



Capel Manor College

Report and Financial
Statements for the year
ended 31 July 2019



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Our Vision

- Be a confident, aspirational, inspirational and expanding College
- Equip students of all ages with knowledge, skills and behaviours to support the green environment and land-based industries
- Support lifelong learning to enhance individuals' prospects, productivity, social mobility and economic effectiveness
- Create clear and sustainable pathways from entry to advanced levels of study, research and expertise leading to rewarding careers
- Make learning and opportunity accessible to all Londoners and wider audiences
- Provide the best and widest possible range of resources, education and training activities
- Actively seek the views of employers, students and other organisations to remain responsive and current
- Be a consistently outstanding college
- Welcome and maintain strong partnerships and collaborative ventures locally, nationally and internationally
- Manage green space, animal collections and related businesses and play an active role improving the natural environment and landscape of London
- Open our farms, gardens, animal collections, facilities and services for commercial, recreational and educational benefit

Our Values

Our College, the students, staff, Governors and stakeholders share values that define and unify us as a community. These values are real, meaningful and relevant guides to the way we work and support each other and are continually shared so they remain current.

Aspirational

- We actively seek excellence in ourselves and others
- We encourage ambition and value perseverance and resilience

Student-Focused

- We inspire outstanding personal and professional success for all students
- We listen to our students, staff and stakeholders and act on their feedback

Professional

- We are committed to personal and vocational excellence and improvement
- We are prudent, purposeful and determined
- We welcome and promote collaboration

Innovative

- We encourage passion, creativity and enterprise
- We listen and respond to employers and industry

Responsible

- We care about people, animals and a sustainable natural environment
- We value the community in which we live and work

Equitable

- We value people and diversity and promote mutual respect and equality
- We are open and fair

Our Mission

To provide outstanding and inspirational land-based learning opportunities across the Greater London region

Strategic Report

The Corporation presents its annual report and audited financial statements for the year ended 31 July 2019.

Nature, Objectives and Strategies

Legal status

The Corporation was established under the Further and Higher Education Act 1992 for the purpose of conducting Capel Manor College. The College is an exempt charity for the purposes of Part 3 of the Charities Act 2011.

The Corporation was incorporated as Capel Manor Horticultural and Environmental Centre. The Secretary of State granted consent to the Corporation to change the College's name to Capel Manor College.

Mission and Strategic Policy

The College's mission is to "provide outstanding and inspirational land based learning opportunities in the Greater London region".

Public Benefit

Capel Manor 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 15 to 18.

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

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

- Widening participation, tackling social exclusion and social mobility
- Good teaching, learning and assessment
- Excellent transition into employment or progression to higher study
- Unrivalled links with employers, industry and commerce
- Provision of publically accessible greenspace and amenities
- Strong links with the London Economic Action Partnership (LEAP)

Strategic Planning

The Governors and Senior Leaders have created a vision and strategic intent for the College. Senior Leaders pursue clear strategic priorities within a framework of robust Governance.

The College has a culture of continuous improvement and aspires to create excellence. There are well-developed risk management strategies, financial planning and capital development programmes in place to meet long-term strategic aims.

Financial Objectives

The College's financial objectives are:

- to achieve an annual operating surplus
- to pursue alternative sources of funding, on a selective basis, consistent with the College's strategic objectives and maintain its independent status
- to generate sufficient levels of income to support and enhance the asset base of the College
- to further improve the College's shorter term liquidity

Performance Indicators

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

Key Performance Indicator	Measure/Target	Actual for 2018/19
<i>Operating surplus/ sector EBITDA as % of income</i>	≥ 3%	2.7%
<i>Staff costs as a % of income</i>	≤ 65%	74%
<i>(excl. FRS102)</i>	≤ 65%	68%
<i>Operating cash flow</i>	> 0	(£361k)
<i>Liquidity (adjusted current ratio)</i>	≥ 1.6:1	2.9:1
<i>Total borrowing as a % of income</i>	≤ 4%	0%
<i>Adjusted cash days in hand</i>	≥ 30	82
<i>Operating surplus</i>	>0	(£987k)
<i>(excl. FRS102)</i>	>0	£5k

The College is required to complete the annual Finance Record for the Education and Skills Funding Agency ("ESFA").

The College is assessed by the ESFA as having a "Good" financial health grading. The current rating of "Good" is considered an acceptable outcome.

Financial Position

Financial results

The Group generated a loss before other gains and losses in the year of £987k (2017/18: surplus £357k), with total comprehensive income of £14,060k (2017/18: £13,392k).

The impact of FRS102 pension reporting was to charge £1,799k against income in the year and increase the LGPS pension deficit to £4,942k from £3,143k. The factors driving this increase are common to all FE colleges and are not specific to Capel Manor College. The effect of recent pension cases in the high courts has been to inflate the FRS102 charge by £547k in respect of post service costs. The College has no control on

this aspect of its operations which is determined annually by the pension scheme actuary.

The group has accumulated reserves of £3,388k and cash and short term investment balances of £3,909k. The group wishes to continue to accumulate reserves and cash balances in order to reinvest in its current operations and fund future development opportunities as they arise.

The group's reserves decreased in the year by £1,794k (2017/18: increased by £866k). This arises from the loss of £987k (2017/18: surplus of £357k) and an actuarial loss of £807k (2017/18: actuarial gain of £509k).

Tangible fixed asset additions during the year amounted to £756k (note 10). This was split between property (£488k) and equipment (£268k).

The College has significant reliance on the education sector funding bodies for its principal funding, largely from recurrent grants. In 2018/19 the FE funding bodies provided 77% (2017/18: 75%) of the College's total income.

The group accounts incorporate the results of Forty Hall Community Vineyard Limited and Capel Manor Limited (note 11).

Treasury policies and objectives

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

Cash flows and liquidity

Short term borrowing for temporary revenue purposes is authorised by the Accounting Officer. All other borrowing requires the authorisation of the Corporation and shall comply with the requirements of the Financial Memorandum/Funding Agreement.

The group made a net cash outflow of £361k (2017/18: inflow of £1,257k) in the year (Consolidated Statement of Cash Flows).

Reserves Policy

The group has reserves of £3,388k which are all available for general purposes. The College seeks to hold reserves equivalent to three months trading. This would presently equate to £3.5m.

A capital application has been submitted to develop the Crystal Palace campus which would require the College to invest £3.7m. £1.4m will be provided from the College and the rest would be subject to borrowing, to be repaid from cash inflows over the following seven years.

It is the Corporation's intention to increase reserves through the generation of annual operating surpluses.

Current and Future Development and Performance

Financial Health

The financial health score of the College for the current academic year is **Good**. This score is expected to be retained for the academic years 2019-20 through 2021-22 as the College has plans to construct new buildings at Crystal Palace, commencing in

September 2020; the financial health score is expected to return to Outstanding from 2022-23.

Student Recruitment

The funding allocation for 2018/19 from the ESFA was £6,751k. The College recruited 831 students under 19 years of age in 2018/19. The final Individual Learner Record (ILR) for 2018/19 reported £6,488k of 16-18 Programme Study activity (£263k below allocation). For its adult provision, the College delivered classroom activity to the value of £2,107k (£19k above allocation). Apprenticeship income (employer responsive) was £41k above the final funding allocation of £403k.

Academic Performance

Student Achievement rates rose again in 2018/19 to 86.8% which is 1.1% higher than the previous year. The results for English and maths GCSE also rose with a 1.5% increase year on year. The overall three year trend is positive in all measured categories of achievement.

Academic Quality

The College received a short Ofsted inspection in November 2016 and was graded as **Good** by Ofsted with effective safeguarding. Ofsted praised the learning environment, progress made by students, the College's resource and links with employers and challenged the College to increase the pace of improvement.

Curriculum

Capel Manor is Greater London's leading land-based College that specialises in education and training in the environment and land-based industries. In 2018/19 around 68% of all Government funded land-based provision in London was delivered by the College across its 5 centres. The College provides courses from Entry Level to Foundation Degrees in main curriculum areas: Animal Management, Veterinary Studies, Arboriculture, Balloon Artistry, Countryside Management, Environmental Conservation, Floristry, Garden Design, Horticulture, Landscaping, Saddlery, Zoology and Agriculture.

Payment performance

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95 per cent. During the 2018/19 accounting year, the College paid 95 per cent of its invoices within 30 days. The College incurred no interest charges in respect of late payment for this period.

Post-balance sheet events

The College has been offered the Mottingham campus belonging to Hadlow College. The timing and commercial terms are currently the subject of due diligence and negotiation. The expectation is that an exchange of assets and liabilities will occur which match each other in financial terms.

Future developments

The College recognises the importance of the environment and greenspace in London both now, and in the future and the role the College has to play in supporting the environment and those working in the environment and land-based sector.

The College is seeking to grow through increasing student numbers and in particular the provision for 16-19 year olds, Apprenticeships and Higher education.

The existing network of campus-based facilities across London is being enhanced and developed to provide greater and better opportunities for learning.

The College's open, collaborative approach to working in partnership with employers and local authorities is being pursued for maximum effectiveness and engagement.

Premises and Estates

The College operates five campuses across London.

Enfield is the largest (34 acres) and oldest of the centres and is the hub of the College. Forty Hall Farm lies within two miles of the Enfield campus and is a growing, organically run 150 acres farm, vineyard and market garden.

The College leases its other sites in Crystal Palace Park, Gunnersbury Park, The Regent's Park and Brooks Farm and makes use of the wonderful greenspace available in each location.

Financial

The College has £3,388k of net assets (after deducting a £4,942k pension liability) and no long term debt.

People

The College employs approximately 284 people (expressed as 227 full time equivalents); of whom 93 are teaching staff (expressed as 80 FTE staff).

Reputation

The College has an excellent reputation for practical vocational training both regionally and nationally and is increasingly attracting overseas students. Its unique model of education and training embedded in real-world experiences and fundamentally linked to employers is increasingly admired.

Principal Risks and Uncertainties

The College has a Risk Management Strategy that reflects the Corporation's risk appetite, changes in the risks facing the College, and where possible, takes action to mitigate the possibility of these risks damaging the College. The College utilises the internal audit system and encourages good communications with its staff and stakeholders to further develop systems to protect the College's assets and reputation.

Risk Management systems are supported by frequent comprehensive reviews and the Risk Register is reviewed at each of the Governor's committees responsible for overseeing the management of risk and the Audit Committee seeks assurance that the risk management strategy and timetable is followed. Staff are involved in risk management including safeguarding, equality and diversity, management and health and safety awareness training.

Details of major risks and the College's strategy to mitigate risk are in the Risk Management Action Plan which identifies the following significant risks:

- Failure to achieve ESFA and other recruitment and funding targets
- Failure of the curriculum to be innovative, relevant and effectively managed
- Commercial activities fail to achieve targets
- Brexit
- Competition and merger
- Failure of partnerships
- Unexpected events

The principal risks affecting the College are detailed below although not all are directly within the control of the College and other risks may adversely affect the College:

1. Government Funding

The College has considerable reliance on continued government funding through the ESFA. In 2018/19, 77% of the College's revenue was public funded.

The following key issues may impact on future funding:

- Changes to Apprenticeship levy-based funding and new standards
- Reduction of funding especially the Adult Education Budget
- Removal of the specialist weighting for land based colleges
- Devolution
- The recruitment of Higher Education students
- The uptake of Advanced Learning Loans
- Competition from schools for 16-18 year old students
- Changes from existing qualifications to T-Levels

2. Tuition Fees

The College annually reviews tuition fees in line with cost of living and market forces.

Risks are mitigated by:

- ensuring the curriculum is high quality and relevant;
- ensuring students perceive value for money for students;
- close monitoring of competition and changes in demand.

3. Maintain adequate funding of pension liabilities

The financial statements report the share of the pension scheme deficit on the College's balance sheet in line with the requirements of FRS 102.

Accounting for defined benefit pension schemes under FRS 102 is a risk as the relevant pension scheme is not under the direct control of the College. It is accounted for in accordance with the advice of an independent qualified actuary who applies significant judgements in relation to assumptions for future salary increases, inflation, investment returns and member longevity, which all underpin their evaluations.

4. Failure to maintain the financial viability of the College

The College's current financial health grade is classified as "Good" as described above. This is largely the consequence of astute financial management. Notwithstanding that, the continuing challenge to the College's financial position remains the constraint on further education funding arising from the ongoing cuts in public sector spending whilst maintaining the student experience.

Risks are mitigated by:

- Rigorous budget setting procedures and sensitivity analysis;
- Regular in year budget monitoring;
- Robust financial controls;
- Exploring ongoing procurement efficiencies.

Stakeholder Relationships

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

- Students and staff;
- Education sector funding bodies;
- Employers;
- Local authorities, Government Offices/ Regional Development Agencies/LEPs;
- Local communities;
- Other Further Education (FE) institutions;
- Professional bodies;
- The Greater London Authority;
- Livery companies of London.

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

Equality and Diversity and Inclusion Policy

The College is committed to ensuring equality of opportunity for all its students, staff and the broader community which it serves. We welcome, celebrate and value the diversity of our learning community and seek to promote an inclusive learning and working environment where everyone can achieve to their full potential.

The College respects and values the diversity of students and staff who share different aspects of their identity, for example in terms of their race and ethnicity, gender, sexual orientation, gender, reassignment, religion and belief, disability or marital/civil partnership, socio-economic status and age. The College aims to ensure Equality, Diversity and Inclusion is reflected through the curriculum, enrichment activities and the range of direct and indirect student support services.

The College publishes Annual Equality Diversity reports and has an Equality, Diversity and Inclusion working group to ensure compliance with the relevant specific equality duties outlined in the Equality Act 2010. The College also undertakes equality impact assessments on new policies and procedures. Equality impact assessments are also undertaken for existing policies and procedures on a prioritised basis.

Disability statement

The College has achieved Level 1 of the Employers 'Disability Confident Committed' award and has committed to the principles and objectives of the Positive about Disabled People standard.

The College considers all employment applications from disabled persons, bearing in mind the aptitudes of the individuals concerned, and guarantees an interview to any disabled applicant who meets the essential criteria for the post. Where an existing employee becomes disabled, every effort is made to ensure that employment with the College continues. The College is committed to provide training, career development and opportunities for promotion which, as far as possible, provide identical opportunities to those of non-disabled employees.

The College is making a formal commitment to achieve the 'Mindful Employer' charter to assist the mental health wellbeing of staff. The College provides mandatory Equality, Diversity and Inclusion training for all new starters and forms part of the induction training.

The College seeks to achieve the objectives set down in the Equality Act 2010

- a) The College has appointed staff who provide information, advice and arrange support where necessary for students with disabilities/learning difficulties.
- b) There is a range of specialist equipment, e.g. hearing loops which the College can make available for use by students alongside a range of various assistive technology.
- c) The College will appointed specialist staff to support students with learning difficulties and/or disabilities when required. There are a number of student support assistants who can provide a variety of support for learning.
- e) The College offers staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.
- g) Counselling and welfare services are described in the student handbook, which is also available to students together with details on our additional learning support services which are covered as part of induction and at other times throughout the year.

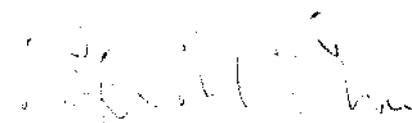
Trade Union Facility Time

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. During the period 1 August 2018 to 31 July 2019 the College did not have any representatives and thus no time was incurred.

Disclosure of Information to the Auditor

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

Approved by order of the members of the Corporation on 11 December 2019 and signed on their behalf by:



Roger McClure
Chairman of Governors

11 December 2019

Key Management Personnel

Principal, Chief Executive and Accounting Officer - Malcolm Goodwin
 Vice Principal – Christine Bianchin
 Executive Director of Finance & IT- Damien Fallon
 Executive Director of HR & Central Services – Susanne Datta
 Executive Director of Estates and Commercial Operations – Steven Girling
 Clerk to the Corporation – Joanne Coffey

Professional Advisers

Financial Statements and Regularity Auditors

Buzzacott LLP
 130 Wood Street
 London
 EC2V 6DL

Bankers

Bank of Scotland PLC
 300 Lawn Market
 Royal Mile
 Edinburgh
 EN1 2PH

Clydesdale Bank PLC
 88 Wood Street
 London
 EC2V 7QQ

Internal Auditors

Scrutton Bland
 Fitzroy House
 Crown Street
 Ipswich
 Suffolk
 IP1 3LG

Barclays Bank PLC
 1 Churchill Place
 London
 E15 HHP

Solicitors

Duffield Harrison
 Rathmore House
 56 High Street
 Hoddesdon
 Herts.
 EN11 8EX

Lloyds Bank PLC
 25 Gresham Street
 London
 EC2V 7HN

Statement of Corporate Governance and Internal Control

The following statement is provided to enable readers of the annual report and accounts of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1 August 2018 to 31 July 2019 and up to the date of approval of the annual report and financial statements.

The College endeavours to conduct its business:

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

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

In the opinion of the Governors, the College complies with all the provisions of the Code, and it has complied throughout the year ended 31 July 2019. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes full account of the Code of Good Governance for English Colleges issued by the Association of Colleges in March 2015, which it formally adopted on 28 March 2017.

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

The Corporation

The members who served on the Corporation during the year and up to the date of signature of this report were as listed in the table below.

Governors serving on the College Board during 2018-19						
Name	Date of Appointment: (A) Re-Appointment(s): (B), (C), (D), (E), (F), (G)¹	Term of office	Date of resignation (as received by the Corporation)	Method of appointment	Committees served	Corporation meeting attendance
Dr Heather Barrett-Mold OBE	(A) Appointed at the end of the Summer term 25 March 2015 (B) 3 April 2019	4 years 4 years		Governing Body	<ul style="list-style-type: none"> Corporation Academic Health and Safety Search, Governance and Remuneration Strategy 	4/4
John Bennett	(E) 24 July 2008 (F) 4 April 2012 (G) 22 March 2016	3 years 9m 4 years 3 years	Resigned 3 April 2019	Governing Body	<ul style="list-style-type: none"> Corporation Academic 	2/2
Paul Campbell	(A) 10 July 2013 (B) 2 July 2017	4 years 4 years		Governing Body	<ul style="list-style-type: none"> Corporation Health and Safety 	4/4
Dr Beryl De Souza	(A) 2 April 2012 (B) 22 March 2016 (C) 3 April 2019	4 years 3 years 4 years		Governing Body	<ul style="list-style-type: none"> Corporation Audit 	3/4
Peter Doble	(A) 12 December 2018	4 years		Governing Body	<ul style="list-style-type: none"> Corporation Finance and General Purposes 	3/3
David Domoney	(A) 2 April 2014 (B) 28 March 2018	4 years 4 years		Governing Body	<ul style="list-style-type: none"> Corporation Strategy (Co-opted) 	0/4
Sarah Fray	(A) 12 December 2018	1 year	Resigned 17 July 2019	Student Body/Governing Body	<ul style="list-style-type: none"> Corporation Academic Health and Safety 	1/3

Governors serving on the College Board during 2018-19

Name	Date of Appointment: (A) Re-Appointment(s): (B), (C), (D), (E), (F), (G)¹	Term of office	Date of resignation (as received by the Corporation)	Method of appointment	Committees served	Corporation meeting attendance
Doug Fussell	(C) 10 December 2008 (D) 4 April 2012 (E) 20 July 2016 (F) 3 April 2019	3 years 7m 4 years 3 years 1 year		Governing Body	<ul style="list-style-type: none"> Corporation (Vice Chair) Finance and General Purposes Search, Governance and Remuneration Strategy 	4/4
Malcolm Goodwin	(A) 1 August 2017	Ongoing		Principal	All Committees except Audit Strategy and Remuneration	4/4
Don Grafton	(C) 14 December 2011 (D) 9 December 2015 (E) 13 December 2017	4 years 2 years 2 years		Governing Body	<ul style="list-style-type: none"> Corporation Finance and General Purposes Search, Governance and Remuneration 	4/4
Keerat Grewal	(A) 12 December 2019	1 year	Resigned 17 July 2019	Student Body/Governing Body	<ul style="list-style-type: none"> Corporation Academic Health and Safety 	2/3
Marilyn Hawkins	(A) 3 April 2019	4 years		Governing Body	<ul style="list-style-type: none"> Corporation Academic Finance and General Purposes Search, Governance and Remuneration 	1/3
Robert Howard	(A) 14 July 2010 (B) 9 July 2014 (C) 18 July 2018	4 years 4 years 4 years		Governing Body	<ul style="list-style-type: none"> Corporation Audit 	1/4
Guy Jones-Owen	(A) 28 March 2018	4 years		Governing Body	<ul style="list-style-type: none"> Corporation Audit 	3/4

Governors serving on the College Board during 2018-19

Name	Date of Appointment: (A) Re-Appointment(s): (B), (C), (D), (E), (F), (G)¹	Term of office	Date of resignation (as received by the Corporation)	Method of appointment	Committees served	Corporation meeting attendance
Tony Leach	(A) 9 April 2008 (B) 14 July 2011 (C) 15 July 2015	3 years 4m 4 years 4 years	Resigned 17 July 2019	Governing Body	<ul style="list-style-type: none"> • Corporation • Academic 	3/4
Roger McClure	(A) 30 June 2016	4 years		Governing Body	<ul style="list-style-type: none"> • Corporation (Chair) • Finance and General Purposes • Search, Governance and Remuneration • Academic (Observer) • Strategy 	4/4
Lady Milnes Coates	(A) 12 December 2012 (B) 7 December 2016	4 years 4 years		Governing Body	<ul style="list-style-type: none"> • Corporation • Finance and General Purposes 	4/4
Andrew Smith	(A) 12 December 2013 (B) 9 December 2015 (C) 2 July 2017 (D) 13 December 2017	2 years 2 years 2 years 2 years	Resigned 17 July 2019	Staff Body/ Governing Body	<ul style="list-style-type: none"> • Corporation • Academic • Health and Safety 	2/3
Doug Taylor	(A) 13 July 2011 (B) 15 July 2015	4 years 4 years	Resigned 17 July 2019	Governing Body	<ul style="list-style-type: none"> • Corporation 	3/4
James Wisdom	(C) 12 December 2007 (D) 10 December 2008 (E) 14 July 2010 (F) 10 July 2013 (G) 28 March 2017	1 year 2 years 4m 3 years 4 years 4 years		Governing Body	<ul style="list-style-type: none"> • Corporation • Academic • Strategy 	4/4
Deniz Yazgan	(A) 12 December 2018	1 year	Resigned 17 July 2019	Student Body/Govern ing Body	<ul style="list-style-type: none"> • Corporation • Academic • Health and Safety 	1/3

Governors serving on the College Board during 2018-19

Name	Date of Appointment: (A) Re-Appointment(s): (B), (C), (D), (E), (F), (G) ¹	Term of office	Date of resignation (as received by the Corporation)	Method of appointment	Committees served	Corporation meeting attendance
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Joanne Coffey served as Clerk to the Corporation in 2018-19.

NOTES:

1. Date of appointment data is provided for the last three terms of office in respect of governors who have held office in excess of ten years.

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

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

The Corporation conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Corporation. These committees are Strategy, Finance and General Purposes, Search, Governance and Remuneration, Academic, Health and Safety and Audit. Full minutes of all meetings, except those deemed to be confidential by the Corporation, are available from the Clerk to the Corporation at: Capel Manor College, Bullsmoor Lane, Enfield, Middlesex, EN1 4RQ.

The Clerk to the Corporation 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 Corporation, who is responsible to the Board for ensuring that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Clerk are matters for the Corporation as a whole.

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

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

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

The College also has a Patron, Vice Presidents and an Honorary Fellow who served in an honorary capacity during the year.

Patron and President: The Marchioness of Salisbury	
Honorary Vice Presidents	
Mr Roger Abraham	Lord Graham of Edmonton
Mr John Bennett	Dr David G Hessayon, VMM (Senior Vice President)
Mr Bob Binney	Mr Vincent Lawton
Ms Irene Byard (Honorary Fellow)	Brigadier Andrew Parker Bowles OBE
Ms Christine Cohen, OBE	Mr Malcolm Parkinson MBE
Mr Kenneth Crowther	Mr Gordon Rae
Mr Graham Eustance, OBE	Dame Marion Roe, DBE
Mr David Everett	The Rt. Hon Lord Tebbit, CH,PC
Major Charles Fenwick, LVO	Mr John Wilson
Mr Ian S Ferguson	

Appointment as an Honorary Vice President reflects an outstanding contribution to the College or partnership with a person who could provide invaluable links or expertise.

Appointments to the Corporation

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a Search, Governance and Remuneration Committee, consisting of five members of the Corporation, which is responsible for the selection and nomination of any new member for the Corporation's consideration. The Corporation is responsible for ensuring that appropriate training is provided as required. Members of the Corporation are appointed for a term of office of up to four years, not exceeding more than three full terms of office, unless exceptionally voted to serve additional terms.

Corporation performance

The Corporation carried out a self-assessment of its own performance for the year ended 31 July 2019. Breadth of performance and depth of knowledge were measured using a green (Good), amber (Adequate) and red (Needs Improvement) scale. The final average score was graded as Good.

Remuneration

Throughout the year ended 31 July 2019, the College's Search, Governance and Remuneration Committee comprised five members of the Corporation. The Committee's responsibilities are to make recommendations to the Board on the remuneration and benefits of the Accounting Officer and other key management personnel.

Details of remuneration for the year ended 31 July 2019 are set out in note 6 to the financial statements.

Audit Committee

The Audit Committee comprises three members of the Corporation (excluding the Accounting Officer and Chair) and an optional Independent Member. The Committee operates in accordance with written terms of reference approved by the Corporation.

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

The College'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 audit recommendations and internal audit undertakes follow-up reviews to ensure that such recommendations have been implemented.

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

Internal Control

Scope of responsibility

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

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

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Capel Manor College for the year ended 31 July 2019 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The Corporation has reviewed the key risks to which the College is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Corporation is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the period ending 31 July 2019 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Corporation.

The Risk and Control Framework

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

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

Capel Manor College has an internal audit service, which operates in accordance with the requirements of the ESFA's *Post16 Audit Code of Practice*. The work of the internal audit service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Corporation on the recommendation of the Audit Committee. At minimum, annually, 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 systems of risk management, controls and governance processes.

Review of effectiveness

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

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

The Accounting Officer has been advised on the implications of the result of his 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.

The Accounting Officer and Senior Leadership Team receive 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 Principal and Senior Leadership Team and the Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement. The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the Senior Leadership Team and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its November 2019 meeting, the Audit Committee, on behalf of the Corporation, carried out the annual assessment for the year ended 31 July 2019 by considering documentation from the Senior Leadership Team and the internal audit, and taking account of events since 31 July 2019.

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

Going Concern

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

The College has net current assets of £2,692k. Cash flow projections show the College to be in funds for the 2019-20 year, Pension deficits will need to be funded but over a period of 20 years plus. College management plan to generate surpluses from the current and future expansion of the student population.

Approved by order of the members of the Corporation on 11 December 2019 and signed on their behalf by:



Roger McClure
Chair of Governors

11 December 2019



Malcolm Goodwin
Accounting Officer

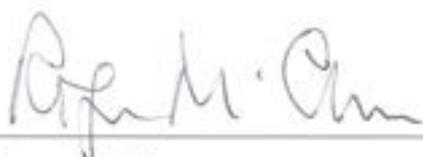
11 December 2019

Governing Body's Statement on Regularity, Propriety and Compliance

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

We confirm, on behalf of the Corporation, that after due enquiry, and to the best of our knowledge, we are not able to identify any material irregular or improper use of funds by the College, or material non-compliance with the terms and conditions of funding under the College's financial memorandum/funding agreement.

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



Roger McClure
Chair of Governors

11 December 2019



Malcolm Goodwin
Accounting Officer

11 December 2019

Statement of Responsibilities of the Members of the Corporation

The members of the Corporation are required to present audited financial statements for each financial year. Within the terms and conditions of the financial memorandum/funding agreement with the ESFA, the Corporation, through its Accounting Officer, is required to prepare financial statements for each financial year in accordance with the 2015 *Statement of Recommended Practice – Accounting for Further and Higher Education Institutions* and with the *College Accounts Direction for 2018 to 2019* issued by the ESFA, and which give a true and fair view of the state of affairs of the College and the result for that year.

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

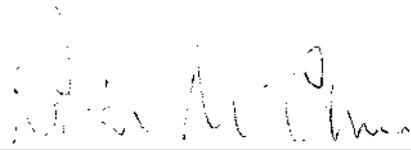
- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare financial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

The Corporation is also required to prepare a Member's Report which describes what it is trying to do and how it is going about it, including the legal and administrative status of the College. The Corporation is responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the College, and which enable it to ensure that the financial statements are prepared in accordance with the relevant legislation of incorporation and other relevant accounting standards. It is responsible for taking steps that are reasonably open to it in order to safeguard the assets of the College and to prevent and detect fraud and other irregularities.

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

Members of the Corporation are responsible for ensuring that expenditure and income are applied for the purposes intended by Parliament and that the financial transactions conform to the authorities that govern them. In addition they are responsible for ensuring that funds from the ESFA are used only in accordance with the financial memorandum/financial agreement with the ESFA and any other conditions that may be prescribed from time to time. Members of the Corporation must ensure that there are appropriate financial and management controls in place in order to safeguard public and other funds and to ensure they are used properly. In addition, members of the Corporation are responsible for securing economical, efficient and effective management of the College's resources and expenditure, so that the benefits that should be derived from the application of public funds by the ESFA are not put at risk.

Approved by order of the members of the Corporation on 11 December 2019 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Roger McClure', is written above a horizontal line.

Roger McClure
Chair of Governors

11 December 2019

Independent Auditor's Report to the Corporation of Capel Manor College

Opinion

We have audited the financial statements of Capel Manor College (the 'parent college') and its subsidiaries (the 'group') for the year ended 31 July 2019 which comprise the group statement of comprehensive income, the group and parent college statement of changes in reserves and 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 2019 and of the group's deficit of income over expenditure for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters 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
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Corporation

As explained more fully in the statement of responsibilities of members of the Corporation, the Corporation is 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 Corporation determines 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 Corporation is responsible for assessing the group's and the parent 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 Corporation either intends to liquidate the group or the parent college or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our Report

This report is made solely to the Corporation, 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 Corporation 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 Corporation as a body, for our audit work, for this report, or for the opinions we have formed.

Signed:



Buzzacott LLP
Statutory Auditor
130 Wood Street, London, EC2V 6DL

Date: 17 December 2019

Reporting Accountant's Assurance Report on regularity

To: The Corporation of Capel Manor College and Secretary for Education acting through the Department for Education ("the Department")

In accordance with the terms of our engagement letter dated 5 June 2017 and further to the requirements of the financial memorandum/funding agreement with the 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 Capel Manor College during the period 1 August 2018 to 31 July 2019 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 returns, for which the Department has other assurance arrangements in place.

This report is made solely to the corporation of Capel Manor 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 corporation of Capel Manor College and the Department those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the corporation of Capel Manor College and the Department for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Capel Manor College and the reporting accountant

The Corporation of Capel Manor 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 2018 to 31 July 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the 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 2018 to 31 July 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Signed:



Buzzacott LLP
Chartered Accountants
130 Wood Street, London, EC2V 6DL

Date: 17 December 2019

Consolidated Statements of Comprehensive Income

	Notes	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
INCOME					
Funding body grants	2	10,795	10,795	10,011	10,011
Tuition fees and education contracts	3	1,516	1,516	1,736	1,736
Other income	4	1,720	1,152	1,629	1,270
Investment income	5	29	29	16	16
Total income		14,060	13,492	13,392	13,033
EXPENDITURE					
Staff costs	6	10,368	10,133	8,179	8,045
Other operating expenses	7	4,137	3,854	4,343	4,145
Depreciation	10	462	462	434	433
Interest and other finance costs	8	80	80	79	79
Total expenditure		15,047	14,529	13,035	12,702
(Loss)/surplus before tax		(987)	(1,037)	357	331
Taxation	9	-	-	-	-
(Loss)/surplus after tax		(987)	(1,037)	357	331
Actuarial (loss)/gain in respect of pensions	22	(807)	(807)	509	509
Total comprehensive (expenditure)/income for the year		(1,794)	(1,844)	866	840

The Statement of comprehensive income is in respect of continuing activities.

Represented by:

Restricted comprehensive income	-	-	-	-
Unrestricted comprehensive income	(1,794)	(1,844)	866	840
	<u>(1,794)</u>	<u>(1,844)</u>	<u>866</u>	<u>840</u>

(Loss)/surplus for the year attributable to:

Non-controlling interest	-	-	-	-
Group	(1,794)	(1,844)	866	840
	<u>(1,794)</u>	<u>(1,844)</u>	<u>866</u>	<u>840</u>

Total Comprehensive Income for the year

Attributable to:

Non-controlling interest	-	-	-	-
Group	(1,794)	(1,844)	866	840
	<u>(1,794)</u>	<u>(1,844)</u>	<u>866</u>	<u>840</u>

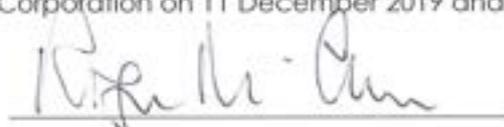
Consolidated and College Statement of Changes in Reserves

	Income and expenditure account	Revaluation reserve	Total
	£'000	£'000	£'000
Group			
Balance as at 31 July 2017	3,696	620	4,316
Surplus from the income and expenditure account	357	-	357
Other comprehensive income	509	-	509
Transfers between revaluation and income and expenditure reserves	10	(10)	-
Balance as at 31 July 2018	<u>4,572</u>	<u>610</u>	<u>5,182</u>
Loss from the income and expenditure account	(987)	-	(987)
Other comprehensive cost	(807)	-	(807)
Transfers between revaluation and income and expenditure reserves	10	(10)	-
Total comprehensive cost for the year	<u>(1,784)</u>	<u>(10)</u>	<u>(1,794)</u>
Balance at 31 July 2019	<u><u>2,788</u></u>	<u><u>600</u></u>	<u><u>3,388</u></u>
College			
Balance at 31 July 2017	3,692	620	4,312
Surplus from the income and expenditure account	331	-	331
Other comprehensive income	509	-	509
Transfers between revaluation and income and expenditure reserves	10	(10)	-
Balance at 31 July 2018	<u>4,542</u>	<u>610</u>	<u>5,152</u>
Loss from the income and expenditure account	(1,037)	-	(1,037)
Other comprehensive cost	(807)	-	(807)
Surpluses gift aided by subsidiaries	27	-	27
Transfers between revaluation and income and expenditure reserves	10	(10)	-
Total comprehensive cost for the year	<u>(1,807)</u>	<u>(10)</u>	<u>(1,817)</u>
Balance at 31 July 2019	<u><u>2,735</u></u>	<u><u>600</u></u>	<u><u>3,335</u></u>

Balance Sheets as at 31 July

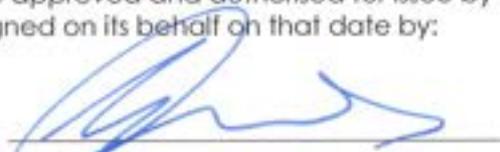
	Notes	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Non-current assets					
Tangible fixed assets	10	7,743	7,743	7,449	7,449
Investments	11	-	-	-	-
Total fixed assets		7,743	7,743	7,449	7,449
Current assets					
Stocks		91	15	69	14
Trade and other receivables	12	481	470	237	230
Short term deposits	13	940	940	748	748
Cash and cash equivalents		2,969	2,939	3,330	3,317
Total current assets		4,481	4,364	4,384	4,309
Less: Creditors – amounts falling due within one year	14	(1,789)	(1,725)	(1,456)	(1,411)
Net current assets		2,692	2,639	2,928	2,898
Total assets less current liabilities		10,435	10,382	10,377	10,347
Less: Creditors – amounts falling due after more than one year	15	(2,105)	(2,105)	(2,052)	(2,052)
Provisions: Defined benefit obligations	16	(4,942)	(4,942)	(3,143)	(3,143)
Total net assets		3,388	3,335	5,182	5,152
Unrestricted Reserves:					
Income and expenditure account		2,788	2,735	4,572	4,542
Revaluation reserve		600	600	610	610
Total reserves		3,388	3,335	5,182	5,152

The financial statements on pages 32 to 57 were approved and authorised for issue by the Corporation on 11 December 2019 and were signed on its behalf on that date by:



Roger McClure
Chairman of Governors

11 December 2019



Malcolm Goodwin
Accounting Officer

11 December 2019

Consolidated Statement of Cash Flows

	Notes	2019 £'000	2018 £'000
Cash flow from operating activities			
{Loss}/Surplus for the year		(987)	357
Adjustment for non-cash items			
Depreciation		462	434
Increase in stocks		(22)	(18)
{Increase}/decrease in debtors		(244)	147
Increase in creditors		333	137
{Increase}/decrease in creditors due after one year		53	(97)
Pensions costs less contributions payable		992	391
Adjustment for investing or financing activities			
Investment income		(29)	(16)
Net cash flow from operating activities		<u>558</u>	<u>1,335</u>
Cash flows from investing activities			
Proceeds from sale of fixed asset		-	-
Decrease in intangible fixed assets		-	22
Payments made to acquire fixed assets		(756)	(437)
Investment income		29	16
Decrease/(increase) in short term deposits		(192)	321
		<u>(919)</u>	<u>(78)</u>
(Decrease) / increase in cash and cash equivalents in the		<u>(361)</u>	<u>1,257</u>
Cash and cash equivalents at beginning of the year	17	3,330	2,073
Cash and cash equivalents at end of the year	17	2,969	3,330

Notes to the Accounts

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 2015* (the 2015 FE HE SORP) and the College Accounts Direction for 2018-19 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 judgements 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 use of previous valuations as deemed cost at transition for certain non-current assets.

Basis of consolidation

The consolidated financial statements include the College and its subsidiaries, Forty Hall Community Vineyard Limited and Capel Manor Limited controlled by the group. 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. Intra-group sales and profits are eliminated fully on consolidation. All financial statements are made up to 31 July 2019.

The College has another subsidiary company, Enfield Veg Co Limited, which remained dormant in the financial year ended 31 July 2019.

Going concern

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

The College currently has no loans outstanding.

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

Recognition of income

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 Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body at the end of November following the

year end, and the results of any funding audits. 16-18 learner-responsive funding is not normally subject to reconciliation and is therefore not subject to contract adjustments.

Non-recurrent grants from the funding bodies or other bodies received in respect of the acquisition of fixed assets are capitalised, held as deferred income and recognised in income in line with depreciation over the life of the assets, under the accrual method as permitted by FRS 102. Other capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

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.

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

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

Accounting for Post-retirement benefits

Post-employment benefits to employees of the College are provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). These are defined benefit schemes, 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.

As stated in note 22, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

London Borough of Enfield Local Government Pension Scheme (LGPS)

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

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

income on the scheme assets and the actual return on the scheme assets is recognised in interest and other finance costs.

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

Short term Employment benefits

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

Non-current Assets - Tangible fixed assets

Land and buildings

Land and buildings inherited from the Local Education Authority are stated in the balance sheet at valuation on the basis of depreciated replacement cost as the open market value for existing use is not readily obtainable. The associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic cost of assets and the actual charge for the year calculated on the revalued amount is released to the income and expenditure account reserve on an annual basis. Building improvements made since incorporation are included in the balance sheet at cost. Freehold land is not depreciated as it is considered to have an infinite useful life. Freehold buildings are depreciated on a straight line basis over their expected useful economic life to the College of between 10 and 50 years. The College has a policy of depreciating major adaptations to buildings over the period of their useful economic life of 10 years. Improvements to leasehold property are depreciated over the remaining life of the lease.

Where parts of a fixed asset have different useful lives, they are accounted for as separate items of fixed assets.

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

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

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

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

Assets under construction

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

Subsequent expenditure on existing fixed assets

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

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

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 deferred capital grants 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 asset.

Equipment

Equipment costing less than £5,000 per individual item is written off to the income and expenditure account in the period of acquisition, unless it is part of a scheme of capital work. All other equipment is capitalised at cost. Equipment inherited from the Local Education Authority is included in the balance sheet at valuation.

Inherited equipment has been depreciated on a straight-line basis over its remaining useful economic life to the College of between one and three years from incorporation and is now fully depreciated. All other equipment is depreciated over its useful economic life as follows:

- building improvements – the shorter of 10 years on a straight-line basis or the remainder of the lease term
- equipment – 5 years on a straight-line basis
- motor vehicles – 4 years on a straight-line basis

A full year of depreciation is charged in the year of acquisition.

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

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Comprehensive Income and Expenditure.

Leased assets

Costs in respect of operating leases are charged on a straight-line basis over the lease term to the Statement of Comprehensive Income and Expenditure.

Investments

The investments in the subsidiary companies are accounted for at cost less impairment in the individual financial statements.

Inventories

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

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.

Financial Liabilities and equities

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 and short term deposits held by the group are classified as basic financial instruments in accordance with FRS102. These instruments are initially recorded at the transaction price less any transaction costs (historic 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.

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 is partially exempt in respect of Value Added Tax, so that it can only recover around 6% of the VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

The College's subsidiary companies are subject to corporation tax and VAT in the same way as any commercial organisation.

Provisions

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.

Borrowing Costs

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

Agency arrangements

The College acts as an agent in the collection and payment of certain discretionary support funds and adult learning grants. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the income and expenditure account and are shown separately in note 24, except for the 5 per cent of the grant received which is available to the College to cover administration costs

relating to the grant. The College employs one member of staff dedicated to the administration of Learner Support Funds applications and payments.

Judgements in applying accounting policies and key sources of estimation uncertainty

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

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

Other key sources of estimation uncertainty

- Tangible fixed assets

Tangible fixed assets 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 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 July 2019. 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.

- Provision for bad debts

Provision is made in full against the value of a debt where its recovery has become uncertain.

2 Funding body grants

	Group 2019 £,000	College 2019 £,000	Group 2018 £'000	College 2018 £'000
Recurrent grants				
ESFA- adult	2,107	2,107	2,325	2,325
ESFA- 16-18	6,331	6,331	5,880	5,880
ESFA- apprenticeships	444	444	382	382
Capacity and Delivery Fund	123	123	-	-
ESFA- AGE grants	-	-	23	23
ESFA- high needs funding	1,592	1,592	1,148	1,148
Releases of deferred capital grants	41	41	96	96
EFSA Discretionary learner support	157	157	157	157
Total	10,795	10,795	10,011	10,011

3 Tuition fees and education contracts

	Group 2019 £'000	College 2019 £,000	Group 2018 £'000	College 2018 £'000
Tuition fees	1,489	1,489	1,736	1,736
Education contracts	27	27	-	-
Total	1,516	1,516	1,736	1,736

Tuition fees funded by bursaries: Included within the above amounts are tuition fees funded by bursaries of £40k (2018: £27k).

4 Other income

	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Residencies and catering	236	234	243	236
ESFA Free school meal funds	71	71	63	63
Other income generating activities	318	65	293	170
Farming income	314	31	231	39
Capital grants	21	21	33	33
Teaching related activities	240	240	159	159
Examination and registration costs	125	125	159	159
Premises income	174	151	158	130
Other income	221	214	290	281
Total	1,720	1,152	1,629	1,270

5 Investment income

	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Other interest receivable	29	29	16	16
Total	<u>29</u>	<u>29</u>	<u>16</u>	<u>16</u>

6 Staff costs – Group and College

The average number of persons (including key management personnel) employed by the College during the year, described as full-time equivalents, was:

	2019 No.	2018 No.
Teaching staff	80	74
Non-teaching staff	<u>147</u>	<u>122</u>
Total Staff	<u>227</u>	<u>196</u>

Staff costs for the above persons

	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Wages and salaries	6,963	6,775	6,026	5,906
Social security costs	630	612	542	537
Other pension costs	1,859	1,830	1,124	1,116
Payroll sub total	<u>9,452</u>	<u>9,217</u>	<u>7,692</u>	<u>7,559</u>
Contracted out staffing services	<u>916</u>	<u>916</u>	<u>487</u>	<u>486</u>
Total Staff costs	<u>10,368</u>	<u>10,133</u>	<u>8,179</u>	<u>8,045</u>

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Leadership Team which comprises the Principal, the Clerk to the Governing Body and the Senior Leadership Team.

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

	2019 No.	2018 No.
The number of key management personnel including the Accounting Officer was:	<u>7</u>	<u>8</u>

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

	Key management personnel		Other staff	
	2019	2018 No.	2019 No.	2018 No.
£10,001 to £20,000	-	2	-	-
£20,001 to £30,000	2	-	-	-
£30,001 to £40,000	-	1	-	-
£50,001 to £60,000	1	-	-	-
£60,001 to £70,001	-	1	-	-
£70,001 to £80,000	3	2	-	-
£90,001 to £100,000	-	1	-	-
£120,001 to £130,000	1	1	-	-
	<u>7</u>	<u>8</u>	<u>-</u>	<u>-</u>

Key management personnel compensation is made up as follows:

	2019 £'000	2018 £'000
Salaries – gross of salary sacrifice and waived emoluments	436	493
Employers National Insurance	<u>53</u>	<u>57</u>
	489	550
Pension contributions	<u>70</u>	<u>69</u>
Total emoluments	<u>559</u>	<u>619</u>

There were no amounts due to key management 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 key management personnel):

	2019 £'000	2018 £'000
Salary	126	122
Pension contributions	<u>20</u>	<u>20</u>
	<u>146</u>	<u>142</u>

The pension contributions in respect of the Accounting Officer and key management personnel are in respect of employer's contributions to the Teachers' Pension Scheme or Local Government Pension Scheme and are paid at the same rates as for other employees.

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

The governing body adopted the AoC's Senior Staff Remuneration Code in July 2019 and will assess pay in line with its principles in future.

The remuneration package of key management personnel, including the Principal and Chief Executive, is subject to annual review by the Remuneration Committee of the governing body who use benchmarking information to provide objective guidance.

The Principal and Chief Executive reports to the Chair of the governing body, who conducts an annual review of his performance against the College's overall objectives using both qualitative and quantitative measures of performance.

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

	2019 £'000	2018 £'000
Principal's basic salary as a multiple of the median of all staff	3.8	3.6
Principal and CEO's total remuneration as a multiple of the median of all staff	3.9	3.8

7 Other operating expenses

	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Teaching costs	856	850	955	958
Non-teaching costs	2,092	1,815	2,353	2,153
Premises costs	1,189	1,189	1,035	1,034
Total	4,137	3,854	4,343	4,145

Other operating expenses include:	2019 £'000	2018 £'000
Auditor's remuneration: Financial statements and regularity audit	32	30
Internal audit	22	21
Other services provided by the financial statements auditor - tax compliance and non-audit services	2	-
Hire of assets under operating leases	285	283

8 Interest and other finance costs – Group and College

	2019 £'000	2018 £'000
Net interest on defined pension liability (note 22)	80	79
Total	80	79

9 Taxation

No corporation tax arises from the activities of the College or Capel Manor Limited or Forty Hall Community Vineyard Limited during the year.

10 Tangible fixed assets (Group)

	Land and Buildings			Plant	Total
	Freehold £'000	Under Construction £'000	Long leasehold £'000	Equipment £'000	£'000
Cost or valuation					
At 1 August	10,526	179	3,358	1,723	15,786
Disposals	-	-	-	-	-
Additions	289	174	25	268	756
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 July	10,815	353	3,383	1,991	16,542
Depreciation					
At 1 August	3,961	-	2,922	1,454	8,337
Disposals	-	-	-	-	-
P & L Charge	163	30	95	174	462
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 July	4,124	30	3,017	1,628	8,799
Net book value at 31 July 2019	<hr/> <u>6,691</u>	<hr/> <u>323</u>	<hr/> <u>366</u>	<hr/> <u>363</u>	<hr/> <u>7,743</u>
Net book value at 31 July 2018	<hr/> <u>6,565</u>	<hr/> <u>179</u>	<hr/> <u>436</u>	<hr/> <u>269</u>	<hr/> <u>7,449</u>

Tangible fixed assets (College only)

	Land and buildings			Plant	Total
	Freehold	Under Construction	Long leasehold	Equipment	
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
At 1 August	10,526	179	3,358	1,702	15,765
Disposals	-	-	-	-	-
Additions	<u>289</u>	<u>174</u>	<u>25</u>	<u>268</u>	<u>756</u>
At 31 July	<u>10,815</u>	<u>353</u>	<u>3,383</u>	<u>1,970</u>	<u>16,521</u>
Depreciation					
At 1 August	3,961	-	2,922	1,433	8,316
Disposals	-	-	-	-	-
P & L Charge	<u>163</u>	<u>30</u>	<u>95</u>	<u>174</u>	<u>462</u>
At 31 July	<u>4,124</u>	<u>30</u>	<u>3,017</u>	<u>1,607</u>	<u>8,778</u>
Net book value at 31 July 2019	<u>6,691</u>	<u>323</u>	<u>366</u>	<u>363</u>	<u>7,743</u>
Net book value at 31 July 2018	<u>6,565</u>	<u>179</u>	<u>436</u>	<u>269</u>	<u>7,449</u>

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

Land and buildings with a net book value of £600k (2018: £610k) have been partly financed by exchequer funds, through for example the receipt of capital grants. Should these assets be sold, the College may be liable, under the terms of the Financial Memorandum with the SFA, to surrender the proceeds.

The College occupies land and buildings at Forty Hall Farm. 4.85 hectares of land at the farm are held on a 99 year lease at a peppercorn rent. The farm buildings and a further 64 hectares of land are held under an agricultural tenancy. The College has a partnership agreement with the London Borough of Enfield to manage and conserve the farm estate and to restore the derelict buildings on site. The properties are maintained and insured by the College. The properties are included in the balance sheet at £nil cost, as the properties were in a state of disrepair at the start of the tenancy.

11 Non-current investment (College)

	2019 £	2018 £
Investments in subsidiary companies	5	5
Total	<u>5</u>	<u>5</u>

The College owns 100 per cent of the issued ordinary £1 shares of Capel Manor Limited, a company incorporated in England and Wales. Capel Manor Limited was owed £3,609 by the College at 31 July 2019 (2018: £22,352). The principal business activity of Capel Manor Limited is to develop profitable commercial income streams from which it will distribute all its trading profits to the College under gift aid.

The College owns a 50% share in Forty Hall Community Vineyard Limited, a company incorporated in England and Wales. The College owed Forty Hall Community Vineyard Limited £3,278 at 31 July 2019 (2018 - £3,311). The principal business activity of Forty Hall Community Vineyard Limited is the operation of a commercial vineyard that provides a community therapeutic resource via a locally appointed management committee of volunteers.

The College owns 100 per cent of the issued ordinary £1 shares of Enfield Veg Co Limited, a company incorporated in England and Wales. The company did not trade during the year.

12 Trade and other receivables

	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Amounts falling due within one year:				
Trade debtors	126	117	91	84
Prepayments and accrued income	341	339	126	126
Other debtors	<u>14</u>	<u>14</u>	<u>20</u>	<u>20</u>
Total	<u>481</u>	<u>470</u>	<u>237</u>	<u>230</u>

13 Current investments

	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Short term deposits	<u>940</u>	<u>940</u>	<u>748</u>	<u>748</u>
Total	<u>940</u>	<u>940</u>	<u>748</u>	<u>748</u>

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

14 Creditors: amounts falling due within one year

	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Payments received in advance	288	285	246	223
Bank overdraft	-	-	9	-
Trade creditors	244	231	207	199
Other taxation and social security	176	176	163	161
Accruals and deferred income	827	823	603	598
Deferred income – Government capital grants	80	80	96	96
Amounts owed to subsidiary undertakings	-	7	-	26
Other creditors	174	123	132	108
Total	1,789	1,725	1,456	1,411

15 Creditors: amounts falling after one year

	Group 2019 £'000	College 2019 £'000	Group 2018 £'000	College 2018 £'000
Deferred income – Government capital grants	2,105	2,105	2,052	2,052
Total	2,105	2,105	2,052	2,052

16 Provisions (Group and College)

Defined benefit obligations

	2019 £'000	2018 £'000
At 1 August 2018	(3,143)	(3,261)
Expenditure in the period	(992)	(391)
Actuarial (Loss)/Surplus in period	(807)	509
At 31 July 2019	(4,942)	(3,143)

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government Pension Scheme. Further details are given in Note 22.

The principal assumptions for this calculation are:

	2019	2018
Price inflation	2.2%	2.1%
Discount rate	2.2%	2.8%

17 Cash and Cash Equivalents

	At 31 July 2018 £'000	Cash flows £'000	At 31 July 2019 £'000
Cash and cash equivalents	<u>3,330</u>	<u>(361)</u>	<u>2,969</u>
Total	<u>3,330</u>	<u>(361)</u>	<u>2,969</u>

18 Post-balance sheet events (Group and College)

The College has been offered the Mottingham campus belonging to Hadlow College. The timing and commercial terms are currently the subject of due diligence and negotiation. The expectation is that an exchange of assets and liabilities will occur which match each other in financial terms.

19 Capital commitments (Group and College)

	2019 £'000	2018 £'000
Commitments contracted for at 31 July 2019	<u>-</u>	<u>199</u>
Authorised but not contracted at 31 July 2019	<u>9,163</u>	<u>8,922</u>

20 Lease obligations (Group and College)

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

	2019 £'000	2018 £'000
Future minimum lease payments due:		
Land and buildings:		
Expiring within one year	259	239
Expiring within two and five years inclusive	568	135
Expiring in over five years	2,323	960
	<u>3,150</u>	<u>1,334</u>
Equipment:		
Expiring within one year	40	40
Expiring within two and five years inclusive	-	40
	<u>40</u>	<u>80</u>

21 Contingent liability

The College took advantage of a VAT exemption of £610k in the construction of an Animal Care building that was completed in the year ending 31 July 2015. This arises from the building being used to educate 16-18 year old students. This exemption is subject to a ten year review (2025) in which any education of adults must not exceed 5% of the student population. Governors have adopted a strategy that will prevent the liability from crystallising. A contingent liability of £61k per annum exists should that strategy fail.

22 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 the London Borough of Enfield Local Authority. Both are defined-benefit schemes.

Total pension cost for the year	2019 £'000	2019 £'000	2018 £'000	2018 £'000
Teachers' Pension Scheme: contributions paid		416		384
Local Government Pension Scheme: Contributions paid	531		428	
FRS 102 charge	912		312	
Charge to the Income and Expenditure Account (staff costs)		1,443		740
Total Pension Cost for Year (note 6)		1,859		1,124

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

Contributions amounting to £123k (2017/18: £104k) were payable to the schemes at 31 July and are included within creditors.

Teachers' Pension Scheme

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

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

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

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

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

The latest actuarial review of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education (the Department in April 2019). The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £198 billion giving a notional past service deficit of £22 billion.

As a result of the valuation, new employer contribution rates were set at 23.68% of pensionable pay from September 2019 onwards (compared to 16.48% during 2018/9). DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2019-20 academic year.

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

The pension costs paid to TPS in the year amounted to £416k (2017/18: £384k).

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate funds administered by the London Borough of Enfield Local Authority. The total contributions made for the year ended 31 July 2019 were £743k, of which employer's contributions totalled £531k and employees' contributions totalled £212k. The agreed contribution rates for future years are 15.8% for employers and range from 5.5% to 12.5% for employees, depending on salary.

Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2016 updated to 31 July 2019 by a qualified independent actuary.

	At 31 July 2019	At 31 July 2018
Rate of increase in salaries	3.7%	3.6%
Rate of increase for pensions in payment and to deferred pensions	2.2%	2.1%
Discount rate for scheme liabilities	2.2%	2.8%
Rate of increase in inflation (Consumer Price Index)	2.2%	2.1%
Commutation of pensions to lump sums	70%	70%

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

	At 31 July 2019	At 31 July 2018
	Years	Years
Retiring today		
Males	23.4	24.5
Females	25.8	27.2
Retiring in 20 years		
Males	25.0	26.6
Females	27.6	29.4

The College's share of the assets and liabilities in the scheme and the actual return on plan assets were:

	Value at 31 July 2019	Value at 31 July 2018
	£'000	£'000
Equities	5,940	5,924
Property	932	755
Government Bonds	1,722	1,350
Corporate Bonds	1,877	755
Cash	544	995
Other	1,929	1,658
	<hr/>	<hr/>
Total market value of assets	12,944	11,437
	<hr/>	<hr/>
Actual return on plan assets	999	581
	<hr/>	<hr/>

The amount included in the balance sheet in respect of the defined benefit pension plan is as follows:

	2019 £'000	2018 £'000
Fair Value of plan assets	12,944	11,437
Present value of plan liabilities	<u>(17,886)</u>	<u>(14,580)</u>
Net pensions liability (Note 16)	<u><u>(4,942)</u></u>	<u><u>(3,143)</u></u>

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

	2019 £'000	2018 £'000
Amounts included in staff costs:		
Current service cost	896	740
Past Service cost	<u>547</u>	<u>-</u>
Total	<u><u>1,443</u></u>	<u><u>740</u></u>

	2019 £'000	2018 £'000
Amounts included in finance income/(costs):		
Net interest cost	<u>(80)</u>	<u>(79)</u>
	<u><u>(80)</u></u>	<u><u>(79)</u></u>

	2019 £'000	2018 £'000
Amount recognised in Other Comprehensive Income:		
Return on pension plan assets	671	303
Experience (losses)/gains arising on defined benefit obligations	<u>(1,478)</u>	<u>206</u>
Amount recognised in Other Comprehensive Income	<u><u>(807)</u></u>	<u><u>509</u></u>

	2019 £'000	2018 £'000
Movement in net defined benefit liability during year:		
Net defined benefit liability in scheme at 1 August	(3,143)	(3,261)
Movement in year:		
Current service cost	(896)	(740)
Past service cost	(547)	-
Employer contributions	531	428
Net interest	(80)	(79)
Actuarial(loss)/ gain	(807)	509
Net defined benefit liability at 31 July	<u>(4,942)</u>	<u>(3,143)</u>

Asset and Liability Reconciliation

	2019 £'000	2018 £'000
Defined benefit obligations at 1 August	14,580	13,776
Current service cost	896	740
Interest cost	408	357
Contributions by scheme participants	212	171
Experience gains and losses on defined benefit obligations	1,478	(206)
Estimated benefits paid	(235)	(258)
Past service cost	547	-
Defined benefit obligations at 31 July	<u>17,886</u>	<u>14,580</u>

Changes in fair value of plan assets

	2019 £'000	2018 £'000
Fair value of plan assets at 1 August	11,437	10,515
Interest on assets	328	278
Return on plan assets	671	303
Employer contributions	531	428
Contributions by Scheme participants	212	171
Benefits paid	(235)	(258)
Fair value of plan assets at 31 July	<u>12,944</u>	<u>11,437</u>

The estimated value of employer contributions for the year ending 31 July 2020 is £550k.

23 Related party transactions

Owing to the nature of the College's operations and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and standard procurement procedures. There were no such transactions in the year

The total of expenses paid to or on behalf of the Governors during the year was £1k; 1 Governor (2017/18: £1k, 3 Governors). This represents travel and subsistence expenses and other expenses incurred in attending governor meetings and charity events in their official capacity.

No governor has received any remuneration or waived payments from the College or its subsidiaries during the year (2017/18: None).

Transactions and balances with the funding bodies are detailed in notes 2, 12 and 14.

24 Amounts disbursed as agent

Discretionary support funds

	2019	2018
	£'000	£'000
Funding body grants	325	312
Disbursed to students	(320)	(214)
Administration costs	-	(7)
Amount consolidated in financial statements	(5)	(91)
Balance unspent as at 31 July, included in creditors	<u>-</u>	<u>-</u>

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.

