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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**

**(A company limited by guarantee)**

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**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2021**

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

<b>Members</b>	Shahedul Alam Somir Ali Dr Muzzammil Hussain Ashraf Khan Peter Mann
<b>Trustees</b>	Joanna Scott, Chair of Trustees Ashid Ali, Principal Peter Mann Shah Muhmud Andrew Dowsett Sam Bower Thomas Edwards Faruk Miah Haengeun Chi Badsha Alam Moynul Hoque Lauren Harvey (resigned 9 December 2020) Maruf Kabir (appointed 9 December 2020)
<b>Company Registered Number</b>	08632527
<b>Company Name</b>	Tower Hamlets Enterprise Academy Limited
<b>Principal and Registered office</b>	Aneurin Bevan House 81 Commercial Road London E1 1RD
<b>Senior Management Team</b>	Ashid Ali, Principal Abdul Moquith, Vice Principal Bola Macarthy, Vice Principal Vinay Kulkarni, Assistant Principal Sufi Miah, Assistant Principal
<b>Independent auditors</b>	Landau Baker Limited Chartered Accountants & Statutory Auditor Mountcliff House 154 Brent Street London NW4 2DR
<b>Bankers</b>	Lloyds Bank Plc 25 Gresham Street London EC2V 7HN
<b>Solicitors</b>	Veale Wasbrough Vizards LLP Barnards Inn 86 Fetter Lane London EC4A 1AD

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates an academy for pupils aged 11 to 16. The academy serves a catchment area in Whitechapel, East London, and had a roll of 473 in the school census of September 2021.

**Structure, Governance and Management**

**a. Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The trustees of Tower Hamlets Enterprise Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company is known as London Enterprise Academy.

Details of the trustees who served during the year and to the date these accounts were approved are included in the Reference and Administrative Details on page 1.

**b. Members' liability**

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

**c. Trustees' indemnities**

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

**d. Method of recruitment and appointment or election of trustees**

The management of the academy is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association and funding agreement.

The term of office for any trustee is 4 years. The Principal's term of office runs parallel with his term of appointment. Subject to remaining eligible to be a particular type of trustee, any trustee may be reappointed or re-elected.

**e. Policies adopted for the induction and training of trustees**

The training and induction provided for new trustees will depend on their individual experience and expertise. Where necessary an induction will provide training on charity and educational, legal and financial matters. All new trustees are given a tour of the academy and the opportunity to meet with staff and students. All trustees are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as trustees and directors of the academy.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**f. Organisational structure**

The academy has established a management structure to enable its efficient running. The structure consists of two levels: the trustees and the executive. The executive level consists of the Senior Leadership Team.

The Trust Board has considered its role thoughtfully and decided that the role of the trustees is to approve the strategic direction and objectives of the academy and monitor its progress towards these objectives.

The Trust Board has approved a scheme of delegation which sets out a statement on the system of internal control, responsibilities, standing orders, and terms of reference. The Principal is directly responsible for the day-to-day running of the academy and is assisted by the Senior Management Team.

Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the academy by use of budgets, and making major decisions about the direction of the academy, including capital. The Principal assumes the Accounting Officer role.

**g. Arrangements for setting pay and remuneration of key management personnel**

The Trust has a Pay Committee which consists of three trustees who are supported by the advice of an external educational consultant to review the pay and remuneration of the Principal. The Principal has annual performance targets and these are reviewed with the support of the external educational consultant. New annual targets are set which are in line with the school's priorities.

**Objectives and Activities**

**a. Objectives and aims**

The principal object and activity of the academy is to provide a broad and balanced education for pupils of all abilities in the Tower Hamlets area. The trustees have referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the academy.

In accordance with the Articles of Association, the academy has adopted a funding agreement approved by the Secretary of State for Education.

The funding agreement specifies, amongst other things: that the academy will be at the heart of the community promoting cohesion and sharing facilities; that the curriculum should be broad and balanced; and an emphasis on the needs of individual pupils including pupils with SEN.

**b. Objectives, strategies and activities**

The academy has undertaken self-evaluation activities to correctly identify objectives for the next year.

- To undertake an effective marketing campaign to develop relationships between all stakeholders and ensure that the academy can recruit 120 pupils; an effort hampered last year by the pandemic lockdowns.
- To creatively develop its approach to remote learning in order to improve engagement and the quality of teaching, learning and pupil outcomes.
- Strengthen its accountability structure through further training and development of leadership and governance to ensure that all core functions are addressed as identified in the Academies Governance Handbook.
- Achieve consistently high standards of teaching and learning.
- Review and develop cost effective curriculum design implementation which adds value and optimises pupil outcomes.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

- Enhance accountability through the development of new policies and procedures as well as the implementation of a self-evaluation framework.
- Build on the good GCSE results of 2019, 2020 and 2021.
- Ensure all pupils have access to ICT facilities to engage effectively in remote learning and live teaching as we continue in these uncertain times.
- To work towards a positive Ofsted visit during its full Section 5 Inspection.

**c. Public benefit**

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

**Strategic Report**

**a. Achievements and performance**

The key performance indicators are as follows:

- All students are expected to make Age Related Expected (Are) levels of progress.
- All students are expected to reach an attendance target of at least 96%.
- 90% of parents regularly attend progress meetings relating to their child.
- 70% of students to follow the EBacc curriculum for GCSE.
- All pupils take part in and contribute to charitable activities.
- Pupils make expected progress with above National results in English and Mathematics.
- Almost all parents/ carers surveyed to recommend the school to other parents.

**GCSE Results 2021 with National Comparison**

Indicator	LEA (2021)	LEA (2020)	LEA (2019)	National (2019)
English Grade 4+	76.7%	90.6%	76%	76%
Maths Grade 4+	84.9%	78.1%	74%	70%
English and maths Grade 4+	73.3%	72.9%	66.4%	64.2%
English Grade 5+	60.5%	68.8%	57.9%	44.4%*
Maths Grade 5+	58.1%	51.0%	45.6%	39.7%*
English and maths Grade 5+	50.0%	43.8%	38.6%	42.8%*
Progress 8 score	+0.09	+0.56	+0.02	-0.03 (state schools)
EBacc Entry	64.0%	87.5%	85%	40%
EBacc Score	5.45	4.86	4.04	4.07
Pupils achieving at least 1 qualification	96.5%	97.9%	100%	97%

The academy had 3 positive Section 8 monitoring visits in October 2020, March 2021 and September 2021 from Ofsted, who noted that "leaders and managers are taking effective action towards the removal of special measures".

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

- Leaders have a clear vision for the school and are ambitious for pupils.
- By and large the work to improve the school is proving to be successful.
- The governing body has the necessary range and depth of expertise to hold leaders to account and provide support.
- Governors are ambitious for the school; they understand their roles and carry them out well.
- Governors are working to ensure that the school's future is assured; they have suitable oversight of its performance.

All students actively took part in a range of enrichment activities every week which complemented our broad and balanced curriculum. The school also arranged a wide range of trips and visits including taking a group of pupils to Kingswood Centre for 3 days in Isle of Wight. A group of Year 10 pupils completed their Duke of Edinburgh Bronze Award.

Year group reward trips were offered to all five year groups to offer pupils outdoor learning opportunities supporting their mental health and well-being.

The school ran 5-week Summer School funded by the DfE with an average daily attendance of between 100-120 pupils providing a range up catch-up activities, enrichment and outdoor opportunities.

Some of our other planned activities were hampered by lockdown.

The academy has continued to work with a range of charities including Tower Hamlets Food Bank, Whitechapel Mission, Marie Curie Cancer Research, British Heart Foundation, Walk with Dabir Chacha (101-year-old local who was awarded an OBE for service charity) and many others.

The academy successfully recruited a team of skilled teachers and leaders to fulfil the Trust's primary purpose of furthering education for the public benefit.

The Trust is working on creating additional outdoor space which will further improve pupils' well-being during social time, giving them increased access to outdoor space. This will also make the inside of the school calmer during break and lunch; a quality not currently facilitated by the architecture of the building, as acknowledged in three Ofsted inspections.

The Trust has managed its financial resources well and has maintained a positive cash flow throughout the year. The ESFA organised an SRMA review and produced a contradictory report that doesn't consider the features of a small school or the school's vision of an extended day with smaller class sizes; a vision which necessitates additional staffing.

The Trust has a stable governing body with the correct skills set. We have hired the services of former Head of Governance at LBTH to further strengthen governance and compliance.

**b. Going concern**

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

The academy like all schools across the country is concerned about the impact of COVID and the quality of remote education which cannot fully replace face to face teaching in inner city schools. It is experiencing higher than average staff absence which may have an impact on cash flow.

The high infection rate amongst young people and school staff is causing anxiety amongst staff and is having a negative impact on the mental health of pupils and staff.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

Increased Health and Safety measures, including additional cleaning and the purchase of disposable PPE, has added additional costs to the academy and will continue to do so. We have continued to provide free face masks daily to all staff and students to minimise transmission of Covid as we are in an airtight building.

The inability to hold open days due to safety concerns has adversely affected pupil numbers in year 7. Prospective parents and pupils therefore miss the opportunity to see the excellent work that goes on in classrooms.

The suspension of Ofsted due to Covid has prevented the academy from showcasing improvements since January 2020 on its journey out of special measures. Despite having four Section 8 Inspections, only two of them counted as official Section 8. The school is ready for a full Section 5 and trustees are disappointed that the Section 8 inspections were not converted to Section 5 which is a common practice.

In order to further support the academy on its improvement journey, we worked closely with Cardinal Humes Academies Trust and had a Senior Deputy Head seconded for the Summer Term. The Trust carried out due diligence into a number of MATs, putting together a shortlist of recommendations; these were disregarded in preference for forming a partnership with a MAT of the RSC's choosing.

#### **Financial Review**

During the period, ESFA/LA grants received totalled to £4,396,346 (2020: £4,309,203). Other income included within restricted funds totalled to £47,702 (2020: £93,567). Restricted fund expenditure totalled to £4,217,245 (2020: £3,932,917).

Most of the academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the 12 months period ended 31 August 2021 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

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

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

Overall, the academy has a healthy balance sheet and cash flow and will be using the reserves to maintain the current assets and also to invest back into the school in the form of additional resources and facilities both in the long term and short term in conjunction with the school development plan and school aims.

#### **a. Reserves policy**

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

- permanent endowment funds;
- expendable endowment funds;
- restricted income funds; and



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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

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

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

Total reserves at the end of the period amounted to £13,805,098 (2020: £14,730,577). This balance includes unrestricted funds (free reserves) of £31,251 (2020: £29,461), which is considered appropriate for the Academy Trust, and restricted funds of £13,773,847 (2020: £14,701,116), which includes restricted fixed asset funds of £12,109,566 (2020: £12,883,020) and a pension deficit of £653,000 (2020: £312,000).

The amount of designations made in relation to the unrestricted reserves totals to £nil.

Restricted funds have been designated by the Trust Board as follows:

- £850,000 – towards the building of the outdoor playground space for pupils, 2021-2022.

#### **b. Investment policy**

It should be noted that the academy has substantial power with regards to investments due to cash balances held. Investment policies are determined by the Trust Board. This ensures the level of funds the academy holds can cover any immediate expenditure, without exposing the academy to additional risk. Should any potential investment opportunity arise this would be escalated to the Board for consideration. The most typical investments that are held by academies are the Special Interest Deposit accounts which are immediately available to draw against. At 31 August 2021, no investments were held.

#### **c. Principal risks and uncertainties**

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The academy is exposed to a number of financial risks including credit, cash flow and liquidity risk.

Given the academy's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The academy's system of internal controls ensures risk is minimal in these areas.

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

The trustees have assessed the major risks to which the academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the academy, and its finances.

The trustees have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

control of finance. They have strengthened systems including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk.

Where significant financial risk still remains they have ensured they have adequate insurance cover.

The academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

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

At the time of reporting, the trust also identified the following risks:

- The risk of lower GCSE exam results due to the impact of lockdowns on learning; we are trying to mitigate with excellent teaching and targeted interventions.
- The risk of teachers being harmed by pupils from other schools while out in the street.
- The risk of not being able to fill the year 7 places due to Covid and poor Ofsted report.

### **Fundraising**

The academy does not engage in any specific fundraising activities to be used for school. The academy has a healthy income from lettings of events spaces (affected by Covid lockdown and limits on gathering). The academy raises funds for a number of charities throughout the year.

### **Plans for future periods**

- Ensure that all new staff to the academy are fully inducted with policies and procedures.
- Develop whole school priorities and implement the vision for the future of the academy by addressing the areas identified by Ofsted and so ensure that we are judged as a 'good' school.
- Continue to evaluate and develop 'remote learning' to ensure pupils continue to make academic progress.
- Further strengthen systems to manage movement of pupils in our limited space as the school grows.
- Continue to explore opportunities for creating additional outdoor spaces for pupils.
- Ensure that all children are prepared for external exams and receive appropriate support and challenge in the classroom, 'as well as through their homework', having missed so much learning.
- Continue to provide training and development to trustees to ensure that they can keep developing the strategic overview of the school.

### **Disclosure of Information to Auditors**

Insofar as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- that trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 16 December 2021 and signed on its behalf by:



Joanna Scott  
Chair of Trustees

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**GOVERNANCE STATEMENT**

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**Scope of Responsibility**

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

As trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and Competency Framework for Governance.

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

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance**

The information on governance included here supplements that described in the trustees' report and in the statement of trustees' responsibilities. The board of trustee has formally met 6 times during the year.

Attendance during the year at meetings of the board of trustee was as follows:

	Meetings attended	Out of a possible
Joanna Scott (Chair of Trustees)	5	6
Faruk Miah	5	6
Ashid Ali, Principal	6	6
Peter Mann	4	6
Shah Muhmud	4	6
Andrew Dowsett	6	6
Sam Bower	5	6
Thomas Edwards	6	6
Haengeun Chi	5	6
Maruf Kabir	4	4
Badsha Alam	4	5
Moynul Hoque	1	5
Lauren Harvey	2	2

**Finance Resources and Audit Committee (FRAC) meetings**

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Andrew Dowsett (Chair of Committee)	5	6
Ashid Ali, Principal	6	6
Thomas Edwards	6	6
Peter Mann	5	6
Haengeun Chi	6	6

**Curriculum and Standards Committee meetings**

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Sam Bower (Chair of Committee)	3	3
Ashid Ali, Principal	3	3
Joanna Scott	3	3
Shah Muhmud	1	3
Maruf Kabir	2	2

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of Value for Money**

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

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

- Financial governance and oversight is robust; the members of the Finance, Audit & Resources Committee have financial and business experience including two Finance Professionals, one of whom is a qualified accountant.
- The School Business Manager holds appropriate qualifications in school business management and makes strategic recommendations on best value for services and resources.
- The school obtains 3 quotes before incurring any expenditure above £1,000 and full tendering is applied to contracts whose annual or total value exceeds £25,000.
- The Principal and the Business Manager review all purchasing to ensure that goods and services procured represent value for money and meet the aims of the school.
- The trustees receive regular reports and recommendations from the external auditor.
- Management accounts are circulated to governors on a monthly basis and expenditure is monitored against budget and any significant variances are reported accordingly.
- The annual budget and 3 year budget plan is approved by governors and reviewed on a regular basis throughout the year.
- Significant spending proposals are costed and presented to the Senior Leadership Team and the Trust Board for consideration and challenge.

**The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Tower Hamlets Enterprise Academy Ltd for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

The board of trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks that has been in place for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

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**GOVERNANCE STATEMENT (CONTINUED)**

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**The Risk and Control Framework**

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees.
- Regular reviews by the Finance Resources and Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes.
- Setting targets to measure financial and other performance.
- Clearly defined purchasing (asset purchase or capital investment) guidelines.
- Identification and management of risks.

The board of trustees has decided to employ Buzzacott as internal auditor.

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the academy's financial systems.

On half yearly basis, the internal auditor reports to the board of trustee through the finance, resources and audit committee on the operation of the systems of control and on the discharge of the trustees' financial responsibilities.

**Review of Effectiveness**

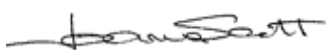
As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor;
- the work of the external auditors; and
- the work of the executive managers within the academy.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the audit and risk committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 16 December 2021 and signed on their behalf by:

**Joanna Scott**  
Chair of Trustees



**Ashid Ali**  
Accounting Officer



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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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As Accounting Officer of Tower Hamlets Enterprise Academy Ltd I have considered my responsibility to notify the academy board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the academy board of trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2020.

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



**Mr Ashid Ali**  
Accounting Officer  
Date: 16 December 2021

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2021**

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The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

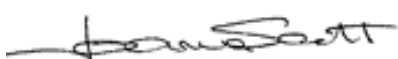
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 16 December 2021 and signed on its behalf by:



**Joanna Scott**  
Chair of Trustees



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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TOWER HAMLETS ENTERPRISE ACADEMY LTD**

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## **Opinion**

We have audited the financial statements of Tower Hamlets Enterprise Academy Ltd (the 'academy') for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

## **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 auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## **Conclusions Relating to Going Concern**

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

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

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

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TOWER HAMLETS ENTERPRISE ACADEMY LTD (CONTINUED)**

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**Other Information**

The other information comprises the information included in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report including the strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the trustees' report and the strategic report have been prepared in accordance with applicable legal requirements.

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

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

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

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

**Responsibilities of Trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TOWER HAMLETS ENTERPRISE ACADEMY LTD (CONTINUED)**

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

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

We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities. We obtained an understanding of the legal and regulatory framework that the academy's operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act and tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditors' report.

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TOWER  
HAMLETS ENTERPRISE ACADEMY LTD (CONTINUED)**

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**Use of our Report**

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



**Michael Durst (Senior Statutory Auditor)**

for and on behalf of  
**Landau Baker Limited**

Chartered Accountants & Statutory Auditor

Mountcliff House

154 Brent Street

London

NW4 2DR

16 December 2021

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TOWER HAMLETS ENTERPRISE ACADEMY LTD AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 10 January 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Tower Hamlets Enterprise Academy Ltd during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Tower Hamlets Enterprise Academy Ltd and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Tower Hamlets Enterprise Academy Ltd and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Tower Hamlets Enterprise Academy Ltd and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Tower Hamlets Enterprise Academy Ltd's Accounting Officer and the reporting accountant**

The Accounting Officer is responsible, under the requirements of Tower Hamlets Enterprise Academy Ltd's funding agreement with the Secretary of State for Education dated 14 August 2014 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 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 Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TOWER  
HAMLETS ENTERPRISE ACADEMY LTD AND THE EDUCATION & SKILLS FUNDING AGENCY  
(CONTINUED)**

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**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Landau Baker Limited*

Reporting Accountant  
**Landau Baker Limited**  
Chartered Accountants & Statutory Auditor

Mountcliff House  
154 Brent Street  
London  
NW4 2DR

Date: 16 December 2021

**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>						
Donations and capital grants	3	-	-	38,428	38,428	12,134
Charitable activities		-	4,396,346	-	4,396,346	4,309,203
Other trading activities		1,790	47,702	-	49,492	94,344
<b>Total income</b>		<b>1,790</b>	<b>4,444,048</b>	<b>38,428</b>	<b>4,484,266</b>	<b>4,415,681</b>
<b>Expenditure on:</b>						
Charitable activities	7	-	4,217,245	976,500	5,193,745	4,943,868
<b>Total expenditure</b>		<b>-</b>	<b>4,217,245</b>	<b>976,500</b>	<b>5,193,745</b>	<b>4,943,868</b>
<b>Net income/(expenditure)</b>		<b>1,790</b>	<b>226,803</b>	<b>(938,072)</b>	<b>(709,479)</b>	<b>(528,187)</b>
Transfers between funds	16	-	(164,618)	164,618	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>1,790</b>	<b>62,185</b>	<b>(773,454)</b>	<b>(709,479)</b>	<b>(528,187)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial (losses)/gains on defined benefit pension schemes	22	-	(216,000)	-	(216,000)	36,000
<b>Net movement in funds</b>		<b>1,790</b>	<b>(153,815)</b>	<b>(773,454)</b>	<b>(925,479)</b>	<b>(492,187)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		29,461	1,818,096	12,883,020	14,730,577	15,222,764
Net movement in funds		1,790	(153,815)	(773,454)	(925,479)	(492,187)
<b>Total funds carried forward</b>		<b>31,251</b>	<b>1,664,281</b>	<b>12,109,566</b>	<b>13,805,098</b>	<b>14,730,577</b>

The Statement of financial activities includes all gains and losses recognised in the year.

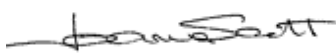
The notes on pages 24 to 46 form part of these financial statements.

**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 08632527**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	13	12,109,566	12,883,020
		<u>12,109,566</u>	<u>12,883,020</u>
<b>Current assets</b>			
Debtors	14	319,598	430,651
Cash at bank and in hand		2,283,703	1,877,858
		<u>2,603,301</u>	<u>2,308,509</u>
Creditors: amounts falling due within one year	15	(254,769)	(148,952)
<b>Net current assets</b>		2,348,532	2,159,557
<b>Total assets less current liabilities</b>		<u>14,458,098</u>	<u>15,042,577</u>
<b>Net assets excluding pension liability</b>		<u>14,458,098</u>	<u>15,042,577</u>
Defined benefit pension scheme liability	22	(653,000)	(312,000)
<b>Total net assets</b>		<u><u>13,805,098</u></u>	<u><u>14,730,577</u></u>
<b>Funds of the academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	16	12,109,566	12,883,020
Restricted income funds	16	2,317,281	2,130,096
		<u>14,426,847</u>	<u>15,013,116</u>
Restricted funds excluding pension asset	16	14,426,847	15,013,116
Pension reserve	16	(653,000)	(312,000)
<b>Total restricted funds</b>	16	13,773,847	14,701,116
<b>Unrestricted income funds</b>	16	31,251	29,461
<b>Total funds</b>		<u><u>13,805,098</u></u>	<u><u>14,730,577</u></u>

The financial statements on pages 21 to 46 were approved by the trustees, and authorised for issue on 16 December 2021 and are signed on their behalf, by:

**Joanna Scott**   
Chair of Trustees

The notes on pages 24 to 46 form part of these financial statements.



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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
(A company limited by guarantee)

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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	<b>Note</b>	<b>2021</b> <b>£</b>	<b>2020</b> <b>£</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	18	<b>570,463</b>	279,170
<b>Cash flows from investing activities</b>	19	<b>(164,618)</b>	(25,706)
<b>Change in cash and cash equivalents in the year</b>		<b>405,845</b>	253,464
Cash and cash equivalents at the beginning of the year		<b>1,877,858</b>	1,624,394
<b>Cash and cash equivalents at the end of the year</b>	20, 21	<u><b>2,283,703</b></u>	<u>1,877,858</u>

The notes on pages 24 to 46 form part of these financial statements

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting Policies**

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgments and key sources of estimation uncertainty, is set out below.

**1.1 Basis of preparation of financial statements**

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 Going concern**

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

**1.3 Income**

All incoming resources are recognised when the academy has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

- **Grants**

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

- **Donations**

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.4 Expenditure**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Tangible fixed assets**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a basis over its expected useful life, as follows:

Depreciation is provided on the following bases:

Long leasehold buildings	- 50 years straight line
Building improvements	- 10 years straight line
Furniture and equipment	- 5 years straight line
Computer equipment	- 5-7 years straight line

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

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.6 Debtors**

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

**1.7 Cash at bank and in hand**

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

**1.8 Liabilities**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**1.9 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Cash at bank is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

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**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.10 Pensions**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

**1.11 Fund accounting**

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

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

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**2. Critical Accounting Estimates and Areas of Judgment**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or 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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. 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.

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**3. Income from Donations and Capital Grants**

	<b>Restricted fixed asset funds 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Donations	27,248	<b>27,248</b>	-
Grants	11,180	<b>11,180</b>	12,134
	<u>38,428</u>	<u><b>38,428</b></u>	<u>12,134</u>
<i>Total 2020</i>	<u>12,134</u>	<u>12,134</u>	

**4. Funding for the Academy's Educational Operations**

	<b>Restricted funds 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
<b>DfE/ESFA grants</b>			
General Annual Grants	3,694,984	<b>3,694,984</b>	3,758,990
Other DfE/ESFA grants			
Pupil Premium	209,941	<b>209,941</b>	239,056
Other DfE/ESFA Grants	402,729	<b>402,729</b>	171,126
Local Authority Grants	11,922	<b>11,922</b>	129,454
Other Funding	11,000	<b>11,000</b>	10,577
	<u>4,330,576</u>	<u><b>4,330,576</b></u>	<u>4,309,203</u>
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up Premium	32,560	<b>32,560</b>	-
Mass Testing	33,210	<b>33,210</b>	-
	<u>65,770</u>	<u><b>65,770</b></u>	<u>-</u>
	<u>4,396,346</u>	<u><b>4,396,346</b></u>	<u>4,309,203</u>
<i>Total 2020</i>	<u>4,309,203</u>	<u>4,309,203</u>	

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the academy's funding for Universal Infant Free School Meals

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**4. Funding for the Academy's Educational Operations (continued)**

and Pupil Premium is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

The academy received £32,560 of funding for catch-up premium and costs incurred in respect of this funding totalled £32,56.

**5. Income from Other Trading Activities**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Catering	-	29,541	<b>29,541</b>	41,320
Letting	1,515	-	<b>1,515</b>	585
Other Income	275	560	<b>835</b>	10,939
Teacher Training Income	-	17,601	<b>17,601</b>	41,500
	<u>1,790</u>	<u>47,702</u>	<u><b>49,492</b></u>	<u>94,344</u>
<i>Total 2020</i>	<u>777</u>	<u>93,567</u>	<u>94,344</u>	

**6. Expenditure**

	Staff Costs 2021 £	Premises 2021 £	Other 2021 £	Total 2021 £	Total 2020 £
Educational Operations:					
Direct costs	2,109,782	-	320,639	<b>2,430,421</b>	2,312,978
Allocated support costs	956,058	410,796	1,396,470	<b>2,763,324</b>	2,630,890
	<u>3,065,840</u>	<u>410,796</u>	<u>1,717,109</u>	<u><b>5,193,745</b></u>	<u>4,943,868</u>
<i>Total 2020</i>	<u>3,004,740</u>	<u>284,860</u>	<u>1,654,268</u>	<u>4,943,868</u>	



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**7. Analysis of Expenditure on Charitable Activities**

**Summary by fund type**

	<b>Restricted funds 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Educational Operations	5,193,745	<b>5,193,745</b>	4,943,868
<i>Total 2020</i>	4,943,868	4,943,868	

**8. Analysis of Expenditure by Activities**

	<b>Activities undertaken directly 2021 £</b>	<b>Support costs 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Educational Operations	2,430,421	2,763,324	<b>5,193,745</b>	4,943,868
<i>Total 2020</i>	2,312,978	2,630,890	4,943,868	

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**8. Analysis of Expenditure by Activities (continued)**

**Analysis of direct costs**

	<b>Educational Operations 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Staff costs	1,964,635	<b>1,964,635</b>	2,026,610
Educational supplies	52,878	<b>52,878</b>	25,103
Educational consultancy	105,047	<b>105,047</b>	67,058
Exam fees	36,040	<b>36,040</b>	59,129
Staff development & training	21,650	<b>21,650</b>	21,366
Restructuring costs	30,000	<b>30,000</b>	-
Technology costs	22,922	<b>22,922</b>	7,088
Other direct costs	82,102	<b>82,102</b>	31,572
Agency supply costs	115,147	<b>115,147</b>	75,052
	<u>2,430,421</u>	<u><b>2,430,421</b></u>	<u>2,312,978</u>
<i>Total 2020</i>	<u>2,312,978</u>	<u><b>2,312,978</b></u>	

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**8. Analysis of Expenditure by Activities (continued)**

**Analysis of support costs**

	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Pension finance costs	<b>6,000</b>	5,000
Staff costs	<b>750,744</b>	773,207
Depreciation	<b>976,500</b>	1,010,951
Recruitment and support	<b>40,275</b>	26,052
Technology costs	<b>75,003</b>	57,939
Maintenance of premises and equipment	<b>99,657</b>	74,267
Non-cash pension costs	<b>119,000</b>	91,000
Other premises costs	<b>39,359</b>	3,222
Energy costs	<b>70,021</b>	62,937
Rent and rates	<b>74,860</b>	98,749
Cleaning	<b>50,865</b>	48,871
Professional fees	<b>76,034</b>	116,935
Agency supply costs	<b>86,314</b>	41,974
Insurance	<b>7,758</b>	8,568
Security & transport	<b>4,494</b>	2,731
Other support costs	<b>125,050</b>	111,792
Governance costs	<b>26,458</b>	(25,520)
Catering	<b>134,932</b>	122,215
	<b>2,763,324</b>	2,630,890

**9. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2021 £</b>	<i>2020 £</i>
Depreciation of tangible fixed assets	<b>946,500</b>	1,010,951
Fees paid to auditors for:		
- audit	<b>5,250</b>	6,500
- other services	<b>2,945</b>	5,221

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**NOTES TO THE FINANCIAL STATEMENTS  
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**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2021</b> £	<b>2020</b> £
Wages and salaries	<b>2,224,382</b>	2,341,204
Social security costs	<b>228,123</b>	197,532
Pension costs	<b>262,874</b>	261,081
	<hr/> <b>2,715,379</b>	<hr/> 2,799,817
Agency staff costs	<b>115,147</b>	71,949
Non-cash pension costs	<b>119,000</b>	91,000
Agency support staff	<b>86,314</b>	41,974
Restructuring costs	<b>30,000</b>	-
	<hr/> <b>3,065,840</b> <hr/>	<hr/> 3,004,740 <hr/>

**b. Staff numbers**

The average number of persons employed by the academy during the year was as follows:

	<b>2021</b> No.	<b>2020</b> No.
Teachers	<b>33</b>	29
Administration and support	<b>29</b>	35
Management	<b>6</b>	6
	<hr/> <b>68</b> <hr/>	<hr/> 70 <hr/>

**c. Higher paid staff**

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

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**NOTES TO THE FINANCIAL STATEMENTS  
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**10. Staff (continued)**

**c. Higher paid staff (continued)**

	<b>2021</b>	<i>2020</i>
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>3</b>	<i>4</i>
In the band £70,001 - £80,000	<b>2</b>	<i>1</i>
In the band £90,001 - £100,000	<b>1</b>	<i>1</i>
	<b>=====</b>	<i>=====</i>

**d. Key management personnel**

The key management personnel of the academy comprise the Trustees and the Senior Management Team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy was £557,474 (2020 £601,151). This year we have included all Senior Management Team costs.

**11. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		<b>2021</b>	<i>2020</i>
		<b>£</b>	<i>£</i>
Ashid Ali (Principal)	Remuneration	<b>95,000 -</b>	<i>90,000 -</i>
		<b>100,000</b>	<i>95,000</i>
	Pension contributions paid	<b>20,000 -</b>	<i>20,000 -</i>
		<b>25,000</b>	<i>25,000</i>
Emily De Grove (vice principal)	Remuneration	<b>Nil</b>	<i>5,000 -</i>
			<i>10,000</i>
	Pension contributions paid	<b>Nil</b>	<i>0 - 5,000</i>
Maruf Kabir	Remuneration	<b>35,000 -</b>	<i>Nil</i>
		<b>40,000</b>	
	Pension contributions paid	<b>Nil</b>	<i>Nil</i>
Peter Mann	Remuneration	<b>Nil</b>	<i>10,000 -</i>
			<i>15,000</i>
	Remuneration	<b>10,000 -</b>	<i>40,000 -</i>
Lauren Harvey		<b>15,000</b>	<i>45,000</i>
	Pension contributions paid	<b>Nil</b>	<i>5,000 -</i>
			<i>10,000</i>

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £NIL).

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**12. Trustees' and Officers' Insurance**

The Academy Trust has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business, and provides cover up to £10,000,000. The costs of RPA this year totalled £8,568 (2020: £10,100).

**13. Tangible fixed assets**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2020	16,944,923	316,502	637,849	17,899,274
Additions	-	6,595	196,451	203,046
At 31 August 2021	16,944,923	323,097	834,300	18,102,320
<b>Depreciation</b>				
At 1 September 2020	4,196,308	261,307	558,639	5,016,254
Charge for the year	893,539	40,295	42,666	976,500
At 31 August 2021	5,089,847	301,602	601,305	5,992,754
<b>Net book value</b>				
At 31 August 2021	11,855,076	21,495	232,995	12,109,566
At 31 August 2020	12,748,615	55,195	79,210	12,883,020

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**14. Debtors**

	2021 £	2020 £
<b>Due within one year</b>		
Trade debtors	9,228	131,714
Other debtors	238,588	207,030
Prepayments and accrued income	71,782	91,907
	<u>319,598</u>	<u>430,651</u>

**15. Creditors: Amounts Falling due within One Year**

	2021 £	2020 £
Trade creditors	67,433	52,564
Other taxation and social security	85,672	59,100
Accruals and deferred income	101,664	37,288
	<u>254,769</u>	<u>148,952</u>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**16. Statement of Funds**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>Unrestricted funds</b>						
General Funds - all funds	29,461	1,790	-	-	-	31,251
<b>Restricted general funds</b>						
GAG	2,130,096	3,694,984	(3,343,181)	(164,618)	-	2,317,281
Pupil Premium	-	209,941	(209,941)	-	-	-
Other ESFA funding	-	402,729	(402,729)	-	-	-
PE & Sports funding	-	47,702	(47,702)	-	-	-
SEN Funding (LA)	-	11,922	(11,922)	-	-	-
Other LA funding	-	11,000	(11,000)	-	-	-
Catch-up Premium	-	32,560	(32,560)	-	-	-
DfE/ESFA Covid-19 funding	-	33,210	(33,210)	-	-	-
Pension reserve	(312,000)	-	(125,000)	-	(216,000)	(653,000)
	<u>1,818,096</u>	<u>4,444,048</u>	<u>(4,217,245)</u>	<u>(164,618)</u>	<u>(216,000)</u>	<u>1,664,281</u>
<b>Restricted fixed asset funds</b>						
Class II Restricted Funds - all funds	12,883,020	38,428	(976,500)	164,618	-	12,109,566
<b>Total Restricted funds</b>	<u>14,701,116</u>	<u>4,482,476</u>	<u>(5,193,745)</u>	<u>-</u>	<u>(216,000)</u>	<u>13,773,847</u>
<b>Total funds</b>	<u><u>14,730,577</u></u>	<u><u>4,484,266</u></u>	<u><u>(5,193,745)</u></u>	<u><u>-</u></u>	<u><u>(216,000)</u></u>	<u><u>13,805,098</u></u>

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

Restricted fixed assets funds have been increased by capital grants provided by DfE and reduced by



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**16. Statement of Funds (continued)**

depreciation charges.

Restricted general fund have been increased by revenue grants provided by DfE and reduced by expenditure incurred in the operation of the academy. The restricted funds can only be used in terms of limitations imposed by the funding agreement with the DfE and the terms of any specific grant. Unrestricted funds have been increased by voluntary contributions by parents and reduced by expenditure incurred in the operation of the academy.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

Comparative information in respect of the preceding year is as follows:

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
<b>Unrestricted funds</b>						
General Funds - all funds	28,684	777	-	-	-	29,461
<b>Restricted general funds</b>						
Restricted Funds - all funds	1,589,949	4,402,770	(3,836,917)	(25,706)	-	2,130,096
Pension reserve	(252,000)	-	(96,000)	-	36,000	(312,000)
	<u>1,337,949</u>	<u>4,402,770</u>	<u>(3,932,917)</u>	<u>(25,706)</u>	<u>36,000</u>	<u>1,818,096</u>
<b>Restricted fixed asset funds</b>						
Class II Restricted Funds - all funds	13,856,131	12,134	(1,010,951)	25,706	-	12,883,020
<b>Total Restricted funds</b>	<u>15,194,080</u>	<u>4,414,904</u>	<u>(4,943,868)</u>	<u>-</u>	<u>36,000</u>	<u>14,701,116</u>
<b>Total funds</b>	<u><u>15,222,764</u></u>	<u><u>4,415,681</u></u>	<u><u>(4,943,868)</u></u>	<u><u>-</u></u>	<u><u>36,000</u></u>	<u><u>14,730,577</u></u>

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**17. Analysis of Net Assets between Funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	12,109,566	<b>12,109,566</b>
Current assets	31,251	2,572,050	-	<b>2,603,301</b>
Creditors due within one year	-	(254,769)	-	<b>(254,769)</b>
Provisions for liabilities and charges	-	(653,000)	-	<b>(653,000)</b>
<b>Total</b>	<b>31,251</b>	<b>1,664,281</b>	<b>12,109,566</b>	<b>13,805,098</b>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	-	-	12,883,020	12,883,020
Current assets	29,461	2,279,048	-	2,308,509
Creditors due within one year	-	(148,952)	-	(148,952)
Provisions for liabilities and charges	-	(312,000)	-	(312,000)
<b>Total</b>	<b>29,461</b>	<b>1,818,096</b>	<b>12,883,020</b>	<b>14,730,577</b>

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**18. Reconciliation of Net Expenditure to Net Cash Flow from Operating Activities**

	2021 £	2020 £
Net expenditure for the year (as per Statement of Financial Activities)	<b>(709,479)</b>	(528,187)
<b>Adjustments for:</b>		
Depreciation	<b>976,500</b>	1,010,951
Capital grants from DfE and other capital income	<b>(38,428)</b>	(12,134)
Defined benefit pension scheme cost less contributions payable	<b>119,000</b>	91,000
Defined benefit pension scheme finance cost	<b>6,000</b>	5,000
Decrease/(increase) in debtors	<b>111,053</b>	(176,911)
Increase/(decrease) in creditors	<b>105,817</b>	(110,549)
<b>Net cash provided by operating activities</b>	<b>570,463</b>	279,170

**19. Cash Flows from Investing Activities**

	2021 £	2020 £
Purchase of tangible fixed assets	<b>(203,046)</b>	(37,841)
Capital grants from DfE Group	<b>38,428</b>	12,135
<b>Net cash used in investing activities</b>	<b>(164,618)</b>	(25,706)

**20. Analysis of Cash and Cash Equivalents**

	2021 £	2020 £
Cash in hand and at bank	<b>2,283,703</b>	1,877,858
<b>Total cash and cash equivalents</b>	<b>2,283,703</b>	1,877,858

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**21. Analysis of Changes in Cash**

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	1,877,858	405,845	2,283,703
	<u>1,877,858</u>	<u>405,845</u>	<u>2,283,703</u>

**22. Pension commitments**

The academy'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 London Borough of Tower Hamlets Pension Fund. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 August 2021.

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

**Teachers' Pension Scheme**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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**22. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £194,598 (2020 - £290,383).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £91,000 (2020 - £80,000), of which employer's contributions totalled £68,000 (2020 - £59,000) and employees' contributions totalled £ 23,000 (2020 - £21,000). The agreed contribution rates for future years are 17.6% per cent for employers and 5.5%-12.5% per cent for employees.

As described in note the LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

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

**TOWER HAMLETS ENTERPRISE ACADEMY LTD**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**22. Pension commitments (continued)**

**Principal actuarial assumptions**

	<b>2021</b>	<b>2020</b>
	%	%
Rate of increase in salaries	<b>3.1</b>	2.4
Rate of increase for pensions in payment/inflation	<b>2.9</b>	2.2
Discount rate for scheme liabilities	<b>1.65</b>	1.7

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

	<b>2021</b>	<b>2020</b>
	Years	Years
<i>Retiring today</i>		
Males	<b>21.7</b>	21.5
Females	<b>23.9</b>	23.5
<i>Retiring in 20 years</i>		
Males	<b>23.0</b>	22.6
Females	<b>25.7</b>	25.0

**Share of scheme assets**

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

	<b>2021</b>	<b>2020</b>
	£	£
Equities	<b>520,000</b>	383,200
Corporate bonds	<b>71,500</b>	52,690
Property	<b>52,000</b>	38,320
Cash and other liquid assets	<b>6,500</b>	47,900
<b>Total market value of assets</b>	<b>650,000</b>	522,110

The actual return on scheme assets was £80,000 (2020 - £32,000).

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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. Pension commitments (continued)**

The amounts recognised in the Statement of financial activities are as follows:

	<b>2021</b> £	<b>2020</b> £
Current service cost	<b>(187,000)</b>	<b>(150,000)</b>
Interest income	<b>9,000</b>	<b>8,000</b>
Interest cost	<b>(15,000)</b>	<b>(13,000)</b>
<b>Total amount recognised in the statement of financial activities</b>	<b>(193,000)</b>	<b>(155,000)</b>

Changes in the present value of the defined benefit obligations were as follows:

	<b>2021</b> £	<b>2020</b> £
<b>At 1 September</b>	<b>791,000</b>	<b>619,000</b>
Current service costs	<b>187,000</b>	<b>150,000</b>
Interest cost	<b>15,000</b>	<b>13,000</b>
Employee contributions	<b>23,000</b>	<b>21,000</b>
Actuarial losses/(gains)	<b>287,000</b>	<b>(12,000)</b>
<b>At 31 August</b>	<b>1,303,000</b>	<b>791,000</b>

Changes in the fair value of the academy's share of scheme assets were as follows:

	<b>2021</b> £	<b>2020</b> £
<b>At 1 September</b>	<b>479,000</b>	<b>367,000</b>
Interest income	<b>9,000</b>	<b>8,000</b>
Actuarial gains	<b>71,000</b>	<b>24,000</b>
Employer contributions	<b>68,000</b>	<b>59,000</b>
Employee contributions	<b>23,000</b>	<b>21,000</b>
<b>At 31 August</b>	<b>650,000</b>	<b>479,000</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**23. Operating Lease Commitments**

At 31 August 2021 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>2021</b>	<i>2020</i>
	<b>£</b>	<b>£</b>
Not later than 1 year	<b>5,820</b>	<i>5,820</i>
Later than 1 year and not later than 5 years	<b>2,910</b>	<i>8,730</i>
	<hr/> <b>8,730</b> <hr/>	<hr/> <i>14,550</i> <hr/>

**24. Members' Liability**

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

**25. Related party transactions**

Owing to the nature of the academy and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy's financial regulations and normal procurement procedures relating to connected and related party transactions.