

# **Shimna Integrated College**



## **Annual Report of The Board of Governors 20/21**

**Shimna is a Grant Maintained Integrated College**

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## **Foreword**

Once again it is time to publish the annual report for Shimna Integrated College for the academic year 2020 – 2021.

I wish to convey a very sincere thanks to all members of our board of governors for their hard work, commitment and dedication in what has been a most difficult year for us all. I am privileged to work with such a committed and conscientious group of people who give so freely of their time.

We have welcomed several new governors during this year and said goodbye to some long-standing members as well. Unfortunately, due to COVID restrictions it has not been possible for us to meet in person, but we are hopeful that the new academic year will see that change. All our meetings were conducted virtually and while this has worked well, I look forward to face to face meetings in 2021-2022.

This has been a year of significant disruption to learning for our students and I cannot emphasise enough how much we are indebted to our teaching and support staff for their exceptional care of students both from an academic and a pastoral point of view. Their resilience and perseverance are to be highly commended.

It has been another year of highly successful results for our students who obtained outstanding GCSE and A level results. We are so proud of all of them, and I would also like to mention at this point the steadfast parental support which in no small measure contributed to this success. We wish these students well as they progress to places at university, work placements and apprenticeships as well as to those who are returning to us to continue their studies.

Work on our new build is progressing very satisfactorily and although we had hoped work would begin in September this year it now looks more likely that the start date will move to early 2022. Most of this is due to the current pandemic situation.

As I reported, our principal Mr Kevin Lambe was due to retire at the end of June 2020 but due again to the current situation we were unable to move forward with the recruitment process and we asked Kevin to return for a further year until June 2021. I wish to thank Kevin for agreeing to do so and on behalf of all board members, parents, staff and pupils wish him a long and happy retirement.

We went forward with our recruitment process early in the year and have appointed a new principal. We hope he will be available to commence as soon as possible in the new academic year. In the meantime, our very competent vice-principal Ms Karen Caulfield has kindly agreed to carry out the duties of acting principal.

While this has been a very challenging year, we look forward with confidence to a return to some normality in 2021-2022 as Shimna continues to prosper.

**Anne Fitzpatrick - Chairperson**

## AGREED STATEMENTS OF SHIMNA COLLEGE

*The Statements below were agreed by the Workshop of Founder Parents of the Newcastle Integrated College Project on 2nd October 1993 and shall be the Guiding Principles for the College.*

- ❖ *We are committed to having a minimum of 40 percent of each of the two main traditions in the College.*
- ❖ *The College cannot be truly integrated unless children of all abilities are encouraged to attend.*
- ❖ *Care must be taken to avoid discrimination not only on the grounds of religion but also sex, class and culture, physical or mental ability.*
- ❖ *The College will be most effective in terms of academic learning, behaviour and attendance if it works closely with parents and welcomes parental involvement.*
- ❖ *All cultures / religious groups within the College shall be valued equally.*
- ❖ *Children shall be placed in mixed ability classes for the first year. After the first year, the children shall remain in the same form class, but will be taught for some subjects in similar ability groups.*
- ❖ *The aim of the College is to enable each and every child to realise his or her maximum potential; be it academic, creative, or vocational; and to flourish in personal development and self-esteem.*
- ❖ *We are committed to the establishment of a Sixth Form which will be in place for the 1994 intake of students. This Sixth Form will continue to cater for all abilities.*
- ❖ *The Children shall learn together all that we can reasonably expect them to learn together.*
- ❖ *Children will be introduced to the ideas, beliefs and practices of the major world religions and humanist philosophies, in addition to studying an agreed core Christian religion syllabus.*
- ❖ *Local religious leaders will be invited to the College on certain occasions to share in the life of Shimna.*
- ❖ *Children of parents who do not wish them to follow the religion syllabus shall be given proper alternative provision.*
- ❖ *Special care will be taken at assemblies in the selection of texts and music. Children shall be encouraged to continue with their normal practice, such as The Lord's Prayer and making the sign of the cross.*

Board of Governors  
**Shimna Integrated College 2020/21**

**Trust Foundation Governors – 2 x 4 Years**

Anne Fitzpatrick (2020 – 2021)

Deborah Skillen (2020 – 2024)

Ellen McVea (2018 -2022)

Rose Murray (2021 – 2025)

**Parent Foundation Governors – 2 x 4 Years**

Denise Medea (2018 – 2022)

Emma Hallissey (2020 – 2024)

**Parent Governors – 1 x 4 Year**

Rachel Corrigan (2017 – 2021)

Michele Hamilton (2020 – 2024)

Dawn Stocking (2020 – 2024)

Bronagh Vos (2020 – 2024)

**DE Governors – 2 x 4 Years**

David O’Flaherty (2019 – 2023)

Neil McGrady (2020 – 2024)

James Armstrong (2020 – 2024)

Vacancy

**Teacher Governors – 1 x 4 year**

Grace Susay (2017 – 2021)

Irene Mathieu (2018 – 2022)

**Support Staff Governor – 1 x 4 year**

Marion Fleming (2020 – 2024)

**Co-opted Member**

Catherine Greene (2020 -2021)

**Principal**

Kevin Lambe

**Secretary**

Danella Goodman

## **Functions of the Board of Governors**

The functions of the Board of Governors are clearly shown in the Scheme of Management for Grant Maintained Integrated Schools, a copy of which may be inspected in the college office. Below is a summary of the main functions of the Board of Governors.

### **1 General**

The Board of Governors shall manage and control the college for which it is appointed in accordance with the Scheme of Management.

The Board of Governors shall use its best endeavours to ensure that the management, control and ethos are such as are likely to attract to the college reasonable numbers of both Protestant and Roman Catholic pupils.

The Board of Governors shall reasonably support the principal in such matters as is reasonably necessary to enable him to control the internal organisation, management and discipline of the college.

They shall provide the principal with such opportunities as may be necessary to enable him to express his opinions and to make his recommendations to the Board of Governors on all matters connected with the college including the appointment and removal of non-teaching staff.

### **2 Financial Management**

The Board of Governors shall ensure that the grants available to the college are managed in accordance with the Financial Memorandum and any other conditions determined by the Department and any guidance issued by the Department and NICIE.

### **3 Staff Management**

The Board of Governors shall be responsible for the determination of the college's staffing complement and for the selection, appointment, remuneration, discipline, suspension and dismissal of all staff employed by the Board of Governors for the purposes of the college.

The Board of Governors in consultation with the principal shall determine the procedures to be used for the selection and appointment of staff.

### **4 Admission of Pupils to College**

The Board of Governors shall exercise its functions in relation to making arrangements for the admission of pupils to college.

### **5 Determination of Curriculum Policy and of the Curriculum**

The Board of Governors shall determine, and keep under review, its policy in relation to the curriculum of the college. It shall make and keep up to date a written statement of that policy.

The Board of Governors shall consult the principal of the college before making or varying any statement in the written policy.

The Board of Governors shall allocate to the principal such functions as will, subject to the resources available, enable him to determine and organise the curriculum in accordance with the curriculum policy for the college.

## **6 Communication**

The Board of Governors shall encourage the principal to promote regular communication between assistant teachers and parents of pupils.

The Board of Governors shall encourage the principal to maintain regular communication and consultation with the assistant teachers on the management of the college, curricular matters and on matters relating to the education, health and welfare and discipline of the pupils.

The Board of Governors shall from time to time request a report from the principal on these matters.

## **7 Annual Report of the Board of Governors**

The Board of Governors shall once in every college year prepare a report in respect of the previous college year.

## **8 College Inspections**

Before each general inspection of the college takes place, the Board of Governors shall convene a meeting for the purpose of enabling the Board of Governors and the parents of registered pupils at the college, to make their views about the college known to the Inspection Team.

After each general inspection of the college, the Board of Governors shall provide the parents of all registered pupils at the college with a summary of the findings in the general inspection report and a copy of the Board of Governors response to the inspection report.

## **9 Other Reports and Returns**

The Board of Governors shall provide for the Education Authority, the Department of Education or Northern Ireland Council for Integrated Education any information, reports and returns as may reasonably be requested.

## **10 College Premises**

The college premises shall be under the control of the Board of Governors at all times.

The Board of Governors shall from time to time and not less than once each year inspect the premises and equipment of the college and shall record its findings.

## **The Board of Governors and its Committees**

Board meetings were held in accordance with the requirements of the Department of Education (DE) and the college's Scheme of Management. As is common in any school year, the Board dealt with correspondence; heard the principal's and sub-committee reports and approved their recommendations; handled issues pertaining to the Board; responded to requests from the DE and the Northern Ireland Council for Integrated Education (NICIE) for information; and approved the college's audited accounts.

The Board's committees continued to provide opportunities for extended debate and discussion of matters pertaining to, for example, policy, staffing, finance and the curriculum. Each of the main committees meeting on at least four occasions; the Admissions and Discipline Committees met as required.

The committees and chairs for the past year were:

- Finance: Anne Fitzpatrick
- Estates: David O'Flaherty
- Staffing: Deborah Skillen
- Education: Denise Medea
- Admissions: Anne Fitzpatrick & Ellen McVea
- Discipline: Deborah Skillen

The chairs of these committees continue to be grateful to the principal for his attendance at their meetings and for his various and valued contributions.



## **Committee Reports**

### **Discipline Committee Report – Debbie Skillen**

This year the committee met via Zoom as required. The Discipline Committee remit can be found on the college website or can be requested in paper form from the college office.

The Discipline Committee is primarily there to support the Principal with decisions regarding discipline matters within the college, and to ensure that any legal requirements in relation to discipline, suspension and expulsion are adhered to.

Shimna operates a positive approach to discipline and this year the updated policy has been ratified by staff, students, parents/guardians and teaching unions. The policy can be accessed on the college website. I would like to personally thank everyone involved in this extensive piece of work and I would encourage all students, parents/guardians, and staff to familiarise themselves with the document.

There have been very few reported incidents to the Board of Governors this year and we have been extremely impressed with how well students have behaved and have been complying with the ever-changing Covid guidelines.

The Discipline Committee takes this annual opportunity to thank our outgoing principal Kevin Lambe, Karen Caulfield (vice-principal) and all staff for their continued support and dedication to the college throughout another difficult year.

### **Staffing Committee Report – Debbie Skillen**

The Staffing Committee remit along with the policies that this committee is responsible for can be viewed on the College website or can be requested in paper form from the college office. These policies are reviewed regularly and reflect the Department of Education's guidelines and directives.

This year we had staffing meetings conducted via Zoom as we were unable to meet in person. This presented challenges which we overcame in relation to staff recruitment.

This year we said goodbye to Kevin Lambe, our principal. Kevin remained in post beyond his planned retirement date to lead the school during the pandemic. This committee would like to thank Kevin for his unfailing commitment to the college during the last 18 months. Karen Caulfield has agreed to act up in the role of principal until our new principal takes up post.

Late in June, the specially convened recruitment panel appointed Steve Pagan as new principal of Shimna Integrated College. The staffing committee look forward to working with Steve and welcoming him to Shimna.

The staffing committee would also like to thank all of the hardworking staff in Shimna for their continued support over the past year. Our staff themselves have faced difficult times but have managed to maintain to a high standard of work, going above and beyond what is expected of them. Our staff work under extreme pressure to ensure everyone is safe and learning is disrupted as little as possible.

## **Admissions Report 2021 – Anne Fitzpatrick & Ellen McVea**

This year the Education Authority admissions process was online for the first time. The online portal provides a facility for parents/guardians to upload any documents required by the school in order to administer the admissions criteria. It was a particular challenge for our staff and for EA staff to introduce this new system during the pandemic, but the process was completed successfully. Ninety-nine applications to year 8 were received, and places allocated. A number of issues were identified and communicated to EA to help the process work more smoothly in the coming years. The Shimna admissions information form will be added as a link to our published Admissions Criteria and parents/guardians will be able to access the form and upload directly to the EA portal. Parents/guardians will continue to have the opportunity to present the required information about their child in their own words. The committee commends in particular the work of the principal and staff in adapting recruitment strategies to lockdown conditions with an electronic prospectus and virtual Open Day video. The committee also thanked Danella Goodman for her continued work and support for the committee.

## **Estates Committee Report - David O'Flaherty**

### **Inspections and Audit**

Two routine inspections took place during the past year. A small number of general maintenance issues were raised. All faults reported have been dealt with satisfactorily by our premises manager, Robbie Mulholland. Any requests for improvements have been noted.

The Solar PV panels installed in 2015 continue to supply an excellent boost to the college's economy. As there continues to be enormous pressure on the annual budget, any extra source of revenue is highly valued.

The sports hall remains a fantastic asset to the school and is used by a wide variety of groups from the local community that have recently returned to training using both this and the college outdoor spaces.

The cleaning of the college is completed to a high standard with a continued focus on the Covid 19 pandemic.

### **COVID 19 Protocols**

A range of safety protocols remain in place in the college, all of which have been communicated to parents. Building evacuation points have been reviewed and new arrangements put in place by our acting principal, Karen Caulfield, during the summer break to take account of work beginning on our new school in spring 2022. The new arrangements ensure each class has adequate space in their designated area to allow for social distancing in the event of an evacuation.

### **Accessibility**

All areas of the college grounds and buildings are accessible to all students. We continue to operate an evacuation procedure endorsed by the Northern Ireland Fire & Rescue Service

with two refuge points in low-risk areas. This ensures the safe evacuation of wheelchair users in the event of an emergency.

## **Security**

Our main gate remains open throughout the day, and arrangements are in place for access to and from the college via the back gate. This balances the safety needs of our students, with parents/guardians dropping off / collecting students in Donard Park and reduces traffic in the College grounds. The college uses a Door Access System (on entrance/exit doors) during the school day adding extra security to the school. CCTV is used by the college 24 hours a day.

## **Conclusion**

The college premises manager, Robbie Mulholland, has dealt proficiently with any matters arising from inspections during the year, ensuring a safe and comfortable environment for all concerned. Robbie also oversees and ensures that all planned and preventive maintenance tasks are carried out by the college's supply chain during the year. Many thanks to Robbie, Margaret and to the cleaning staff for their hard work.

## **Education Committee Report – Denise Medea**

The Education Committee met on two occasions during the year, with two meetings cancelled which were to take place during the COVID-19 lockdown.

The board has now revived its good practice of asking the principal to invite a staff member to update them at committee meetings. Suzy Mawhirt attended to discuss her position as Special Educational Needs Co-ordinator (SENCo) within the school and discussed the working practices of this role. Suzy reported on the changes to the new consultation of the SEN policy. Some students moving from SEN register to medical register, with some having dual registration. One of the immediate changes will be changing the IEPs to the Personal Learning Plans (PLP) which need to be revised to the new guidelines.

Karen Caulfield, designated teacher for safeguarding, made a presentation on the work of the safeguarding team. Karen referenced the power point previously emailed to governors and the revised safeguarding policy which has been checked by the Education Authority Child Protection Service and is now published on the Shimna website. Our numbers on the safeguarding radar are relatively low, as confirmed by the Education Welfare Office, but comparative figures with other schools are not available.

A draft new Anti-Bullying Legislation policy will be completed by the end of term covering the additional actions required of schools.

An interim school development plan has been drawn up following guidance from the Department of Education on 8 June to prepare a further transitional development plan given the many COVID related issues still to be addressed.

The Education Committee were advised by the principal that Continuing Professional Development is ongoing, with many more online opportunities for staff.

This year has been very difficult for all schools. As a Board of Governors, we have been particularly impressed with the way in which the students have been behaving and complying with the necessary adjustments made to address the situation.

The committee also wishes to commend staff for the work invested in the process of awarding GCSE and A level grades, which carried a heavy load of responsibility. It is particularly pleasing to see that this year's list of destinations is as wide ranging as ever, and staff and students are to be congratulated.

| Performance Indicator                                    | 2017/18 |              | 2018/19 |              | 2019/20 |              | Attendance Rate<br>2020/21<br>95.2% |
|--|---------|--------------|---------|--------------|---------|--------------|-------------------------------------|
|  | School  | N.I. Average | School  | N.I. Average | School  | N.I. Average |                                     |
| % Achieving 5+ GCSEs at Grades A* - C (or equivalent)    | 74.1%   | 77.3%        | 73.7%   | 79.7%        | 78.8%   | 79.7%        |                                     |
| % Achieving 2+ A Levels at Grades A* – E (or equivalent) | 98.2%   | 96.4%        | 100%    | 96.4%        | 100%    | 96.4%        |                                     |

## Leaver Destinations June 2021

### Year 12 Students

|  |           |
|--|-----------|
| Returning to Sixth Form at Shimna      | 62        |
| Further Education                      | 18        |
| Jobskills/Training/Apprenticeship      | 4         |
| Jobskills at Further Education College | 3         |
| Another School (Non-Grammar)           | 1         |
| Another School (Grammar)               |           |
| Another School (unknown)               |           |
| Emigrated                              |           |
| Employment                             | 4         |
| Unemployed/Seeking Employment          |           |
| Long Term Sick                         | 1         |
| Unknown                                | 2         |
| <b>Total</b>                           | <b>95</b> |

### Year 14 Students

|                             |           |
|-----------------------------|-----------|
| Degree Course (N.I.)        | 18        |
| Degree Course (G.B.)        | 21        |
| Degree Course (Non U.K.)    | 1         |
| Foundation Degree Course    | 1         |
| Higher Level Apprenticeship | 2         |
| Teacher Training            | 1         |
| Further Education           | 2         |
| Employment                  | 15        |
| <b>Total</b>                | <b>61</b> |

### Finance Committee Report – Anne Fitzpatrick

In a totally new environment, the Finance Committee has had its usual quota of meetings but unlike other years we had to do this virtually. It may have been a challenge at the beginning but with all things in the pandemic we soon adapted to the new form of communication.

Reports were made regularly to the full Board of Governors and an extensive external audit was carried out in June last for which we received the highest rating. This is extremely satisfying and is the ultimate proof that all our financial transactions are of a top rate. Our sincere thanks to the members of the finance office who, as always, have excelled in their work.

We welcomed our new external auditor Melanie Agnew who replaced Graham Cochrane when he retired at the end of the year.

I am happy to announce that our financial position remains very stable although we did have considerable additional expenditure this year due to the COVID regulations which had to be put in place for the safety of our staff and students. We did receive funding from the DE for this and together with fewer substitute teacher costs due to virtual learning this has left us in a secure position to move forward to the next academic year.

However, we must always be aware that when normality returns – and we all hope this will be so – expenses will again rise. We will continue to keep a close check on all our expenditure and to remain within the projected percentage set by EA.

**SHIMNA COLLEGE**  
**INCOME AND EXPENDITURE ACCOUNT**  
**For period ending 31 March 2021**

| <b>INCOME</b>                         | <b>2021</b>             | <b>2020</b>      |
|---------------------------------------|-------------------------|------------------|
|                                       | <b>£</b>                | <b>£</b>         |
| Department of Education grants        | <b>4,248,117</b>        | 3,663,876        |
| Receipts from other sources           | <b><u>2,518</u></b>     | <u>17,299</u>    |
|                                       | <b><u>4,250,635</u></b> | <u>3,681,175</u> |
| <br>                                  |                         |                  |
| <b>EXPENDITURE</b>                    |                         |                  |
| Teaching staff costs                  | <b>2,521,570</b>        | 2,215,770        |
| Non-Teaching staff costs              | <b>1,054,192</b>        | 924,060          |
| Other operating costs                 | <b><u>407,039</u></b>   | <u>519,947</u>   |
|                                       | <b><u>3,982,801</u></b> | <u>3,659,777</u> |
| <br>                                  |                         |                  |
| <b>Deficit for the financial year</b> | <b>267,834</b>          | 21,398           |

**BALANCE SHEET**  
**as at 31 MARCH 2021**

|  | 2021                  | 2020               |
|--|-----------------------|--------------------|
|  | £                     | £                  |
| <b>Fixed Assets</b>  |                       |                    |
| Tangible fixed assets  | <u>2,172,299</u>      | <u>2,696,229</u>   |
| <b>Current Assets</b>  |                       |                    |
| Debtors  | 130,317               | 34,601             |
| Cash at bank and in hand                                       | <u>424,133</u>        | <u>214,189</u>     |
|  | 554,450               | 248,790            |
| <b>Creditors: amounts falling due within one year</b>          | (259,151)             | (221,325)          |
| <b>Net current liabilities</b>                                 | <b>295,299</b>        | 27,465             |
| <b>Total assets less current liabilities</b>                   | <b>2,467,598</b>      | 2,723,694          |
| <b>Creditors: amounts falling due After more than one year</b> | <u>(2,172,299)</u>    | <u>(2,696,229)</u> |
| <b>Net Liabilities</b>   | <u><b>295,299</b></u> | <u>27,465</u>      |
| <b>Reserves</b>  |                       |                    |
| Revenue reserves   | <u>29</u>             | <u>27,465</u>      |



## NOTES TO THE FINANCIAL STATEMENTS

| <b>Creditors</b> | <b>2021</b> | 2020 |
|------------------|-------------|------|
|                  | £           | £    |

### Amounts falling due within one year

|                              |                       |                |
|------------------------------|-----------------------|----------------|
| Trade creditors              | <b>6,563</b>          | 7,041          |
| Other creditors              | <b>195,077</b>        | 125,038        |
| Accruals and deferred income | <b><u>57,511</u></b>  | <u>89,246</u>  |
|                              | <b><u>259,151</u></b> | <u>221,325</u> |

|  | <b>2021</b> | 2020 |
|--|-------------|------|
|  | £           | £    |

### Other Operating Payments

|                                      |                         |                  |
|--------------------------------------|-------------------------|------------------|
| Heat, light and power                | <b>25,991</b>           | 48,055           |
| Water charges                        | <b>2,029</b>            | 6,794            |
| Laundry and cleaning                 | <b>7,825</b>            | 49,301           |
| Rates                                | <b>165,124</b>          | 136,014          |
| Maintenance of buildings and grounds | <b>23,061</b>           | 20,031           |
| Maintenance of equipment             | <b>2,522</b>            | 1,357            |
| Purchase of equipment                | <b>4,751</b>            | 11,584           |
| Hire and contracted services         | <b>6,322</b>            | 6,157            |
| Classroom Resources                  | <b>39,472</b>           | 40,565           |
| Sports and games                     | <b>68</b>               | 1,940            |
| Examination fees                     | <b>26,633</b>           | 53,548           |
| School prizes and distribution       | <b>-</b>                | 651              |
| Transport                            | <b>597</b>              | 18,412           |
| Marketing & Advertising              | <b>9,194</b>            | 13,624           |
| Printing and stationery              | <b>27,408</b>           | 27,660           |
| Postage & telephone                  | <b>8,721</b>            | 8,763            |
| Insurance                            | <b>21,610</b>           | 21,872           |
| Audit fees                           | <b>3,450</b>            | 3,300            |
| Bank charges                         | <b>677</b>              | 735              |
| Subscriptions and publications       | <b>855</b>              | 608              |
| Legal expenses                       | <b>-</b>                | 275              |
| Entertainment and hospitality        | <b>2,231</b>            | 2,431            |
| Staff development                    | <b>103</b>              | 2,245            |
| Pupil course fees                    | <b>284</b>              | 5,557            |
| Sundry expenses                      | <b>541</b>              | 1,513            |
| VAT                                  | <b>27,570</b>           | 36,955           |
| Depreciation                         | <b>830,215</b>          | 817,964          |
| Amortisation                         | <b><u>(830,215)</u></b> | <u>(817,964)</u> |
|                                      | <b><u>407,039</u></b>   | <u>519,947</u>   |

## NOTES TO THE FINANCIAL STATEMENTS

### Education Authority Grants

|                                      | 2021          | 2020          |
|--------------------------------------|---------------|---------------|
|                                      | £             | £             |
| Recurrent grant                      | 3,993,847     | 3,623,680     |
| Other Department of Education grants | 226,700       | 3,241         |
| VAT grant                            | <u>27,570</u> | <u>36,955</u> |

|  |                         |                         |
|--|-------------------------|-------------------------|
|  | <b><u>4,248,117</u></b> | <b><u>3,663,876</u></b> |
|--|-------------------------|-------------------------|

### Receipts from Other Sources

|              | 2021                | 2020                 |
|--------------|---------------------|----------------------|
|              | £                   | £                    |
| Other income | <u>2,518</u>        | <u>17,299</u>        |
|              | <b><u>2,518</u></b> | <b><u>17,299</u></b> |

### Teaching staff costs

|                               | 2021                    | 2020                    |
|-------------------------------|-------------------------|-------------------------|
|                               | £                       | £                       |
| <b>Permanent teachers</b>     |                         |                         |
| Gross Pay                     | 1,798,633               | 1,594,008               |
| Employer's superannuation     | 418,602                 | 380,961                 |
| Employer's national insurance | <u>235,863</u>          | <u>157,548</u>          |
|                               | <b><u>2,453,098</u></b> | <b><u>2,132,517</u></b> |

### Substitute teachers

|                               |                      |                      |
|-------------------------------|----------------------|----------------------|
| Gross Pay                     | 44,206               | 53,852               |
| Employer's superannuation     | 10,406               | 11,907               |
| Employer's national insurance | <u>3,367</u>         | <u>4,469</u>         |
|                               | <b><u>57,979</u></b> | <b><u>70,228</u></b> |

### Foreign language assistants

|  |        |        |
|--|--------|--------|
|  | 10,493 | 13,025 |
|--|--------|--------|

### Total teaching staff costs

|  |                         |                         |
|--|-------------------------|-------------------------|
|  | <b><u>2,521,570</u></b> | <b><u>2,215,770</u></b> |
|--|-------------------------|-------------------------|

## NOTES TO THE FINANCIAL STATEMENTS

| <b>Non-teaching staff costs</b>      | <b>2020</b>             | <b>2019</b>    |
|--------------------------------------|-------------------------|----------------|
|                                      | <b>£</b>                | <b>£</b>       |
| Administration staff                 | <b>196,843</b>          | 198,900        |
| Caretaker                            | <b>39,834</b>           | 39,170         |
| Cleaners                             | <b>63,516</b>           | 16,710         |
| Lunch supervisors                    | <b>5,853</b>            | 9,080          |
| Technicians                          | <b>100,445</b>          | 104,601        |
| Statemented classroom assistants     | <b>557,382</b>          | 475,068        |
| Non-Statemented classroom assistants | <b><u>90,319</u></b>    | <u>80,531</u>  |
|                                      | <b><u>1,054,192</u></b> | <u>924,060</u> |

| <b>Debtors</b> | <b>2021</b>           | <b>2020</b>   |
|----------------|-----------------------|---------------|
|                | <b>£</b>              | <b>£</b>      |
| Trade debtors  | <b>29,408</b>         | -             |
| Other debtors  | <b><u>100,909</u></b> | <u>34,601</u> |
|                | <b><u>130,317</u></b> | <u>34,601</u> |