DfE Governance Guide (June 2022)

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

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



## St Francis Xavier 6th Form College

### The Governing Body

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

|                 | <i><b>Date of appointment</b></i> | <i><b>Term of office</b></i>          | <i><b>Date of resignation</b></i> | <i><b>Status of appointment</b></i> | <i><b>Committees Served</b></i>  | <i><b>Full Board Attendance</b></i> |
|-----------------|-----------------------------------|---------------------------------------|-----------------------------------|-------------------------------------|--|-------------------------------------|
| Ms K Bainbridge | 01/01/2022                        | 4 years                               |                                   | Co-opted Governor                   | Curriculum, Standards & Quality (CSQ)<br><br>Safeguarding Link<br><br>Mental Well-Being Link       | 75% 3 out of 4                      |
| Mr P Barber     | 01/07/2000                        | 4 years<br>Re-appointed<br>19/09/2020 |                                   | Foundation Governor                 |  | 75% 3 out of 4                      |
| Mr M Belfourd   | 10/06/2009                        | 4 years<br>Re-appointed<br>10/06/2021 |                                   | Foundation Governor                 | Chair, Finance & Resources (F&R)<br><br>Governance<br><br>Vice-Chair of Governors<br><br>SEND Link | 75% 3 out of 4)                     |
| Mr S Ebele      | 15/01/2018                        | 4 years<br>Re-appointed<br>15/01/2022 |                                   | Foundation Governor                 | Remuneration (Chair)<br><br>Audit Committee (Chair)<br><br>Governance Committee                    | 100% 4 out of 4                     |
| Mr D Freeman    | 20/10/2020                        | 4 years                               | 10/11/2022                        | Foundation Governor                 | Finance & Resources (F&R)<br><br>Curriculum Standards & Quality (CSQ)                              | N/A                                 |

## St Francis Xavier 6th Form College

### The Governing Body (continued)

|                   | <i><b>Date of appointment</b></i> | <i><b>Term of office</b></i>          | <i><b>Date of resignation</b></i> | <i><b>Status of appointment</b></i> | <i><b>Committees Served</b></i>  | <i><b>Full Board Attendance</b></i> |
|-------------------|-----------------------------------|---------------------------------------|-----------------------------------|-------------------------------------|--|-------------------------------------|
| Mr J Manduvi      | 05/07/2022                        | 1 year                                | 31/07/2023                        | Student Governor                    |  | 25%<br>1 out of 4                   |
| Mrs S Medicoff    | 16/11/2022                        | 4 years                               |                                   | Foundation Governor                 | Finance & Resources (F&R)  | 100%<br>3 out of 3                  |
| Mrs B Meier       | 21/12/2018                        | 4 years                               | 29/06/2023                        | Foundation Governor                 | Audit<br>Curriculum Standards & Quality (CSQ)<br>Vice Chair<br><br>English Link<br>RE Link                       | 66%<br>2 out of 3                   |
| Mr D Navarro      | 07/01/2021                        | 4 years                               |                                   | Foundation Governor                 | Audit<br>Curriculum Standards & Quality (CSQ)<br>Chair<br>PMG (Project Management Group)<br><br>Economics - Link | 75%<br>3 out of 4                   |
| Mr T Posnic-Boyce | 05/07/2022                        | 1 year                                | 31/07/2023                        | Student Governor                    |  | 50%<br>2 out of 4                   |
| Mrs E Preece      | 17/03/2020                        | 4 years                               |                                   | Staff Governor (non-teaching)       | Finance & Resources (F&R)  | 100%<br>4 out of 4                  |
| Ms V Ramond       | 21/03/2023                        | 4 years                               |                                   | Parent Governor                     |  | 50%<br>1 out of 2                   |
| Ms P Rowe         | 08/12/2011                        | 4 years<br>Re-appointed<br>05/12/2019 |                                   | Co-opted (LA nomination) Governor   | Curriculum Standards & Quality (CSQ)<br>Remuneration<br><br>Business Link  | 50%<br>2 out of 4                   |

**The Governing Body** (continued)

|                     | <i><b>Date of appointment</b></i> | <i><b>Term of office</b></i>          | <i><b>Date of resignation</b></i> | <i><b>Status of appointment</b></i> | <i><b>Committees Served</b></i>   | <i><b>Full Board Attendance</b></i> |
|---------------------|-----------------------------------|---------------------------------------|-----------------------------------|-------------------------------------|---|-------------------------------------|
| Mr N Sheta          | 17/05/2016                        | 4 years<br>Re-appointed<br>16/05/2020 |                                   | Foundation Governor                 | Chair of Governors from 01/01/2021<br><br>Finance & Resources (F&R), Vice Chair from 26/01/2021<br><br>Remuneration<br><br>Governance<br><br>Curriculum Standards & Quality (CSQ)<br><br><br>Science Link | 100%<br>4 out of 4                  |
| Mr A Takyi          | 08/12/2022                        | 4 years                               |                                   | Staff Governor                      |   | 100%<br>4 out of 4                  |
| Mr K Thomas         | 11/05/2021                        | 4 years                               |                                   | Foundation Governor                 | Curriculum Standards & Quality  | 75%<br>3 out of 4                   |
| Mr G Thompson       | 24/08/2020                        | Ex officio                            |                                   | Principal                           | Finance & Resources (F&R)<br><br>Curriculum Standards & Quality (CSQ)<br><br>Governance   | 100%<br>4 out of 4                  |
| Mr Chukwuweta Uraih | 13/07/2022                        | 4 years                               |                                   | Foundation Governor                 | Curriculum Standards & Quality (CSQ)<br><br>Audit<br><br>EDI Link<br>Sustainability Link  | 75%<br>3 out of 4                   |
| Mr R Vianello       | 28/10/2010                        | 4 years<br>Re-appointed<br>28/10/2018 | 27/10/2022                        | Foundation Governor                 | Curriculum Standards & Quality (CSQ)  | N/A                                 |

Mrs E Lewis Cert. ICSA acted as Clerk to the Governing Body until 31st May 2023.  
Ms C Baskott acted as Clerk to the Governing Body from 1st May 2023.

**The Governing Body** (continued)

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

## **St Francis Xavier 6th Form College**

### **The Governing Body** (continued)

The Governing Body is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel related matters such as health and safety and environmental issues. The Governing Body meets on a termly basis.

The Governing Body conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Governing Body. These committees are Audit, Finance and Resources (F&R), Remuneration, Curriculum Standards and Quality (CSQ), Governance and Appeals.

Full minutes of all meetings are available to download from the College website <https://www.sfx.ac.uk/the-governing-body> or from the Clerk to the Governors at:

St Francis Xavier 6th Form College  
10 Malwood Road  
London  
SW12 8EN

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

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

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

The Governing Body has a strong and independent non-executive element and no individual or group (although Foundation Governors are always in the majority by three governors) dominates its decision making process. The Governing Body considers that each of its non-executive members is independent of management and free from any business or other relationship, which could materially interfere with the exercise of their independent judgement.

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

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

Any new appointments and re-appointments to the Board of Foundation Governors are a matter for the consideration of the Archbishop of Southwark. All administration is carried out in accordance with a published process by the Education Commission serving the Roman Catholic Archdiocese of Southwark. Enhanced DBS clearance is obtained by the college. The Governing Body is responsible for ensuring that appropriate training is provided as required.

Staff, parent and student governors are appointed following regulations set out in the Conduct of Business (Standing Orders). Co-opted governors are recommended for appointment by the Governance Committee. The Governing Body has determined that the local authority (Wandsworth) should nominate a governor with suitable skills and expertise to be appointed as one of the two co-opted governor members.

The Governors are appointed for a term of office not exceeding four years.

## **St Francis Xavier 6th Form College**

### **Appointments to the Governing Body (continued)**

The Principal of the college is an ex-Officio member of the Governing Body.

### **Corporation performance**

A process of reflective self-evaluation of the effectiveness of governance in the year 2022-23 with the whole Governing Body on 7<sup>th</sup> October 2023 at a focus morning for all Governors. Each committee completed a questionnaire reviewing its membership, skills and effectiveness. At the direction of the Governing Body, the effectiveness of financial planning and internal control has been evaluated for 2021-22 using a FMCE questionnaire template provided by the SFCA (Sixth Form Colleges' Association) based on the pro-forma (formerly an annual mandatory requirement of the funding body). That self-assessment exercise produced a 'Good' grade for financial management and control.

Governors and the Clerk have undertaken a broad range of training provided internally (including Safeguarding & Prevent) and externally - including participation in SFCA (Sixth Form Colleges Association) Governance Webinars (live and recorded); Archdiocese of Southwark sessions on Catholic Mission, Academisation, collective worship and briefings delivered by professional organisations. The Clerk has attended sector conferences; governance webinars; AoC governance professionals network meetings.

### **Remuneration Committee**

Throughout the year ended 31<sup>st</sup> July 2023, the Governors' Remuneration Committee comprised three Governors. The committee's responsibilities include making recommendations to the Board on the remuneration, terms, conditions and benefits of the Accounting Officer (Principal) and the Clerk to the Governors (and any other senior post holders) based on report and formal review of performance.

Terms of reference for the Remuneration Committee are published on the college website and were updated in July 2023. The committee operates with due regard for the key elements of setting the pay of the Principal and other Senior Post Holders set out in the voluntary AoC College's Senior Staff Remuneration Code (December 2018). The Committee is chaired by the Vice Chair of the Audit Committee.

Details of senior post holders' remuneration for the year ended 31<sup>st</sup> July 2023 are set out in note 6 to the financial statements.

### **Audit Committee**

The Audit Committee comprises a Chair and up to four other members with a minimum of three (the majority of whom should be members of the Governing Body). The committee operates in accordance with written terms of reference approved by the Governing Body.

The Audit Committee met three times in the year 2022 - 2023 with an average 83% attendance by each member of the committee. It provided a forum for reporting by the College's internal 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 Audit Committee is guided by the agreed Board Assurance Framework, mapped against the risk register, in terms of the approach it takes to internal audit.

### **Audit Committee (continued)**

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

Management is responsible for the implementation of agreed recommendations and the internal auditors have undertaken periodic follow up reviews to ensure that such recommendations have been implemented.

Based upon reports made to it, the Audit Committee monitors the adequacy and the effectiveness of the internal control system and counter-fraud culture and reports to the Governing Body. The Audit Committee also advises the Governing Body on the performance and appointment of internal, regularity and financial statements auditors and their remuneration for both audit and non-audit work as well as reporting annually to the Governing Body.

### **Internal Control**

#### ***Scope of responsibility***

The Governing Body 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, not absolute assurance, against material misstatement or loss.

The Governing Body 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 they are personally responsible, in accordance with the responsibilities assigned to them in Conditions of Funding Agreement between St Francis Xavier 6th Form College and the ESFA. The Principal is also responsible for reporting to the Governing Body any material weaknesses, or breakdowns in internal control.

#### ***The purpose of the system of internal control***

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on the agreed Board Assurance framework which is an ongoing process designed to identify and prioritise the risks to achievement of College policies, aims and objectives. It considers the likelihood of those risks being realised, impact should they be realised, and looks at ways to manage them efficiently, effectively and economically. The system of internal control has been in place in St Francis Xavier 6th Form College for the year ended 31 July 2023 and up to the date of approval of the annual report and financial statements.

#### ***Capacity to handle risk***

The Governing Body has reviewed the risks to which the College is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the period ended 31 July 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Governing Body.

**Internal Control** (continued)

***The risk and control framework***

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

- ◆ comprehensive budgeting 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; and
- ◆ the adoption of formal project management disciplines, where appropriate.

St Francis Xavier 6th Form College engages an internal audit service, which operates in accordance with the requirements of the ESFA *Post 16 Audit Code of Practice*. This engagement ended on 31st July 2023. The internal audit assignments are informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are designed based on this analysis and the assurance framework agreed with the Governing Body. The analysis of risks and the internal audit plans are endorsed by the College's Governing Body on the advice and recommendation of the Audit Committee. As a minimum and on an annual basis up to 31st July 2023, the Head of Internal Audit (HIA) provides the Governing Body with a report on internal audit activity in the College. The report includes the HIA's independent opinion on the adequacy and effectiveness of the College's system of internal control, risk management controls and governance processes and covers several of those risk and internal control areas which would formerly have been an integral part of overall assurance and the annual opinion of the audit service.

**Review of effectiveness**

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

- ◆ the work of the internal auditors;
- ◆ the work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework; and
- ◆ comments made by the College's external auditors in their management letters and other reports.

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

**Review of effectiveness (continued)**

The senior management team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The senior management team and the Audit Committee also receive regular reports from the internal auditors, 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 Governing Body's agenda includes a regular item for consideration of risk and control and receives reports therein 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. At its autumn term meeting on the 11th December 2023 the Governing Body carried out the annual assessment for the year ended 31 July 2023 by considering documentation from the senior management team and internal audit, and taking account of events since 31 July 2023.

Since FE colleges were classified to the central government sector with effect from 29th November 2022, the College has completed a review, and implemented relevant updates of its policies, procedures and approval processes to ensure compliance with the revised arrangements and requirements issued by the Department for Education.

**Going Concern**

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

The College will continue to monitor its financial health closely and has updated its financial plan accordingly.

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

Approved by order of the Governing Body on

and signed on its behalf by:



11th December 2023



- Chair

- Accounting Officer

Nader Sheta

Graham Thompson



## **St Francis Xavier 6th Form College**

**Year Ended 31 July 2023**

### **Statement of Regularity, Propriety and Compliance**

As accounting officer I confirm that the Governing Body has had due regard to the framework of authorities governing regularity, priority and compliance, and the requirements of grant funding agreements and contracts with ESFA, and has considered its responsibility to notify ESFA of material irregularity, impropriety and non-compliance with those authorities and terms and conditions of funding.

I confirm on behalf of the Governing Body that after due enquiry, and to the best of my knowledge, I am able to identify any material irregular or improper use of funds by the College, or material non-compliance with the framework of authorities and the terms and conditions of funding under the College's grant funding agreements and contracts with ESFA, or any other public funder. This includes the elements outlined in the "Dear accounting officer" letter of 29 November 2022 and ESFA's bite size guides.

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



**Graham Thompson**

- Accounting Officer

Date: 11th December 2023

### **Statement of the Chair of Governors**

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



- Chair of Governors

Date: 11th December 2023

## **St Francis Xavier 6th Form College**

**Year Ended 31 July 2023**

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

The Governing Body is required to present audited financial statements for each financial year.

Within the terms and conditions of the College's funding agreement with the ESFA, the Governing Body is required to prepare financial statements which give a true and fair view of the financial performance and position of the College for the relevant period. The Governing Body must also prepare a strategic report which includes an operating and financial review for the year. The bases for the preparation of the financial statements and strategic report are the Statement of Recommended Practice – Accounting for Further and Higher Education, ESFA's College Accounts Direction and the UK's Generally Accepted Accounting Practice.

In preparing the financial statements, the Governing Body is required to:

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

The Governing Body is also required to prepare a strategic report, in accordance with paragraphs 3.23 to 3.27 of the FE and HE SORP, that describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the College.

The Governing Body is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the corporation and which enable it to ensure that the financial statements are prepared in accordance with relevant legislation including the Further and Higher Education Act 1992 and Charities Act 2011, and relevant accounting standards. It is responsible for taking steps that are reasonably open to it to safeguard its assets and to prevent and detect fraud and other irregularities.

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

**Year Ended 31 July 2023**

**Statement of Responsibilities of the Governing Body**

Members of the Governing Body are responsible for ensuring that expenditure and income are applied for the purposes intended and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from ESFA, and any other public funds, are used only in accordance with ESFA's grant funding agreements and contracts and any other conditions, that may be prescribed from time to time by ESFA, or any other public funder, including that any transactions entered into by the College are within the delegated authorities set out in the "Dear accounting officer" letter of 29 November 2022 and ESFA's bite size guides.

Members of the Governing Body must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure they are used properly. In addition, members of the Governing Body are responsible for securing economic, efficient and effective management of the College's resources and expenditure so that the benefits that should be derived from the application of public funds from ESFA and other public bodies are not put at risk.

Approved by order of the Governing Body on

and signed on its behalf by:

11th December 2023



- Chair

Nader Sheta

## **St Francis Xavier 6th Form College**

**Year Ended 31 July 2023**

### **Independent Auditor's Report to the Governing Body of St Francis Xavier 6th Form College**

#### **Opinion**

We have audited the financial statements of St Francis Xavier 6<sup>th</sup> Form College (the 'parent college') and its subsidiary (the 'group') for the year ended 31 July 2023 which comprise the group and parent statement of comprehensive income, the group and parent statement of changes in reserves, the balance sheets, the group statement of cash flows, the principal accounting policies, and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and the parent college's affairs as at 31 July 2023 and of its deficit 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**

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

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

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

#### **Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Governing Body are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

### **Other information (continued)**

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

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

- proper accounting records have not been kept by the parent college; or
- the parent college financial statements are not in agreement with the accounting records and returns; or
- all the information and explanations required for the audit were not received.

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

As explained more fully in the statement of responsibilities of the Governing Body, the members of the Governing Body are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the members of 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 members of the Governing Body are responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the members of 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.

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the College through discussions with management, and from our knowledge and experience of the sector;

**Auditor's responsibilities for the audit of the financial statements (continued)**

- ◆ we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the College, including the Further and Higher Education Act 1992, funding agreements with the ESFA and associated funding rules, ESFA regulations, data protection legislation, anti-bribery, safeguarding, employment, health and safety legislation;
- ◆ we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- ◆ identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the College's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions; and
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reading the minutes of Governing Body meetings;
- ◆ enquiring of management as to actual and potential litigation and claims; and
- ◆ reviewing any available correspondence with HMRC and the College's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Governing Body and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

## **St Francis Xavier 6th Form College**

### **Use of our report**

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

Buzzacott LLP  
Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

**St Francis Xavier 6th Form College**

**Year Ended 31 July 2023**

**Reporting Accountant's Assurance Report on Regularity**

**To: The Governing Body of St Francis Xavier 6th Form College and the Secretary of State for Education acting through the Department for Education ("the Department")**

In accordance with the terms of our engagement letter dated 12 May 2023, and further to the requirements of the funding agreement with Education and Skills Funding Agency, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest that in all material respects the expenditure disbursed and income received by St Francis Xavier 6<sup>th</sup> Form College during the period 1 August 2022 to 31 July 2023 have not been applied to the purposes identified by Parliament and the financial transactions do not conform to the authorities which govern them.

The framework that has been applied is set out in the Post 16 Audit Code of Practice ("the Code") issued by the Department. 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 Department has other assurance arrangements in place.

This report is made solely to the Governing Body of St Francis Xavier 6<sup>th</sup> Form College and the Department in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Governing Body of St Francis Xavier 6<sup>th</sup> Form College and the Department 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 St Francis Xavier 6<sup>th</sup> Form College and Department for our work, for this report, or for the conclusion we have formed.

***Respective responsibilities of St Francis Xavier 6th Form College and the reporting accountant***

The Governing Body of St Francis Xavier 6<sup>th</sup> Form College is responsible, under the requirements of the Further & Higher Education Act 1992, subsequent legislation and related regulations and guidance, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Code. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 August 2022 to 31 July 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

***Approach***

We conducted our engagement in accordance with the Code issued by the Department. We performed a limited assurance engagement as defined in that framework.

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



***Approach (continued)***

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

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

The work undertaken to draw to our conclusion includes:

- ◆ An assessment of the risk of material irregularity and impropriety across all of the College's activities;
- ◆ Further testing and review of self-assessment questionnaire including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- ◆ Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

***Conclusion***

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 August 2022 to 31 July 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Buzzacott LLP  
Reporting Accountants  
130 Wood Street  
London  
EC2V 6DL

**St Francis Xavier 6th Form College**  
**Consolidated and College Statements of Comprehensive Income and Expenditure**

|  |       | Year ended 31 July 2023 |                 | Year ended 31 July 2022 |                 |
|--|-------|-------------------------|-----------------|-------------------------|-----------------|
|  | Notes | Group<br>£000           | College<br>£000 | Group<br>£000           | College<br>£000 |
| <b>Income</b>  |       |                         |                 |                         |                 |
| Funding body grants                                    | 2     | 9,088                   | 9,088           | 8,131                   | 8,131           |
| Other income   | 3     | 912                     | 801             | 859                     | 770             |
| Donations  | 5     | -                       | 70              | -                       | 50              |
| Investment income                                      | 4     | 9                       | 9               | 2                       | 2               |
| <b>Total income</b>                                    |       | <b>10,009</b>           | <b>9,968</b>    | <b>8,992</b>            | <b>8,953</b>    |
| <b>Expenditure</b>                                     |       |                         |                 |                         |                 |
| Staff costs  | 6     | 7,536                   | 7,505           | 7,130                   | 7,099           |
| Other operating expenses                               | 7     | 1,788                   | 1,778           | 1,802                   | 1,794           |
| Depreciation   | 9     | 607                     | 607             | 520                     | 520             |
| <b>Total expenditure</b>                               |       | <b>9,931</b>            | <b>9,890</b>    | <b>9,452</b>            | <b>9,413</b>    |
| <b>Surplus (Deficit) before other gains and losses</b> |       | <b>78</b>               | <b>78</b>       | <b>(460)</b>            | <b>(460)</b>    |
| <b>Loss on disposal of assets</b>                      |       | <b>(2)</b>              | <b>(2)</b>      | <b>(38)</b>             | <b>(38)</b>     |
| <b>Surplus (Deficit) before tax</b>                    |       | <b>76</b>               | <b>76</b>       | <b>(498)</b>            | <b>(498)</b>    |
| Taxation   | 8     | -                       | -               | -                       | -               |
| <b>Surplus (Deficit) for the year</b>                  |       | <b>76</b>               | <b>76</b>       | <b>(498)</b>            | <b>(498)</b>    |
| Actuarial gain in respect of pensions scheme           | 17    | 1,307                   | 1,307           | 5,484                   | 5,484           |
| <b>Total comprehensive income for the year</b>         |       | <b>1,383</b>            | <b>1,383</b>    | <b>4,986</b>            | <b>4,986</b>    |
| <b>Represented by:</b>                                 |       |                         |                 |                         |                 |
| Restricted comprehensive income                        |       | -                       | -               | -                       | -               |
| Unrestricted comprehensive income                      |       | 1,383                   | 1,383           | 4,986                   | 4,986           |

**St Francis Xavier 6th Form College**  
**Consolidated and College Statement of Changes in Reserves**

|   | <b>Restricted<br/>reserves</b> | <b>Income and<br/>expenditure<br/>account</b> | <b>Total</b>         |
|---|--------------------------------|---|----------------------|
|   | <b>£000</b>                    | <b>£000</b>                                   | <b>£000</b>          |
| <b>Group</b>                                    |                                |   |                      |
| <b>Balance at 1 August 2021</b>                 | -                              | 5,999   | 5,999                |
| Deficit from the income and expenditure account |                                | (498)   | (498)                |
| Other comprehensive income                      | -                              | 5,484   | 5,484                |
|   | <u>-</u>                       | <u>4,986</u>                                  | <u>4,986</u>         |
| <b>Balance at 31 July 2022</b>                  | -                              | 10,985  | 10,985               |
| Surplus from the income and expenditure account | -                              | 76  | 76                   |
| Other comprehensive income                      | -                              | 1,307   | 1,307                |
| <b>Total comprehensive income for the year</b>  | <u>-</u>                       | <u>1,383</u>                                  | <u>1,383</u>         |
| <b>Balance at 31 July 2023</b>                  | <u><u>-</u></u>                | <u><u>12,368</u></u>                          | <u><u>12,368</u></u> |
| <br><b>College</b>                              |                                |   |                      |
| <b>Balance at 1 August 2021</b>                 | -                              | 5,999   | 5,999                |
| Deficit from the income and expenditure account | -                              | (498)   | (498)                |
| Other comprehensive income                      | -                              | 5,484   | 5,484                |
|   | <u>-</u>                       | <u>4,986</u>                                  | <u>4,986</u>         |
| <b>Balance at 31 July 2022</b>                  | -                              | 10,985  | 10,985               |
| Surplus from the income and expenditure account | -                              | 76  | 76                   |
| Other comprehensive income                      | -                              | 1,307   | 1,307                |
| <b>Total comprehensive income for the year</b>  | <u>-</u>                       | <u>1,383</u>                                  | <u>1,383</u>         |
| <b>Balance at 31 July 2023</b>                  | <u><u>-</u></u>                | <u><u>12,368</u></u>                          | <u><u>12,368</u></u> |

**St Francis Xavier 6th Form College**  
**Consolidated and College Balance Sheets as at 31 July 2023**

|  | Notes | Group         | College       | Group         | College       |
|--|-------|---------------|---------------|---------------|---------------|
|  |       | 2023<br>£000  | 2023<br>£000  | 2022<br>£000  | 2022<br>£000  |
| <b>Non current assets</b>                              |       |               |               |               |               |
| Tangible fixed assets                                  | 9     | 15,640        | 15,640        | 14,829        | 14,829        |
|  |       | <b>15,640</b> | <b>15,640</b> | <b>14,829</b> | <b>14,829</b> |
| <b>Current assets</b>                                  |       |               |               |               |               |
| Trade and other receivables                            | 11    | 405           | 498           | 301           | 381           |
| Short term deposits                                    |       | 1,070         | 1,070         | 1,064         | 1,064         |
| Cash and cash equivalents                              |       | 1,671         | 1,562         | 1,324         | 1,232         |
|  |       | <b>3,146</b>  | <b>3,130</b>  | <b>2,689</b>  | <b>2,677</b>  |
| <b>Creditors – amounts falling due within one year</b> | 12    | (719)         | (703)         | (702)         | (690)         |
| <b>Net current assets</b>                              |       | <b>2,427</b>  | <b>2,427</b>  | <b>1,987</b>  | <b>1,987</b>  |
| <b>Total assets less current liabilities</b>           |       | <b>18,067</b> | <b>18,067</b> | <b>16,816</b> | <b>16,816</b> |
| Creditors: amounts falling due after one year          | 13    | (5,690)       | (5,690)       | (4,809)       | (4,809)       |
| <b>Provisions</b>                                      |       |               |               |               |               |
| Defined benefit obligations                            | 14    | -             | -             | (1,012)       | (1,012)       |
| Other provisions                                       | 14    | (9)           | (9)           | (10)          | (10)          |
| <b>Total Net Assets</b>                                |       | <b>12,368</b> | <b>12,368</b> | <b>10,985</b> | <b>10,985</b> |
| <b>Restricted Reserves</b>                             |       | -             | -             | -             | -             |
| <b>Unrestricted Reserves</b>                           |       |               |               |               |               |
| Income and expenditure account                         |       | 12,368        | 12,368        | 10,985        | 10,985        |
| <b>Total Reserves</b>                                  |       | <b>12,368</b> | <b>12,368</b> | <b>10,985</b> | <b>10,985</b> |

The financial statements on pages 34 to 56 were approved by the Governing Body on 11th December 2023 .



N Sheta - Chair



G Thompson - Accounting Officer

**St Francis Xavier 6th Form College**  
**Consolidated Statement of Cash Flows**

|   | Notes | Group<br>2023<br>£'000 | Group<br>2022<br>£'000 |
|---|-------|------------------------|------------------------|
| <b>Cash flow from operating activities</b>                          |       |                        |                        |
| Surplus (Deficit) for the year                                      |       | 76                     | (498)                  |
| <b>Adjustment for non-cash items</b>                                |       |                        |                        |
| Depreciation  |       | 607                    | 520                    |
| (Increase) decrease in debtors                                      |       | (104)                  | 103                    |
| Increase (decrease) in creditors due within one year                |       | 17                     | (59)                   |
| Increase in creditors due after one year                            |       | 881                    | 980                    |
| Pension costs less contributions payable                            |       | 264                    | 619                    |
| Net interest cost on pension scheme                                 |       | 31                     | 92                     |
| <b>Adjustment for investing or financing activities</b>             |       |                        |                        |
| Investment income   |       | (9)                    | (2)                    |
| Interest payable  |       | -                      | -                      |
| <b>Net cash inflow from operating activities</b>                    |       | <u>1,763</u>           | <u>1,755</u>           |
| <b>Cash flows from investing activities</b>                         |       |                        |                        |
| Investment income   |       | 9                      | 2                      |
| Loss on disposal of fixed assets                                    |       | 2                      | 38                     |
| Payments made to acquire fixed assets                               |       | <u>(1,421)</u>         | <u>(1,996)</u>         |
|   |       | (1,410)                | (1,956)                |
| <b>Cash flows from financing activities</b>                         |       |                        |                        |
| Interest paid   |       | -                      | -                      |
| New unsecured loans   |       | -                      | 17                     |
| Repayments of amounts borrowed                                      |       | <u>-</u>               | <u>-</u>               |
|   |       | -                      | 17                     |
| <b>Increase (decrease) in cash and cash equivalents in the year</b> |       | <u>353</u>             | <u>(184)</u>           |
| Cash and cash equivalents at beginning of the year                  | 15    | 2,388                  | 2,572                  |
| Cash and cash equivalents at end of the year                        | 15    | 2,741                  | 2,388                  |

# St Francis Xavier 6th Form College

## Year Ended 31 July 2023

### Notes to the Financial Statements

#### 1 Accounting Policies

##### ***Statement of accounting policies***

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

##### ***Basis of preparation***

These financial statements have been prepared in accordance with the *Statement of Recommended Practice: Accounting for Further and Higher Education 2019* (the 2019 FE HE SORP), the *College Accounts Direction for 2022 to 2023* and in accordance with Financial Reporting Standard 102 – “*The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland*” (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

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

##### ***Basis of accounting***

The financial statements are prepared in accordance with the historical cost convention modified by the revaluation of certain fixed assets and in accordance with applicable United Kingdom Accounting Standards.

##### ***Basis of consolidation***

The consolidated financial statements include the College and its subsidiary, SFX Corporate Services Limited (Company registration number 09413077). Control is achieved where the Group has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. All financial statements are made up to 31 July 2023.

##### ***Going Concern***

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Report of the Governing Body. The financial position of the College, its cash flow, liquidity and borrowings are described in the financial statements and accompanying notes.

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

## **St Francis Xavier 6th Form College**

**Year Ended 31 July 2023**

### **Notes to the Financial Statements**

#### ***Recognition of income***

##### ***Revenue grant funding***

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

Funding body recurrent grants are recognised in line with best estimates for the period of what is receivable and depend on the particular income stream involved. Any under or over achievement for the adult learner responsive funding element is normally adjusted for in year and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body at the end of November following the year end. 16-18 learner-responsive funding is not normally subject to a reconciliation and is therefore not subject to contract adjustments.

Income from grants, contracts and other services rendered is included to the extent the conditions of the funding have been met or the extent of the completion of the contract or service concerned. All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned.

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

##### ***Capital grant funding***

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual model as permitted by FRS 102.

Other, non-governmental, capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

##### ***Fee income***

Income from tuition fees is recognised in the period for which it is received and includes all fees payable by students or their sponsors.

## **St Francis Xavier 6th Form College**

**Year Ended 31 July 2023**

### **Notes to the Financial Statements**

#### ***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.

#### ***Local Government Pension Scheme (LGPS)***

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

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

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

#### ***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 and expenditure account 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 spreadsheet provided by the funding bodies.

#### ***Non-current assets – Tangible fixed assets***

Tangible fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses



## St Francis Xavier 6th Form College

Year Ended 31 July 2023

### Notes to the Financial Statements

#### ***Non-current assets – Tangible fixed assets (continued)***

##### *Land and buildings*

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated over their expected useful economic life to the College of between 20 and 50 years. The related grants are credited to a deferred income account with creditors, and are released to the income and expenditure account over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

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

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

##### *Subsequent expenditure on existing fixed assets*

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

##### *Land and buildings owned by third parties*

Where the College enjoys the use of an asset 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 the general reserve for the land element and deferred capital grants for the building element which are subsequently released to the income and expenditure account over the useful economic life of the asset at the same rate as the depreciation charge on the related assets.

##### *Equipment*

Equipment costing less than £1,000 per individual item is written off to the income and expenditure account in the period of acquisition. All other equipment is capitalised at cost.

Equipment is depreciated over its useful economic life as follows:

|   |                     |
|---|---------------------|
| Furniture, catering equipment, office equipment   | 10% per year        |
| General education equipment                       | 12% per year        |
| Audio-visual equipment, major building adaptation | 12% to 20% per year |
| Computer and ancillary equipment                  | 33% per year        |

##### *Assets under construction*

Assets under construction are capitalised at cost but are not depreciated until they are brought into use, at which point they are transferred to the appropriate asset class and depreciated at the applicable rate.

## **St Francis Xavier 6th Form College**

**Year Ended 31 July 2023**

### **Notes to the Financial Statements**

#### ***Prepayment construction costs***

Construction costs are accounted for at cost, based on the value of architects' certificates and other direct costs, incurred to 31 July. They are transferred from debtors to fixed assets when they are brought in to use and then depreciated.

#### ***Borrowing costs***

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

#### ***Leased assets***

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any lease premiums or incentives relating to leases signed after 1 August 2014 are spread over the minimum lease term. The College has taken advantage of the transitional exemptions in FRS 102 and has retained the policy of spreading lease premiums and incentives to the date of the first market rent review for leases signed before 1 August 2014. Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as finance leases.

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

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

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty. Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition.

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

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

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

## **St Francis Xavier 6th Form College**

**Year Ended 31 July 2023**

### **Notes to the Financial Statements**

#### ***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.

#### ***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 sources of estimation uncertainty***

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

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

- ◆ Determine whether there are indicators of impairment of the College's tangible fixed 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.

## St Francis Xavier 6th Form College

Year Ended 31 July 2023

### Notes to the Financial Statements

#### *Judgements in applying accounting policies and key sources of estimation uncertainty (continued)*

##### *Other key sources of estimation uncertainty*

##### ◆ Tangible fixed assets

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

##### ◆ Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18 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 2023. 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.

**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**  
**Notes to the Financial Statements**

**2 Funding body grants**

|   | Year ended 31 July |              | Year ended 31 July |              |
|---|--------------------|--------------|--------------------|--------------|
|   | 2023               | 2023         | 2022               | 2022         |
|   | Group              | College      | Group              | College      |
|   | £000               | £000         | £000               | £000         |
| <b>Recurrent grants</b>                     |                    |              |                    |              |
| Education and Skills Funding Agency - 16-18 | 8,610              | 8,610        | 7,601              | 7,601        |
| SEN Funding                                 | 209                | 209          | 338                | 338          |
| <b>Specific grants</b>                      |                    |              |                    |              |
| Releases of government capital grants       | 269                | 269          | 192                | 192          |
|   | <b>9,088</b>       | <b>9,088</b> | <b>8,131</b>       | <b>8,131</b> |

**3 Other Income**

|                                    | Year ended 31 July |            | Year ended 31 July |            |
|------------------------------------|--------------------|------------|--------------------|------------|
|                                    | 2023               | 2023       | 2022               | 2022       |
|                                    | Group              | College    | Group              | College    |
|                                    | £000               | £000       | £000               | £000       |
| Other income generating activities | 394                | 283        | 337                | 248        |
| Other grant income                 | 518                | 518        | 522                | 522        |
|                                    | <b>912</b>         | <b>801</b> | <b>859</b>         | <b>770</b> |

**4 Investment Income**

|                          | Year ended 31 July |          | Year ended 31 July |          |
|--------------------------|--------------------|----------|--------------------|----------|
|                          | 2023               | 2023     | 2022               | 2022     |
|                          | Group              | College  | Group              | College  |
|                          | £000               | £000     | £000               | £000     |
| Bank interest receivable | 9                  | 9        | 2                  | 2        |
|                          | <b>9</b>           | <b>9</b> | <b>2</b>           | <b>2</b> |

**5 Donations**

|   | Year ended 31 July |           | Year ended 31 July |           |
|---|--------------------|-----------|--------------------|-----------|
|   | 2023               | 2023      | 2022               | 2022      |
|   | Group              | College   | Group              | College   |
|   | £000               | £000      | £000               | £000      |
| Gift-aided donation from trading subsidiary | -                  | 70        | -                  | 50        |
|   | <b>-</b>           | <b>70</b> | <b>-</b>           | <b>50</b> |

**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**  
**Notes to the Financial Statements**

**6 Staff Costs - Group and College**

The average number of persons (including senior post-holders) employed by the Group and College during the year, expressed as headcount, was:

|                    | 2023<br>Number | 2022<br>Number |
|--------------------|----------------|----------------|
| Teaching staff     | 94             | 84             |
| Non teaching staff | 58             | 52             |
|                    | <u>152</u>     | <u>136</u>     |

**Staff costs for the above persons:**

|   | Year ended 31 July    |                         | Year ended 31 July    |                         |
|---|-----------------------|-------------------------|-----------------------|-------------------------|
|   | 2023<br>Group<br>£000 | 2023<br>College<br>£000 | 2022<br>Group<br>£000 | 2022<br>College<br>£000 |
| Wages and salaries                      | 5,670                 | 5,639                   | 5,141                 | 5,110                   |
| Social security costs                   | 574                   | 574                     | 524                   | 524                     |
| Other pension costs (note 18)           | 1,292                 | 1,292                   | 1,451                 | 1,451                   |
| <b>Payroll sub total</b>                | <b>7,536</b>          | <b>7,505</b>            | <b>7,116</b>          | <b>7,085</b>            |
| <b>Severance payments</b> - contractual | -                     | -                       | -                     | -                       |
| - non-contractual                       | -                     | -                       | 14                    | 14                      |
| <b>Total staff costs</b>                | <b>7,536</b>          | <b>7,505</b>            | <b>7,130</b>          | <b>7,099</b>            |

Severance payments made in the prior year were approved by the Governing Body.

**Key management personnel**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Leadership Team which comprises the Principal, the Associate Principals and the Strategic Director.

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

|  | 2023<br>No. | 2022<br>No. |
|--|-------------|-------------|
| The number of key management personnel including the Accounting Officer was: | <u>3</u>    | <u>3</u>    |

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

|                        | Key management personnel |             | Other Staff |             |
|------------------------|--------------------------|-------------|-------------|-------------|
|                        | 2023<br>No.              | 2022<br>No. | 2023<br>No. | 2022<br>No. |
| £ 55,001 to £ 60,000   | -                        | -           | -           | 1           |
| £ 60,001 to £ 65,000   | -                        | -           | -           | 2           |
| £ 65,001 to £ 70,000   | -                        | 1           | 3           | 2           |
| £ 70,001 to £ 75,000   | -                        | -           | 1           | -           |
| £ 75,001 to £ 80,000   | 1                        | -           | 1           | -           |
| £ 80,001 to £ 85,000   | -                        | 1           | -           | -           |
| £ 85,001 to £ 90,000   | 1                        | -           | -           | -           |
| £ 115,001 to £ 120,000 | -                        | 1           | -           | -           |
| £ 125,001 to £ 130,000 | 1                        | -           | -           | -           |
|                        | <u>3</u>                 | <u>3</u>    | <u>5</u>    | <u>5</u>    |

# St Francis Xavier 6th Form College

## Year Ended 31 July 2023

### Notes to the Financial Statements

#### 6 Staff Costs - Group and College (continued)

Key management personnel emoluments are made up as follows:

|                         | 2023<br>£000      | 2022<br>£000      |
|-------------------------|-------------------|-------------------|
| Salaries                | 290               | 274               |
| National Insurance      | 37                | 35                |
| Benefits in kind        | 2                 | 2                 |
|                         | <u>329</u>        | <u>311</u>        |
| Pension contributions   | 69                | 35                |
| <b>Total emoluments</b> | <b><u>398</u></b> | <b><u>346</u></b> |

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

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

|                       | 2023<br>£000 | 2022<br>£000 |
|-----------------------|--------------|--------------|
| Salary                | 124          | 118          |
| Benefits in kind      | 2            | 1            |
|                       | <u>126</u>   | <u>119</u>   |
| Pension contributions | <u>29</u>    | <u>28</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 and the Local Government Pension Scheme and are paid at the same rate as for other employees.

The Governing Body other than the Accounting Officer and the staff governors did not receive any payment from the College other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

Key management personnel, including the Accounting Officer and other higher paid staff received around a 5% pay increase as agreed by the Remuneration Committee. No bonuses or other salary enhancements were awarded to senior post holders or other higher paid staff.

The Governing Body works to an agreed process of reviewing the remuneration of senior post holders based on review against agreed performance targets. The Remuneration Committee receives reports directly from the Chair of Governors who, together with one other foundation governor, undertakes a formal, documented annual performance (appraisal) review with the two senior post holders (Principal and the Clerk to the Governors). The Remuneration Committee evaluates the performance reviews and agrees recommendations to be made, via the Chair of the Finance & Resources Committee to the full Governing Body, for any changes in remuneration based on performance and benchmarked workforce surveys, published compiled by relevant membership organisations e.g. SFCA; AoC. The principles of fairness, independence, justification and transparency are delivered through the agreed procedure and reporting process.

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

|   |      |
|---|------|
| Principal and CEO's basic salary as a multiple of the median of all staff       | 3.52 |
| Principal and CEO's total remuneration as a multiple of the median of all staff | 3.87 |

**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**  
**Notes to the Financial Statements**

**7 Other Operating Expenses**

|                                 | <b>2023<br/>Group<br/>£'000</b> | <b>2023<br/>College<br/>£'000</b> | <b>2022<br/>Group<br/>£'000</b> | <b>2022<br/>College<br/>£'000</b> |
|---------------------------------|---------------------------------|-----------------------------------|---------------------------------|-----------------------------------|
| Teaching costs                  | 470                             | 470                               | 568                             | 568                               |
| Non teaching costs              | 810                             | 800                               | 716                             | 708                               |
| Premises costs                  | 477                             | 477                               | 425                             | 425                               |
| Pension finance costs (note 18) | 31                              | 31                                | 93                              | 93                                |
| <b>Total</b>                    | <b>1,788</b>                    | <b>1,778</b>                      | <b>1,802</b>                    | <b>1,794</b>                      |

**Other operating expenses include:**

|   | <b>2023<br/>£000</b> | <b>2022<br/>£000</b> |
|---|----------------------|----------------------|
| Auditors' remuneration:   |                      |                      |
| - financial statements audit (including regularity and TPA audit) * | 23                   | 23                   |
| - internal audit **   | 4                    | 10                   |
| - other services  | 2                    | 2                    |
| Operating leases  | 39                   | 30                   |

\* includes £22,000 in respect of the College (2020/21 £20,000)

\*\* includes £4,000 in respect of the College (2020/21 £10,000)

**8 Taxation - Group only**

|   | <b>2023<br/>£'000</b> | <b>2022<br/>£'000</b> |
|---|-----------------------|-----------------------|
| United Kingdom corporation tax at an effective rate of 19% per cent | -                     | -                     |
| <b>Total</b>  | <b>-</b>              | <b>-</b>              |



**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**  
**Notes to the Financial Statements**

**9 Tangible Fixed Assets (Group and College)**

|                                    | <b>Land and Buildings</b> |                       |                             |                  |   |               |
|------------------------------------|---------------------------|-----------------------|-----------------------------|------------------|---|---------------|
|                                    | <b>Freehold</b>           | <b>Long Leasehold</b> | <b>Owned by third party</b> | <b>Equipment</b> | <b>Assets in the course of construction</b> | <b>Total</b>  |
|                                    | <b>£000</b>               | <b>£000</b>           | <b>£000</b>                 | <b>£000</b>      | <b>£000</b>                                 | <b>£000</b>   |
| <b>Cost</b>                        |                           |                       |                             |                  |   |               |
| At 1 August 2022                   | 11,460                    | 16                    | 7,000                       | 3,408            | 1,681                                       | <b>23,565</b> |
| Additions                          | 997                       | -                     | -                           | 424              | -   | <b>1,421</b>  |
| Transfers                          | 1,681                     | -                     | -                           | -                | (1,681)                                     | <b>-</b>      |
| Disposals                          | (24)                      | -                     | -                           | (262)            | -   | <b>(286)</b>  |
| <b>At 31 July 2023</b>             | <b>14,114</b>             | <b>16</b>             | <b>7,000</b>                | <b>3,570</b>     | <b>-</b>                                    | <b>24,700</b> |
| <b>Depreciation</b>                |                           |                       |                             |                  |   |               |
| At 1 August 2022                   | 4,301                     | 16                    | 1,430                       | 2,989            | -   | <b>8,736</b>  |
| Charge for year                    | 340                       | -                     | 65                          | 202              | -   | <b>607</b>    |
| Eliminated in respect of disposals | (24)                      | -                     | -                           | (259)            | -   | <b>(283)</b>  |
| <b>At 31 July 2023</b>             | <b>4,617</b>              | <b>16</b>             | <b>1,495</b>                | <b>2,932</b>     | <b>-</b>                                    | <b>9,060</b>  |
| <b>Net book value</b>              |                           |                       |                             |                  |   |               |
| <b>At 31 July 2023</b>             | <b>9,497</b>              | <b>-</b>              | <b>5,505</b>                | <b>638</b>       | <b>-</b>                                    | <b>15,640</b> |
| <b>Net book value</b>              |                           |                       |                             |                  |   |               |
| At 31 July 2022                    | 7,159                     | -                     | 5,570                       | 419              | 1,681                                       | <b>14,829</b> |

*Freehold and long leasehold land and buildings*

Land and buildings were valued in 1996 at depreciated replacement cost by a firm of independent chartered surveyors. Other tangible fixed assets inherited from the LEA at incorporation have been valued by the College on a depreciated replacement cost basis with the assistance of independent professional advice.

*Land and buildings owned by a third party*

Land and buildings owned by the Diocese of Southwark were valued on a depreciated replacement cost basis as at 1 April 2001 by a firm of independent chartered surveyors.

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

**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**  
**Notes to the Financial Statements**

**10 Non current Investments**

|  | <b>2023</b> | <b>2022</b> |
|--|-------------|-------------|
|  | <b>£1</b>   | <b>£1</b>   |

The College owns 100 per cent of the issued ordinary £1 shares in SFX Corporate Services Limited, which was incorporated on 29 January 2015 in England and Wales (company registration number: 09413077). The principal activity of SFX Corporate Services Limited is lettings.

**11 Trade and other receivables**

|  | <b>Group</b> | <b>College</b> | <b>Group</b> | <b>College</b> |
|--|--------------|----------------|--------------|----------------|
|  | <b>2023</b>  | <b>2023</b>    | <b>2022</b>  | <b>2022</b>    |
|  | <b>£'000</b> | <b>£'000</b>   | <b>£'000</b> | <b>£'000</b>   |
| <b>Amounts falling due within one year</b> |              |                |              |                |
| Trade receivables                          | 32           | 21             | 17           | 12             |
| Amounts owed by subsidiary undertaking     | -            | 104            | -            | 85             |
| Prepayments and accrued income             | 373          | 373            | 284          | 284            |
|  | <b>405</b>   | <b>498</b>     | <b>301</b>   | <b>381</b>     |

**12 Creditors: Amounts Falling Due Within One Year**

|   | <b>Group</b> | <b>College</b> | <b>Group</b> | <b>College</b> |
|---|--------------|----------------|--------------|----------------|
|   | <b>2023</b>  | <b>2023</b>    | <b>2022</b>  | <b>2022</b>    |
|   | <b>£'000</b> | <b>£'000</b>   | <b>£'000</b> | <b>£'000</b>   |
| Payments received in advance                | 138          | 138            | 110          | 110            |
| Trade creditors                             | 69           | 69             | 107          | 107            |
| Other creditors                             | 80           | 80             | 48           | 48             |
| Other taxation and social security          | 4            | -              | 1            | 1              |
| Accruals                                    | 127          | 115            | 175          | 163            |
| Deferred income - government capital grants | 301          | 301            | 261          | 261            |
|   | <b>719</b>   | <b>703</b>     | <b>702</b>   | <b>690</b>     |

**13 Creditors: Amounts Falling Due After More Than One Year**

|   | <b>Group</b> | <b>College</b> | <b>Group</b> | <b>College</b> |
|---|--------------|----------------|--------------|----------------|
|   | <b>2023</b>  | <b>2023</b>    | <b>2022</b>  | <b>2022</b>    |
|   | <b>£'000</b> | <b>£'000</b>   | <b>£'000</b> | <b>£'000</b>   |
| SALIX Loan                                  | 17           | 17             | 17           | 17             |
| Deferred income - government capital grants | 5,673        | 5,673          | 4,792        | 4,792          |
|   | <b>5,690</b> | <b>5,690</b>   | <b>4,809</b> | <b>4,809</b>   |

**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**  
**Notes to the Financial Statements**

**14 Provisions (Group and College)**

|                           | Defined<br>benefit<br>obligations<br>£000 | Enhanced<br>pensions<br>£000 | Total<br>£000 |
|---------------------------|---|------------------------------|---------------|
| At 1 August 2022          | (1,012)                                   | (10)                         | (1,022)       |
| Expenditure in the period | (1,253)                                   | 1                            | (1,252)       |
| Surplus restriction       | 2,265                                     | -                            | 2,265         |
| At 31 July 2023           | <u>-</u>                                  | <u>(9)</u>                   | <u>(9)</u>    |

Defined benefit obligations relate to the College's membership of the Local Government Pension Scheme. Further details are given in Note 18.

The enhanced pension provision relates to the cost of staff who have already left the College's employment 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.

**15 Cash and cash equivalents (Group)**

|                           | At 1 August<br>2022<br>£'000 | Cash flows<br>£'000 | At 31 July<br>2023<br>£'000 |
|---------------------------|------------------------------|---------------------|-----------------------------|
| Cash and cash equivalents | 2,388                        | 353                 | 2,741                       |
| <b>Total</b>              | <u><b>2,388</b></u>          | <u><b>353</b></u>   | <u><b>2,741</b></u>         |

**16 Capital and other commitments**

|                                       | Group and College |               |
|---------------------------------------|-------------------|---------------|
|                                       | 2023<br>£'000     | 2022<br>£'000 |
| Commitments contracted for at 31 July | <u>17</u>         | <u>823</u>    |
|                                       | <u>17</u>         | <u>823</u>    |

A CIF Bid was successful in July 2022 in relation to Fire Door Improvements which was completed in October 2022.

A T-Level bid was also successful for the refurbishment of the ground floor of Xavier which was completed in June 2023.

A new T-Level bid has been successful and will be accepted.

# St Francis Xavier 6th Form College

## Year Ended 31 July 2023

### Notes to the Financial Statements

#### 17 Pension and similar obligations

The College's employees belong to two principal pension schemes, the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Barnett Waddingham. Both are defined-benefit schemes.

| <b>Total pension cost for the year</b>      | <b>2023<br/>£000</b> | <b>2022<br/>£000</b> |
|---|----------------------|----------------------|
| Teachers Pension Scheme: contributions paid | 829                  | 695                  |
| Local Government Pension Scheme:            |                      |                      |
| Contributions paid                          | 199                  | 220                  |
| FRS102 (28) charge                          | 264                  | 536                  |
| Charge to the General Reserve (Staff costs) | 463                  | 756                  |
| <b>Total pension cost for the year</b>      | <b>1,292</b>         | <b>1,451</b>         |

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

#### **Teachers' Pension Scheme**

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

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

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

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

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

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The actuarial valuation of the TPS which applied during the year ended 31 August 2023 was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

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

The latest actuarial TPS valuation results, as at 31 March 2020, were released in October 2023. The valuation result is due to be implemented from 1 April 2024, from this date employer contribution rates will increase to 28.68% (including a 0.08% administration levy).

# St Francis Xavier 6th Form College

## Year Ended 31 July 2023

### Notes to the Financial Statements

#### 17 Pension and similar obligations (continued)

##### **Teachers' Pension Scheme (continued)**

The pension costs paid to TPS in the year amounted to £829,000 (2022: £695,000).

##### **FRS 102 (28)**

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

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

##### **Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31 July 2023 was £296,000 (2022- £299,000) of which employers' contributions totalled £206,000 (2022 - £217,000) and employees' contributions totalled £91,000 (2022 - £82,000). The agreed contribution rates was 17.3% from April 2020 & then reduced to 10.2% from April 2023, for employers and 5.5% - 8.5% for employees.

##### **Principle Actuarial Assumptions**

The following information is based upon a full actuarial valuation of the Fund at 31 March 2019 updated to 31 July 2023 by a qualified independent actuary.

|  | At 31 July 2023 | At 31 July 2022 |
|--|-----------------|-----------------|
| Inflation assumption (CPI)                         | 2.80%           | 2.80%           |
| Rate of increase in salaries                       | 3.80%           | 3.80%           |
| Rate of increase for pensions in payment/inflation | 2.80%           | 2.80%           |
| Discount rate for liabilities                      | 5.15%           | 3.40%           |

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

|                    | At 31 July 2023 | At 31 July 2022 |
|--------------------|-----------------|-----------------|
| Current pensioners |                 |                 |
| . Males            | 19.4            | 21.2            |
| . Females          | 21.4            | 24.8            |
| Future pensioners  |                 |                 |
| . Males            | 20.4            | 21.8            |
| . Females          | 24.9            | 25.6            |

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

|   | Approximate<br>increase / (decrease) to<br>to defined benefit<br>obligation (%) | Approximate<br>monetary<br>amount<br>£000 |
|---|---|---|
| Discount rate -0.1%                               | 1.7%  | 145                                       |
| Discount rate +0.1%                               | -1.7%   | -141                                      |
| Long term salary increase -0.1%                   | -1.2%   | -10                                       |
| Long term salary increase +0.1%                   | 1.2%  | 21  |
| Pensions increases and deferred revaluation -0.1% | -1.6%   | -135                                      |
| Pensions increases and deferred revaluation +0.1% | 1.6%  | 138                                       |
| Life expectancy assumptions -1 year               | -3.0%   | -257                                      |
| Life expectancy assumptions +1 year               | 3.1%  | 266                                       |

**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**  
**Notes to the Financial Statements**

**17 Pension and similar obligations (continued)**

**Local Government Pension Scheme (continued)**

The College's assets in the scheme were:

|                                     | Value at 31<br>July 2023<br>£000 | Value at 31<br>July 2022<br>£000 |
|-------------------------------------|----------------------------------|----------------------------------|
| Equities                            | 6,322                            | 5,499                            |
| Target Return Portfolio             | 1,918                            | 2,104                            |
| Infrastructure                      | 1,344                            | 1,019                            |
| Property                            | 1 018                            | 951                              |
| Cash                                | 162                              | 117                              |
| <b>Total Market Value of assets</b> | <b>10,764</b>                    | <b>9,690</b>                     |

**The amount included in the balance sheet in respect of the defined benefit pension plan and enhanced pensions benefits is as follows:**

|                                     | Year ended<br>31 July 2023<br>£000 | Year ended<br>31 July 2022<br>£000 |
|-------------------------------------|------------------------------------|------------------------------------|
| Estimated employer assets           | 10,764                             | 9,690                              |
| Present value of scheme liabilities | (8,499)                            | (10,702)                           |
| Surplus restriction (see below)     | (2,265)                            | -                                  |
| <b>Net pensions liability</b>       | <b>-</b>                           | <b>(1,012)</b>                     |

Due to changes in assumptions in the current economic climate, and in particular the discount rate which is derived from high quality corporate bonds, the liabilities in the pension scheme have reduced considerably. In this regard, an actuarial gain has occurred resulting in a change from a net pension liability of £1.012m at 31 July 2022, to a net defined benefit asset of £2.265m at 31 July 2023. However, as the LGPS surplus is irrecoverable, recognition of the surplus on the balance sheet has been restricted to £nil by adjusting the actuarial gain.

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

|  | 2023<br>£000 | 2022<br>£000 |
|--|--------------|--------------|
| <b>Amounts included in staff costs</b> |              |              |
| Current service costs                  | 469          | 736          |
| <b>Total</b>                           | <b>469</b>   | <b>736</b>   |

**Amounts included in investment income**

|                     |           |           |
|---------------------|-----------|-----------|
| Net interest income | 31        | 92        |
|                     | <b>31</b> | <b>92</b> |

**Amount recognised in Other Comprehensive Income**

|   |              |              |
|---|--------------|--------------|
| Return on pension plan assets   | (42)         | 575          |
| Changes in assumptions underlying the present value of plan liabilities | 3,279        | 5,697        |
| Changes in demographic assumptions                                      | -            | -            |
| Experience gain on defined benefit obligation                           | (871)        | (788)        |
| <b>Amount recognised in Other Comprehensive Income</b>                  | <b>2,366</b> | <b>5,484</b> |

**St Francis Xavier 6th Form College**  
**Year Ended 31 July 2023**  
**Notes to the Financial Statements**

**17 Pension and similar obligations (continued)**

**Local Government Pension Scheme (continued)**

|  | <b>2023</b> | <b>2022</b>    |
|--|-------------|----------------|
|  | <b>£000</b> | <b>£000</b>    |
| <b>Movement in net defined liability during year</b> |             |                |
| <b>Net defined liability in scheme at 1 August</b>   | (1,012)     | (5,877)        |
| Movement in year:                                    |             |                |
| Current service cost                                 | (469)       | (736)          |
| Employer contributions                               | 210         | 220            |
| Net interest on the defined liability                | (31)        | (92)           |
| Administration expenses                              | (5)         | (11)           |
| Amount recognised in other comprehensive income      | 1,307       | 5,484          |
| <b>Net defined liability in scheme at 31 July</b>    | <b>-</b>    | <b>(1,012)</b> |

**Asset and Liability Reconciliation**

|  | <b>2023</b>  | <b>2022</b>   |
|--|--------------|---------------|
|  | <b>£000</b>  | <b>£000</b>   |
| <b>Changes in the present value of defined benefit obligations</b> |              |               |
| Defined benefit obligation at 1 August                             | 10,702       | 14,719        |
| Current service cost   | 469          | 736           |
| Interest cost  | 362          | 235           |
| Contributions by Scheme participants                               | 89           | 82            |
| Changes in financial assumptions                                   | (3,279)      | (5,697)       |
| Changes in demographic assumptions                                 | (504)        | -             |
| Experience gain on defined benefit obligation                      | 871          | 788           |
| Estimated benefits paid  | (211)        | (161)         |
| <b>Defined benefit obligation at 31 July</b>                       | <b>8,499</b> | <b>10,702</b> |

|   | <b>2023</b>   | <b>2022</b>  |
|---|---------------|--------------|
|   | <b>£000</b>   | <b>£000</b>  |
| <b>Reconciliation of assets</b>                         |               |              |
| <b>Changes in fair value of plan assets at 1 August</b> | 9,690         | 8,842        |
| Interest on plan assets                                 | 331           | 143          |
| Return on plan assets                                   | (42)          | 575          |
| Other actuarial gains/(losses)                          | 702           | -            |
| Administration expenses                                 | (5)           | (11)         |
| Employer contributions                                  | 210           | 220          |
| Contributions by Scheme participants                    | 89            | 82           |
| Estimated benefits paid                                 | (211)         | (161)        |
| <b>Changes in fair value of plan assets at 31 July</b>  | <b>10,764</b> | <b>9,690</b> |

# St Francis Xavier 6th Form College

## Year Ended 31 July 2022

### Notes to the Financial Statements

#### 18 Related Party Transactions

Owing to the nature of the College's operations and the composition of the Governing Body 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 Governing Body may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures.

The total expenses paid to or on behalf of the Governors during the year was £nil (2022 : £nil)

No Governor received any remuneration or waived payments from the College or its subsidiary during the year (2022: none).

#### 19 Amounts disbursed as agent - Learner Support Funds

|                                      | 2023<br>£000 | 2022<br>£000 |
|--------------------------------------|--------------|--------------|
| 16-18 bursary grants                 | 135          | 147          |
| Disbursed to students                | (128)        | (141)        |
| Administration costs                 | (7)          | (6)          |
| <b>Unspent balance as at 31 July</b> | <b>-</b>     | <b>-</b>     |

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

#### 20 Events after the reporting period

There are no events after the reporting period.