
LINCOLN UTC
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

LINCOLN UTC
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REFERENCE AND ADMINISTRATIVE DETAILS

Members

Prof M Stuart
Prof A Hunter
G Headland
P Birt
A Watson

Trustees

P Birt, Chair
A Watson, Vice Chair
N Main
E John
J Morrison
A Ogg
J Smith
F Carchedi
J Hallett (appointed 25 September 2018)
M Wakeling (appointed 29 September 2018)
C Headland (appointed 20 November 2018)
M Fielding, Staff Trustee (appointed 1 September 2019)

Company registered number

07898536

Company name

Lincoln UTC

Principal and registered office

Lindum Road, Lincoln, Lincolnshire, LN2 1PF

Company secretary

N Smith

Accounting officer

J Morrison

Senior leadership team

J Morrison, Principal
S Hamer, Vice-Principal
D Chung, Assistant Principal

Independent auditor

Streets Audit LLP, Tower House, Lucy Tower Street, Lincoln, LN1 1XW

Bankers

Lloyds Bank, 202 High Street, Lincoln, LN5 7AP

Solicitors

Browne Jacobson LLP, Mowbray House, Castle Meadow Road, Nottingham, NG2 1BJ

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2019

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period from 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a trustees' report, and a directors' report including a strategic report under company law.

During 2018 – 2019, our fifth year of operations, standards and student outcomes have continued to improve. GCSE results in 2019 were strong overall with an increased proportion of students achieving the higher grades. 68% of students achieved grade 4+ in English and maths. 38% of students achieved grade 5+ (compared to 27% in 2018). Key Stage 3 to Key Stage 4 progress was positive at +0.16. Key Stage 2 to Key Stage 4 Progress 8 (the headline published measure) was -0.14, significantly up on 2018 (-0.34) and 2017 (-0.59). On the basis of Progress 8 scores Lincoln UTC is the highest performing UTC in the country.

Post 16 results in 2019 were outstanding. A-level performance was strong with a (provisional) Level 3 value added score of +0.35 (up on 2018 where it was +0.19). Results in engineering were exceptionally strong with 100% of students achieving merit or better and 95% of students achieving distinction grades. These were the strongest engineering grades the UTC has ever achieved.

The UTC was inspected in June 2019 (report published in July). Ofsted judged Lincoln UTC to be good overall with three out of the five judgements outstanding. Outcomes and teaching, learning and assessment were judged to be good. Post 16, personal development, behaviour and well-being and leadership were all judged to be outstanding. Attendance (at 98%) is significantly ahead of national average and the best of any UTC. Persistent absenteeism is the lowest in any UTC. Ofsted had previously judged Lincoln UTC to be 'requires improvement' (February 2017). The Ofsted inspection and report were one of the last carried out under the old inspection framework. Ofsted introduced a new inspection framework in September 2019. Under the new framework reports are very succinct and lacking in detail, typically only two pages in length. Lincoln UTC's report (under the old framework) is lengthy, comprehensive and detailed. The narrative within the report is exceptionally positive and littered with superlatives. It recognises and praises the unique nature of the UTC's provision, its innovative curriculum and its successes in supporting the students' skill development in preparation for their next steps in education, employment or training.

The Ofsted report was published in July 2019, too late in the academic year to have a significant impact on the number of applications. That said, the report will have had a positive effect on student numbers. In previous years a high proportion of students (typically over 40%) who applied for a place changed their minds and declined the offer, staying at their current school. In 2019 the drop-out rate was less than 10%.

Recruitment into both Year 10 and Year 12 has been strong for September 2019 with numbers of students starting in both year groups up by approximately 50%, year on year. Total student numbers, at 234, are ahead of the target set by and agreed with the Department for Education (target 224). For comparison, total student population in July 2018 was 186.

	Year 10	Year 11	Year 12	Year 13	Total
Female	34	13	18	5	70
Male	62	40	43	19	164
Total	96	53	61	24	234

If this level of recruitment were to be replicated for September 2020, total student numbers would rise to 312 (ahead of target agreed as 285). Early indications and the numbers of applications already received for September 2020 entry suggest that the UTC will significantly exceed growth targets.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Structure, Governance and Management

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 Lincoln UTC are also the directors of the charitable company for the purposes of company law. The charitable company is known as Lincoln UTC.

Details of the Trustees who served throughout the year except as noted are included in the Reference and Administrative Details on page 1.

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.

Trustees' Indemnities

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 business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme.

Method of Recruitment and Appointment or Election of Trustees

The Trustees for Lincoln UTC are secured using a skills matrix which identifies the skills current Trustees hold against the required skills for the effective and efficient strategic running of the college. Approaches are made to suitably qualified and trained individuals within the business sector who can potentially provide the missing skills.

Members of the UTC must approve all appointments to the Board of Trustees with an agreement of 75%. There must be a minimum of three Members with no maximum stated in the Articles. All future appointments, after the initial Members, are subject to resolution by the Members.

Policies and Procedures Adopted for the Induction and Training of Trustees

Upon commencement in the role all new trustees and members receive time with the Principal and Clerk to familiarise themselves with the articles and policies in which the board operates. All appointments are welcomed into the Committee structure and supported by the Chair and Vice Chair of the Board.

Organisational Structure

The principal has been in post since September 2017. There are currently 19 members of the teaching staff (including the principal) and 14 non-teaching members of staff.

The Principal is responsible for all operational aspects of the college with significant strategic aspects being referred to the Board of Trustees. The Board are responsible for approval of the annual budget, appointment of the Principal and members of the Senior Leadership Team. The Principal is the Accounting Officer who works with the CFO.

The Principal is supported by one vice principal and one assistant principal. The assistant principal was appointed in April 2018. The creation of this new position has resulted in a leadership team that, on paper, appears large and costly for the size of the college. The assistant principal is an experienced head of English and of mathematics. In addition to his whole school roles, he provides strategic oversight of and leadership for these two key subject areas. The UTC does not have a separate head of maths. (Maths results, under his leadership, were exceptional in 2019 with 87% grade 4 to 9 and 57% grade 5 to 9.)

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The UTC does not operate separate senior and middle leadership teams. All subject leaders are members of the leadership team who meet weekly. Subject leaders are fully involved in strategic planning and in decisions that go further than their own subject areas. This collaborative approach has led to shared goals that are fully understood by all levels of leadership. Subject leaders have become much more proactive in driving improvement in their areas and in taking accountability for ensuring that recently reviewed or newly introduced policies are consistently implemented by their teams.

In February 2017 Ofsted had been critical of the UTC's middle leadership and judged it to be ineffective. The new organisational structure and the new principal's leadership of that team have addressed these issues. Leadership at all levels was judged (in June 2019) by Ofsted to be 'Outstanding'. Ofsted also commented the "staff morale is exceptionally high". Staff turnover is low. The UTC is currently fully staffed with qualified subject specialists in all areas.

Arrangements for Setting Pay and Remuneration of Key Management Personnel

Lincoln UTC has operated with its own pay scales which are sympathetic to the National Teachers Pay and Conditions but do not mirror or align with them. Employees are paid in line with their experience in the current role and the college uses bursary payments for additional responsibilities. All salaries paid are in line with the pay scales for 2018/2019 as approved by the Board of Trustees at the start of the financial year. Any salary decisions are made by the Principal and the Pay Committee unless they relate to the Principal, in which case the decision is made solely by the Pay Committee.

Trade Union Facility Time

The academy had no employees who were relevant union officials during the period.

Related Parties and other Connected Charities and Organisations

Lincoln UTC is not involved in any soft federations or Multi Academy Trusts and there are no significant related party transactions in place with our supporting members (University of Lincoln, Siemens and Lincoln College) or employer relationships. All services are secured independently of our employer and member contacts and secured in line with the Financial Regulations agreed by the Finance and Audit Committee and the full Board of Trustees annually.

Objectives and Activities

Objects and Aims

The principle object and activity of the charitable company is to advance, for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing a UTC which provides a specialist education and offers a wider, balanced curriculum. This includes the specialist delivery of science and engineering, supported by excellent provision in mathematics and computer science.

In accordance with the articles of association, the charitable company has entered into a relevant funding agreement with the Secretary of State on 30 September 2013. The funding agreements specify, amongst other things, the basis for admitting students to the UTC, the catchment area from which the students are drawn, and that the UTC provides a specialist education whilst offering a wider, balanced curriculum.

Objectives, Strategies and Activities

Lincoln UTC recognises that education is a basic right of every individual. Every member of Lincoln UTC will pursue the highest academic and behavioural standards. Lincoln UTC holds a clear vision:

"In pursuit of excellence, we will create a supportive and innovative environment and develop professional, respectful relationships."

(Vision statement, as articulated at the inception of the UTC in September 2014)

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TRUSTEES' REPORT (CONTINUED)
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We will seek to achieve this vision by creating an atmosphere which is conducive to learning and supportive to our students. We will actively encourage partnerships with all parents and members of our community in relevant aspects of UTC life by:

- maximising the attainment of all students at all levels;
- improving and striving for excellence;
- connecting education with employment;
- creating the college of the future and embracing new technologies.

Development and evolution of the vision, objectives and strategies of the UTC has (in addition to the above aims) placed increased emphasis and importance on our unique selling points as a UTC (rather than a school).

- We offer specialist education in science, engineering and maths.
- We are industry and employer led, delivering a curriculum and developing the skills needed for future success within employment.
- We work closely with the University to raise aspirations and provide the challenge and the opportunity to excel.

The student timetable, curriculum and daily experience has been changed to deliver a much greater focus on and much greater opportunities for students to develop skills ... the skills and traits of the ideal learner ... skills which will ensure their future success.

Our original statement of vision and objectives (which we are still committed to) has been augmented with ...



***Working together to develop the skills
for success in industry and university***

Specialists in science, technology, engineering and maths
in partnership with industry and the University of Lincoln

Public Benefit

Our vision is for students to be inspired by the relevance and challenge of working alongside local industry and solving real-life problems, helping students to understand the pathway their educational studies can take them along in their future careers. Our students will be professional, respectful and articulate and benefit from strong working relationships with peers and staff. They will rapidly gain confidence and both the technical and personal skills to become creative contributors on whom our businesses and public services can rely on to shape and drive the future of our society.

In setting our objectives and planning our activities the trustees have given careful consideration to the Charity Commissions general guidelines in public benefit. In doing so, we have been mindful to consider the impact of the UTC on existing schools, particularly in respect to potentially losing students to the UTC at aged 14. This has influenced our admissions policy and the way we have engaged with young people and their families. We have also begun to consider how the facilities within the UTC itself might benefit the local and wider community.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Strategic Report

Achievements and Performance

GCSE results summary 2019

Results were strong with significant and sustained year on year improvement, overall and in key subject areas. The number of students achieving top grades has increased, in English, in Maths and in the Sciences. The relative difference between progress scores in English and Maths is, to an extent, driven by the fact that our students arrive in year 10 with significantly weaker skills in English, having made little progress in Key Stage 3. Although it is significantly better than previous years, progress in the 'Open Basket' was relatively weak. The key factor here was the low proportion of students achieving distinction grades in their engineering subjects.

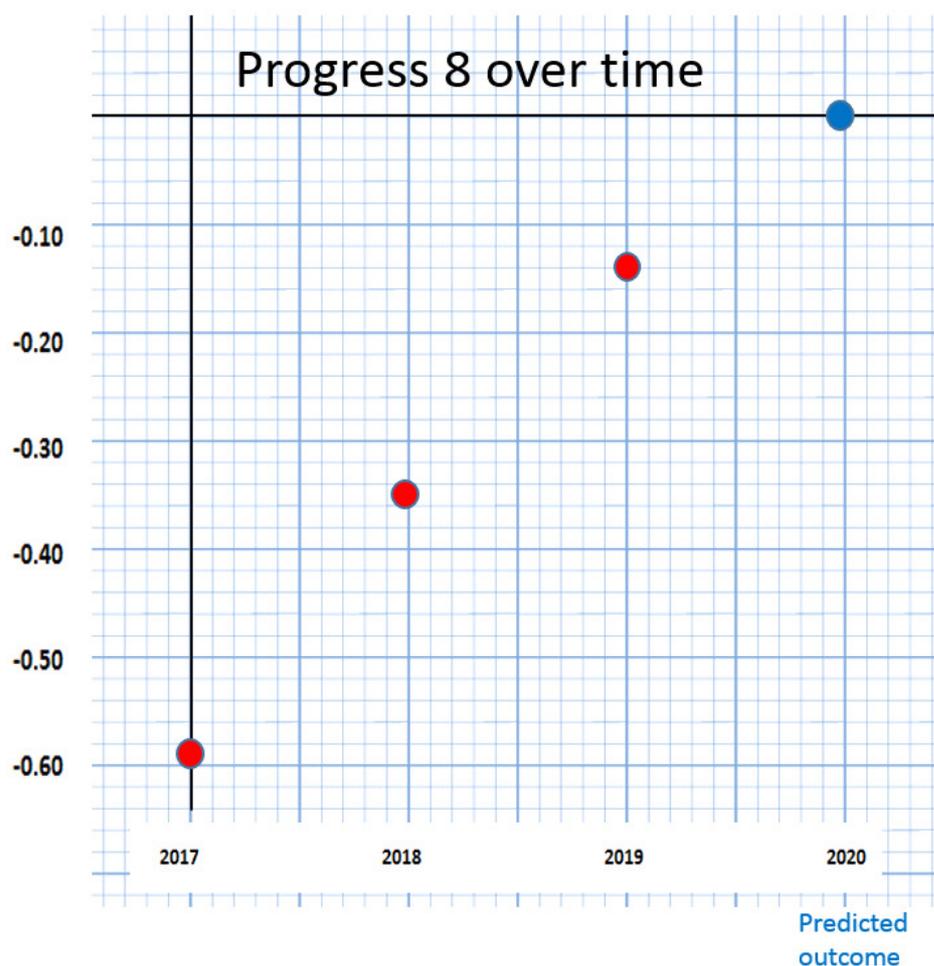
English and maths GCSE results

	4 to 9 %	5 to 9 %	7 to 9 %
2017	69	34	5
2018	69	27	4
2019	67	38	11

	Progress 8	English	Maths	EBacc	Open
2017	-0.59	-1.12	0.09	-0.29	-0.98
2018	-0.35	-0.69	0.31	-0.31	-0.72
2019	-0.14	-0.43	0.42	-0.09	-0.37

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Lincoln UTC Post 16 results summary 2019

100% pass rates for both our A Level students and for the students who took the specialist BTEC in engineering, equivalent to 3 A Levels. The real highlight has been the engineering with 21 out of 22 students achieving at least one distinction grade (95%) and 14 achieving triple distinctions (64%).

Value added score for the engineering students was the best we have ever achieved, at +0.57.

With only 11 A Level students, analysis of results by percentages can be misleading but overall the A Level value added score will be slightly higher than last year. We estimate that it will come out as +0.35 (+0.19 in 2018).

Biology was positive (only four students). Chemistry was disappointing. Computer Science (only four students) was poor. Maths and Physics were both very strong.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

Year 13 outcomes

2019

	Cohort	U	F	E	D	C	B	A	A*	A*-C	VA score (grades)
Biology	4	0	0	0	2	0	1	1	0	100%	0.34
Chemistry	7	0	0	3	0	2	2	0	0	57%	-0.21
Computer Science	4	0	0	3	0	1	0	0	0	25%	-0.41
Maths A2	7	0	0	0	2	3	1	0	1	71%	0.44
Physics	9	0	0	0	3	4	1	0	1	67%	0.62
Total A Level	32	1	0	6	7	10	5	1	2	56%	0.35
		MPP	MMP	MMM	DMM	DDM	DDD	D*DD	D*D*D	D*D*D*	VA score (grades)
Engineering	22	0	0	1	3	4	6	2	5	1	0.57
		U	P	M	D	D*					
Business	1				1						0.85

Key Performance Indicators

Key performance indicators are: to achieve student recruitment targets; to deliver good or better teaching; to achieve annual student attainment targets; to achieve above national average student attendance; to ensure 100% of students enter employment, education or training.

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.

Financial Review

Lincoln UTC has successfully managed the financial resources available throughout 2018/19. The College has delivered above expectations by reducing the anticipated deficit for the year based on the funding available after an in year pupil number adjustment. The College has robust financial plans in place to achieve a surplus budget in 2019/20 and achieve a surplus restricted funds balance by 2021/22.

The majority of the UTC's income is obtained from the ESFA (Education and Skills Funding Agency) in the form of General Annual Grant ("GAG"), the use of which is restricted to particular purposes. The grants received from the ESFA during the period reported on and the associated expenditure are shown as restricted funds in the statement of financial activities.

During the period ended 31 August 2019, total expenditure was £1,979,831 which resulted in net expenditure of £335,803. As at 31 August 2019, the net book value of fixed assets was £9,198,785. The assets were used for providing education and the associated support services to the students of the Trust.

The UTC held fund balances at 31 August 2019 of £8,922,566 comprising of deficit restricted funds of £12,592 (Net of pension deficit and fixed assets); a pension reserve deficit of £287,000, restricted fixed asset reserve of £9,222,158 and £nil unrestricted general funds.

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FOR THE YEAR ENDED 31 AUGUST 2019

Reserves Policy

The Trustees aim to build the general reserves of the UTC to provide sufficient working capital to cover delays between spending and receipt of grant funding and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

The UTC is currently reviewing its reserves policy in line with the ESFA's guidance.

Funds that can only be realised through the disposal of fixed assets amounts to £9,198,785.

Investment Policy

During the capital investment programme from the DfE it has not been possible to invest surplus funds due to the cash flow demands associated with the process. Investment is unlikely in the following year as our cash surplus will be required to cover any clawbacks as we continue to be funded on estimated numbers. The Board of Trustees have previously agreed limits for the investments which will be adhered to by the Chief Financial Officer and the Accounting Officer in any decisions made.

Principle Risks and Uncertainties

The principle risks are student recruitment and public perception. Outcomes for students are improving and satisfaction levels amongst students and their parents / carers are exceptionally high, as evidenced by the Ofsted parent view survey results. The positive Ofsted report (July 2019) is believed to have been a significant factor in reducing the proportion of students who, having applied for a place, changed their mind and stayed at their current school (down from 40% in 2018 to less than 10% in 2019). The expectation is that the Ofsted re-grading will also be a key driver of future recruitment. Looking forward to academic year 2020 / 2021 and beyond, the picture for student recruitment is positive. As of November 15th, the number of applications for year 10 places is over 50% up on the position at the same time last year.

Increased student numbers come with risks and challenges and challenges for the UTC in terms of maintaining the quality of provision and the current outstanding behaviour and attendance. Each year, a proportion of students apply for places at the UTC because they are passionate about the subjects we specialise in. A proportion of our intake apply mainly for a fresh start...because, for a variety of reasons, they were unhappy at their previous school. A small proportion join us because they have been persuaded that it is their best option for avoiding a permanent exclusion (due to their persistent poor behaviour). The number of students (starting in September 2019) who are behaviourally challenging is appreciably higher than in previous years. This challenge is being effectively managed and the calm, purposeful learning environment has not been compromised but, as the UTC continues to grow, it does represent a risk.

In 2019 / 2020 the UTC has managed to service the curriculum and timetable with current staffing levels, despite student numbers increasing from 186 to 234. All teaching staff are timetabled to their maximum capacity. The principal has a teaching commitment, albeit a light one. The prediction is that student numbers may well be in excess of 300 in September 2020. It will not be possible, at this point, to cover the timetable with current staffing levels. The challenge for the UTC will be that staff recruitment decisions will need to be taken in the spring term, before student numbers and budgets are known with absolute certainty.

Plans for Future Periods

Lincoln UTC is committed to educating and training the next generation of scientists and engineers. This will be achieved by drawing on the skills and knowledge of UTC staff, of industry partners and academic partners, and closely monitoring our curriculum offer to ensure it is in line with requirements for the future workforce.

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TRUSTEES' REPORT (CONTINUED)
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Our vision is for students to be inspired by the relevance and challenge of working alongside local industry and solving real life problems, helping students to understand the pathway their educational studies can take them along in their future careers. Our students will be professional, respectful, and articulate and benefit from strong working relationships with peers and staff. They will rapidly gain confidence and both the technical and personal skills to become creative contributors on whom our businesses and public services can rely on to shape and drive the future of our society.

This will be achieved by:

- Continuing to develop and consistently delivering high quality specialist core education in science and engineering across both key stages;
- Delivering high quality careers information, advice and guidance to ensure students make informed choices about the next steps in their career pathways;
- Collaborating with specialist industry partners to enhance curriculum delivery and provide clear pathways into industry;
- Collaboration with further and higher education partners to enhance curriculum delivery and provide clear pathways into education;
- Consistently promoting and developing professional, respectful relationships built upon mutual respect and an unconditional positive regard.

There are three strands to the UTCs growth, long term success and sustainability:

- The UTC must continue to build on recent improvements in student outcomes and examination success to the point where we are the highest performing UTC in the country ... and the only one with positive KS2 to KS4 Progress scores.
- The UTC must further develop its unique provision with a curriculum, a timetable and an approach to learning which offers students a daily experience that is highly distinctive from ordinary schools. The UTCs long term future depends on it being different from other schools and being seen to be different.
- The UTC must raise public awareness of its distinctive offer and its strengths in order to deliver a step change in marketing and recruitment.

Funds Held as Custodian Trustee on Behalf of Others

There are no funds held on behalf of others within Lincoln UTC.

Auditor

Insofar as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The 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 auditor is 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 10 December 2019 and signed on its behalf by:

P Birt
Chair

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GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Lincoln UTC 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.

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 Lincoln UTC 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)

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 4 times during the year. The Trustees believe this is sufficient to provide effective oversight as there are also sub-committee meetings throughout the year.

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

Trustee	Meetings attended	Out of a possible
P Birt, Chair	2	4
A Watson, Vice Chair	3	4
N Main	3	4
E John	2	4
J Morrison	4	4
A Ogg	4	4
J Smith	4	4
F Carchedi	3	4
J Hallett	3	4
M Wakeling	3	4
C Headleand	2	2
M Fielding, Staff Trustee	0	0

Governance reviews:

An external review of governance, was conducted by a National Leader of Governance (NLG) between May and July 2018. The NLG in her review recognised the many strengths of the governing body. The review recognised the strength of the governing body in terms of its composition (membership) and the high levels of both challenge and support given to the Principal and the leadership team. The external review also recognised the openness and frankness of discussions in board meetings. Trustees have a strong understanding of the work of the UTC and awareness of the issues and challenges it is facing. The governing body includes senior managers and leaders from the University and from the UTC's leading industrial partners and sponsors. A high proportion of the Trustees have highly relevant qualifications and experience in industrial contexts directly relevant to the UTC's joint specialisms of science and engineering.

The review of governance and its strengths was echoed by the Ofsted inspection team ...

- The governance of the school is strong and highly effective. Relationships between governors and senior leaders are very positive and constructive. Together, they strive for excellence and have a strong vision for the future direction of the college.
- Trustees are kept very well informed by senior leaders and have a good understanding of the college's strengths and areas for development. Trustees are proactive in their role and visit the college frequently to support its development priorities.
- Trustees are highly skilled and knowledgeable. They use their expertise to hold senior leaders stringently to account. For example, Trustees asked searching questions about the college's new curriculum structure prior to its implementation in 2017. They also question the accuracy of the college's performance-tracking system in order to ensure its reliability.

The Governance structure has two sub committees which aim to meet four times per year in addition to the full board meetings.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Finance and Audit Committee is a sub-committee of the main board of Trustees. Its purpose is:

1. To assist the decision making of the Board of Trustees, by enabling more detailed consideration to be given to the best means of fulfilling the Board of Trustees responsibility to ensure sound management of the UTC's finances and resources, including proper planning, monitoring and probity. To make appropriate comments and recommendations on such matters to the Board of Trustees on a regular basis.
2. To ensure that robust internal control exists within the UTC by providing the primary interface between the Board of Trustees and the UTC's external auditors and internal auditors.
3. The Committee will work closely with the UTC's CFO on the preparation and finalisation of the UTC's Annual Report and Financial Statements and will make recommendations to the Board of Trustees for the acceptance, or otherwise, of such draft Financial Statements.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
A Ogg	3	4
P Birt	4	4
N Main	2	4
J Hallett	3	4
A Watson	3	4

Review of value for money

As accounting officer, the Principal has responsibility for ensuring that the UTC 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 UTC'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 UTC has delivered improved value for money during the year by:

- Regularly reviewing services and functions of the school to identify any potential areas for improvement;
- Monitoring outcomes and comparing performance with other UTCs;
- Promoting fair competition through quotations and tenders to ensure goods and services are secured in the most economic, efficient and effective way;
- Ensuring strong controls are in place in all areas of purchasing to ensure the best value for money is achieved;
- Restructuring the leadership team to ensure performance and outcomes can be maximised;
- Curriculum-led staff planning in order to deliver the best possible curriculum in the most efficient way.

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GOVERNANCE STATEMENT (CONTINUED)

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 on-going process designed to identify and prioritise the risks to the achievement of UTC 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 Lincoln UTC for the year 1 September 2018 to 31 August 2019 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 UTC 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 UTC's significant risks that has been in place for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

The risk and control framework

The UTC'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 and General Purposes 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;
- Delegation of authority and segregation of duties;
- Identification and management of risks.

The board of Trustees has considered the need for a specific internal audit function and has decided to appoint Stephen Dolman, Finance Director at Ron Dearing UTC in Hull as internal auditor.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the UTC's financial systems. In particular the checks carried out in the current period included:

- Testing of payroll systems
- Testing of purchase systems
- Testing of control account/ bank reconciliations
- Testing of the budgeting process
- Testing of the cash flow processes
- Testing of the income procedures.

On an annual basis, the internal auditor reports to the board of Trustees through the Finance and Audit committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The schedule of work has been delivered as planned and no material issues were identified.

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GOVERNANCE STATEMENT (CONTINUED)

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 auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the UTC who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Audit 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 10 December 2019 and signed on their behalf by:

P Birt
Chair

J Morrison
Accounting Officer

LINCOLN UTC
(A company limited by guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Lincoln UTC I have considered my responsibility to notify the UTC 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 UTC, under the funding agreement in place between the UTC 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 2018.

I confirm that I and the UTC board of Trustees are able to identify any material irregular or improper use of all funds by the UTC, or material non-compliance with the terms and conditions of funding under the UTC's funding agreement and the Academies Financial Handbook 2018.

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.

J Morrison
Accounting Officer
Date: 10 December 2019

LINCOLN UTC
(A company limited by guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2019

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 & 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 2015 and the Academies Accounts Direction 2018 to 2019;
- 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;
- 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 10 December 2019 and signed on its behalf by:

P Birt
Chair

LINCOLN UTC
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
LINCOLN UTC**

Opinion

We have audited the financial statements of Lincoln UTC (the 'UTC') for the year ended 31 August 2019 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 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the UTC's affairs as at 31 August 2019 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 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the UTC 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

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

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

LINCOLN UTC
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
LINCOLN UTC (CONTINUED)**

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditor's report thereon. Other information includes the Reference and administrative details, the Trustees' report including the Strategic report, and the Governance statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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 UTC 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.

LINCOLN UTC
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
LINCOLN UTC (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the UTC 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 UTC'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 UTC or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

LINCOLN UTC
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
LINCOLN UTC (CONTINUED)**

Use of our report

This report is made solely to the charitable UTC'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 charitable UTC's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable UTC and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Robert Anderson (Senior statutory auditor)

for and on behalf of

Streets Audit LLP

Chartered Accountants and Statutory Auditor

Tower House

Lucy Tower Street

Lincoln

LN1 1XW

10 December 2019

LINCOLN UTC
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO LINCOLN
UTC AND THE EDUCATION & SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 20 August 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Lincoln UTC during the year 1 September 2018 to 31 August 2019 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 Lincoln UTC and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Lincoln UTC 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 Lincoln UTC and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Lincoln UTC's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Lincoln UTC's funding agreement with the Secretary of State for Education dated September 2013 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. 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 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 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 UTC's income and expenditure.

The work undertaken to draw to our conclusion includes:

- a review of the UTC's systems and controls and confirmation of their operation and effectiveness during the year;
- a detailed review of purchase transactions confirming the purpose, value for money and that appropriate tendering / quotation procedures had been followed in line with the UTC finance policy; and
- a review of the Internal Audit reports.

LINCOLN UTC
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO LINCOLN
UTC AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Robert Anderson

Streets Audit LLP

Date: 10 December 2019

LINCOLN UTC
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2019**

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
Income from:						
Donations and capital grants	3	150	-	15,054	15,204	28,032
Charitable activities	4	8,531	1,620,055	-	1,628,586	1,725,253
Other trading activities	5	57	-	-	57	134
Investments	6	181	-	-	181	295
Total income		8,919	1,620,055	15,054	1,644,028	1,753,714
Expenditure on:						
Charitable activities	8	8,919	1,705,674	265,238	1,979,831	2,211,433
Total expenditure		8,919	1,705,674	265,238	1,979,831	2,211,433
Net movement in funds before other recognised gains/(losses)		-	(85,619)	(250,184)	(335,803)	(457,719)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	24	-	(141,000)	-	(141,000)	76,000
Net movement in funds		-	(226,619)	(250,184)	(476,803)	(381,719)
Reconciliation of funds:						
Total funds brought forward		-	(72,973)	9,472,342	9,399,369	9,781,088
Net movement in funds		-	(226,619)	(250,184)	(476,803)	(381,719)
Total funds carried forward		-	(299,592)	9,222,158	8,922,566	9,399,369

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

The notes on pages 28 to 51 form part of these financial statements.

LINCOLN UTC
(A company limited by guarantee)
REGISTERED NUMBER: 07898536

BALANCE SHEET
AS AT 31 AUGUST 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible assets	14	9,198,785	9,446,003
		<u>9,198,785</u>	<u>9,446,003</u>
Current assets			
Stocks	15	-	3,289
Debtors	16	53,879	71,059
Cash at bank and in hand		122,975	359,179
		<u>176,854</u>	<u>433,527</u>
Creditors: amounts falling due within one year	17	(166,073)	(381,161)
Net current assets		10,781	52,366
Total assets less current liabilities		<u>9,209,566</u>	<u>9,498,369</u>
Net assets excluding pension liability		<u>9,209,566</u>	<u>9,498,369</u>
Defined benefit pension scheme liability	24	(287,000)	(99,000)
Total net assets		<u><u>8,922,566</u></u>	<u><u>9,399,369</u></u>

LINCOLN UTC
(A company limited by guarantee)

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2019

	Note	2019	2019 £	2018	2018 £
Funds of the UTC					
Restricted funds:					
Fixed asset funds	18	9,222,158		9,472,342	
Restricted income funds	18	(12,592)		26,027	
		<u>9,209,566</u>		<u>9,498,369</u>	
Restricted funds excluding pension asset	18	9,209,566		9,498,369	
Pension reserve	18	(287,000)		(99,000)	
Total restricted funds	18		<u>8,922,566</u>		<u>9,399,369</u>
Unrestricted income funds	18		<u>-</u>		<u>-</u>
Total funds			<u>8,922,566</u>		<u>9,399,369</u>

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 24 to 51 were approved by the Trustees, and authorised for issue on 10 December 2019 and are signed on their behalf, by:

P Birt
Chair

The notes on pages 28 to 51 form part of these financial statements.

LINCOLN UTC
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Note	2019 £	<i>2018</i> £
Cash flows from operating activities			
Net cash used in operating activities	20	(237,949)	<i>(338,708)</i>
Cash flows from investing activities	21	1,745	<i>22,908</i>
Change in cash and cash equivalents in the year		(236,204)	<i>(315,800)</i>
Cash and cash equivalents at the beginning of the year		359,179	<i>674,979</i>
Cash and cash equivalents at the end of the year	22	122,975	<i>359,179</i>

The notes on pages 28 to 51 form part of these financial statements

LINCOLN UTC
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

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 UTC, 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 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Lincoln UTC meets the definition of a public benefit entity under FRS 102.

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 UTC 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 UTC has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the UTC's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

LINCOLN UTC
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.3 Income

All incoming resources are recognised when the UTC 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.

• **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the UTC has provided the goods or services.

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.

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

LINCOLN UTC
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.5 Taxation

The UTC is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the UTC is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.6 Tangible fixed assets

Assets costing £2,000 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.

Freehold property and improvements are not depreciated on grounds of immateriality. Improvements are subject to regular maintenance and repair such that in the trustees opinion the residual value is not materially different from the value in the financial statements and has a long economic life. The Trustees consider the need for impairment at each period end.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold land & improvements	- No depreciation
Furniture and equipment	- 20% straight line
Computer equipment	- 20% straight line

1.7 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.8 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.

LINCOLN UTC
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.9 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.

1.10 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 UTC 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. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.11 Financial instruments

The UTC only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the UTC 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 16. Prepayments are not financial instruments.

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 17. 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.

1.12 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

LINCOLN UTC
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. Accounting policies (continued)

1.13 Pensions

Retirement benefits to employees of the UTC 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 UTC 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 UTC 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.

1.14 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the UTC 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.

LINCOLN UTC
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

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:

Tangible fixed assets are recognised at cost or valuation, less accumulated depreciation and any impairments. Depreciation takes place over the estimated useful life, down to the assessed residual value. The carrying amount of the academy's fixed assets is tested as soon as changed conditions show that a need for impairment has arisen.

The UTC 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 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Donations	150	-	150	<i>1,750</i>
Capital Grants	-	15,054	15,054	<i>26,282</i>
	<u>150</u>	<u>15,054</u>	<u>15,204</u>	<u><i>28,032</i></u>
<i>Total 2018</i>	<u><u>1,750</u></u>	<u><u>26,282</u></u>	<u><u>28,032</u></u>	

LINCOLN UTC
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

4. Funding for the UTC's educational operations

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
DfE/ESFA grants				
General Annual Grant (GAG) funding	-	1,294,887	1,294,887	1,320,379
Other DfE/ESFA revenue grants	-	293,043	293,043	321,406
	-	1,587,930	1,587,930	1,641,785
Other government grants				
SEN funding	-	20,623	20,623	23,756
	-	20,623	20,623	23,756
Other funding				
Other restricted income	-	11,502	11,502	40,162
Trip contributions	8,531	-	8,531	19,550
	8,531	11,502	20,033	59,712
	8,531	1,620,055	1,628,586	1,725,253
<i>Total 2018</i>	<i>19,550</i>	<i>1,705,703</i>	<i>1,725,253</i>	

5. Income from other trading activities

	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Sale of goods	57	57	134

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6. Investment income

	Unrestricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Investment income	181	181	295

7. Expenditure

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £	<i>Total 2018 £</i>
Direct costs	1,064,142	-	386,898	1,451,040	1,643,129
Allocated support costs	224,900	119,965	183,926	528,791	568,304
	<u>1,289,042</u>	<u>119,965</u>	<u>570,824</u>	<u>1,979,831</u>	<u>2,211,433</u>
<i>Total 2018</i>	<u>1,492,426</u>	<u>143,026</u>	<u>575,981</u>	<u>2,211,433</u>	

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Direct costs	4,919	1,970,912	1,975,831	2,207,433
Pension cost	4,000	-	4,000	4,000
	<u>1,463,488</u>	<u>747,945</u>	<u>2,211,433</u>	
<i>Total 2018</i>	<u>1,463,488</u>	<u>747,945</u>	<u>2,211,433</u>	

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9. Analysis of expenditure by activities

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Direct costs	1,451,040	528,791	1,979,831	2,211,433
<i>Total 2018</i>	<u>1,643,129</u>	<u>568,304</u>	<u>2,211,433</u>	

Analysis of direct costs

	Activities 2019 £	Total funds 2019 £	<i>Total funds 2018 £</i>
Pension income	4,000	4,000	4,000
Staff costs	1,064,142	1,064,142	1,264,042
Depreciation	260,527	260,527	259,446
Educational supplies	116,390	116,390	108,414
Staff development	5,981	5,981	7,227
	<u>1,451,040</u>	<u>1,451,040</u>	<u>1,643,129</u>

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9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2019 £	<i>Total funds 2018 £</i>
Staff costs	224,900	228,384
ICT costs	39,070	38,971
Staff recruitment	7,967	7,774
Transport	8,326	19,069
Heat and light	34,097	35,789
Rent and rates	20,739	25,860
Postage and stationery	13,216	17,942
Telephone costs	11,097	11,020
Insurance	3,840	5,060
Other support costs	55,459	45,564
Maintenance	65,129	81,377
Marketing costs	32,964	37,824
Legal and professional	5,087	6,970
Auditors remuneration	6,900	6,700
	528,791	568,304

10. Net expenditure

Net expenditure for the year includes:

	2019 £	<i>2018 £</i>
Operating lease rentals	3,269	2,692
Depreciation of tangible fixed assets	260,527	259,445
Fees paid to auditor for:		
- audit	6,900	6,700
- other services	1,310	1,050

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11. Staff costs

a. Staff costs

Staff costs during the year were as follows:

	2019 £	2018 £
Wages and salaries	1,002,935	1,151,036
Social security costs	89,916	104,594
Pension costs	196,191	236,796
	<u>1,289,042</u>	<u>1,492,426</u>
Agency staff costs	47,650	50,367
Staff restructuring costs	1,982	-
	<u>1,338,674</u>	<u>1,542,793</u>

Staff restructuring costs comprise:

	2019 £	2018 £
Redundancy payments	1,982	-
	<u>1,982</u>	<u>-</u>

b. Non-statutory/non-contractual staff severance payments

The redundancy payments made in the year were contractual.

c. Staff numbers

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

	2019 No.	2018 No.
Teachers	15	16
Management	3	3
Support	18	18
	<u>36</u>	<u>37</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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11. Staff costs (continued)

d. Higher paid staff

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

	2019	<i>2018</i>
	No.	<i>No.</i>
In the band £60,001 - £70,000	1	<i>1</i>
In the band £80,001 - £90,000	1	<i>1</i>
	1	<i>1</i>

e. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the UTC was £236,413 (2018 - £220,852).

12. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the UTC. 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:

		2019	<i>2018</i>
		£	<i>£</i>
J Morrison, Principal	Remuneration	85,000 -	<i>80,000 -</i>
		90,000	<i>85,000</i>
	Pension contributions paid	10,000 -	<i>10,000 -</i>
		15,000	<i>15,000</i>
P Batterbury, Principal (Resigned 31 December 2017)	Remuneration		<i>20,000 -</i>
	Pension contributions paid		<i>25,000</i>
S Cade, Staff Trustee (Resigned 17 June 2018)	Remuneration		<i>0 - 5,000</i>
			<i>25,000 -</i>
	Pension contributions paid		<i>30,000</i>
			<i>0 - 5,000</i>

During the year ended 31 August 2019, no Trustee expenses have been incurred (2018 - £NIL).

13. Trustees' and Officers' insurance

The UTC has opted into the Department of 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 UTC business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

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FOR THE YEAR ENDED 31 AUGUST 2019

14. Tangible fixed assets

	Freehold land and property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2018	9,115,743	713,579	619,879	10,449,201
Additions	-	-	13,476	13,476
Disposals	-	(167)	-	(167)
At 31 August 2019	<u>9,115,743</u>	<u>713,412</u>	<u>633,355</u>	<u>10,462,510</u>
Depreciation				
At 1 September 2018	-	572,430	430,768	1,003,198
Charge for the year	-	135,823	124,704	260,527
At 31 August 2019	<u>-</u>	<u>708,253</u>	<u>555,472</u>	<u>1,263,725</u>
Net book value				
At 31 August 2019	<u><u>9,115,743</u></u>	<u><u>5,159</u></u>	<u><u>77,883</u></u>	<u><u>9,198,785</u></u>
<i>At 31 August 2018</i>	<u><u>9,115,743</u></u>	<u><u>141,149</u></u>	<u><u>189,111</u></u>	<u><u>9,446,003</u></u>

Freehold land & property includes freehold land of £1,350,000 (2018 - £1,350,000). The valuation of freehold property is the cost of refurbishment of the UTC buildings.

15. Stocks

	2019 £	2018 £
Supplies	<u><u>-</u></u>	<u><u>3,289</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Debtors

	2019 £	2018 £
Due within one year		
Trade debtors	-	163
VAT repayable	11,554	8,746
Prepayments and accrued income	42,325	62,150
	53,879	71,059
	53,879	71,059

17. Creditors: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	31,353	30,223
Other taxation and social security	21,465	24,195
Other creditors	72,142	301,226
Accruals and deferred income	41,113	25,517
	166,073	381,161
	166,073	381,161

	2019 £	2018 £
Deferred income		
Deferred income at 1 September	12,393	13,373
Resources deferred during the year	17,762	12,393
Amounts released from previous periods	(12,393)	(13,373)
	17,762	12,393
Deferred income at 31 August	17,762	12,393

Deferred income includes grant and trip income received in the year, to be deferred to the 2019/20 academic year.

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds

	Balance at 1 September 2018 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds					
General Funds	-	8,919	(8,919)	-	-
Restricted general funds					
General Annual Grant (GAG)	21,366	1,294,887	(1,332,833)	-	(16,580)
Other ESFA/DfE grants	4,661	293,043	(293,716)	-	3,988
Other LA revenue grants	-	20,623	(20,623)	-	-
Other restricted funds	-	11,502	(11,502)	-	-
Pension reserve	(99,000)	-	(47,000)	(141,000)	(287,000)
	<u>(72,973)</u>	<u>1,620,055</u>	<u>(1,705,674)</u>	<u>(141,000)</u>	<u>(299,592)</u>
Restricted fixed asset funds					
Assets transferred from local authority ownership	1,350,000	-	-	-	1,350,000
Assets acquired from ESFA grants	8,096,003	13,476	(260,694)	-	7,848,785
ESFA grant funding carried forward	26,339	1,578	(4,544)	-	23,373
	<u>9,472,342</u>	<u>15,054</u>	<u>(265,238)</u>	<u>-</u>	<u>9,222,158</u>
Total Restricted funds	<u>9,399,369</u>	<u>1,635,109</u>	<u>(1,970,912)</u>	<u>(141,000)</u>	<u>8,922,566</u>
Total funds	<u><u>9,399,369</u></u>	<u><u>1,644,028</u></u>	<u><u>(1,979,831)</u></u>	<u><u>(141,000)</u></u>	<u><u>8,922,566</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

18. Statement of funds (continued)

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

Unrestricted funds

General Funds represent those resources which may be used towards meeting any of the objects of the UTC at the discretion of the Trustees.

Restricted funds

General Annual Grant (GAG) must be used for the normal running costs of the UTC.

Other DfE/ESFA Grants comprise of various grants awarded for specific projects, in particular to boost standards of attainment. Grants include Pupil Premium funding which is intended to support education from pupils from a disadvantaged background.

Other LA revenue grants include funding provided for pupils with Statements of Special Educational Needs and is used by the UTC to assist with pupils education.

The pension reserve arises from the actuarial measurement of the UTC's share of the Local Government Pension Scheme deficit. This deficit is recorded as a provision. The actuarial cost of employing staff during the year is initially reflected in the normal running costs of the school in the restricted pension fund. The amount included in resources expended represents the pension costs for the year charged to income and expenditure that arises from actuarial calculations of service cost rather than employer contributions paid. Actuarial gains and losses that arise from changes in assumptions by the actuary or wider influences are shown in the restricted pension fund.

Restricted fixed asset funds

Assets Acquired from ESFA Grants represents the net book value of assets acquired using the ESFA grant for the UTC project covering construction, ICT and FFE.

The UTC is carrying a net deficit of £12,592 on restricted general funds (excluding pension reserve) plus unrestricted funds for the following reason:

The UTC has been managing reduced ESFA income per pupil with the requirement to ensure appropriate teaching provision.

The UTC is taking the following action to return these funds to surplus:

The UTC has undertaken cost reviews with assistance from the ESFA during the year and continues to monitor all areas for additional savings that can be made.

Under the funding agreement with the Secretary of State, the UTC was not subject to a limit on the amount of GAG it could carry forward at 31 August 2019.

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds (continued)

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

	<i>Balance at 1 September 2017 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2018 £</i>
Unrestricted funds					
General Funds	20,114	21,729	(41,843)	-	-
Restricted general funds					
General Annual Grant (GAG)	140,406	1,320,379	(1,439,419)	-	21,366
Other ESFA/DfE grants	3,882	321,406	(320,627)	-	4,661
Other LA revenue grants	-	23,756	(23,756)	-	-
Other restricted funds	-	40,162	(40,162)	-	-
Pension reserve	(107,000)	-	(68,000)	76,000	(99,000)
	<u>37,288</u>	<u>1,705,703</u>	<u>(1,891,964)</u>	<u>76,000</u>	<u>(72,973)</u>
Restricted fixed asset funds					
Assets transferred from local authority ownership	1,350,000	-	-	-	1,350,000
Assets acquired from ESFA grants	8,352,074	3,374	(259,445)	-	8,096,003
ESFA grant funding carried forward	21,612	22,908	(18,181)	-	26,339
	<u>9,723,686</u>	<u>26,282</u>	<u>(277,626)</u>	<u>-</u>	<u>9,472,342</u>
Total Restricted funds	<u>9,760,974</u>	<u>1,731,985</u>	<u>(2,169,590)</u>	<u>76,000</u>	<u>9,399,369</u>
Total funds	<u><u>9,781,088</u></u>	<u><u>1,753,714</u></u>	<u><u>(2,211,433)</u></u>	<u><u>76,000</u></u>	<u><u>9,399,369</u></u>

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19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	9,198,785	9,198,785
Current assets	153,481	23,373	176,854
Creditors due within one year	(166,073)	-	(166,073)
Provisions for liabilities and charges	(287,000)	-	(287,000)
Total	(299,592)	9,222,158	8,922,566

Analysis of net assets between funds - prior year

	<i>Restricted funds 2018 £</i>	<i>Restricted fixed asset funds 2018 £</i>	<i>Total funds 2018 £</i>
Tangible fixed assets	-	9,446,003	9,446,003
Current assets	407,188	26,339	433,527
Creditors due within one year	(381,161)	-	(381,161)
Provisions for liabilities and charges	(99,000)	-	(99,000)
Total	(72,973)	9,472,342	9,399,369

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NOTES TO THE FINANCIAL STATEMENTS
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20. Reconciliation of net expenditure to net cash flow from operating activities

	2019 £	2018 £
Net expenditure for the year (as per Statement of financial activities)	(335,803)	(457,719)
Adjustments for:		
Depreciation	260,527	259,445
Capital grants from DfE and other capital income	(15,054)	(26,282)
Defined benefit pension scheme cost less contributions payable	43,000	64,000
Defined benefit pension scheme finance cost	4,000	4,000
Decrease in stocks	3,289	50
Decrease/(increase) in debtors	17,180	(7,334)
Decrease in creditors	(215,088)	(174,868)
Net cash used in operating activities	(237,949)	(338,708)

21. Cash flows from investing activities

	2019 £	2018 £
Purchase of tangible fixed assets	(13,476)	(3,374)
Proceeds from the sale of tangible fixed assets	167	-
Capital grants from DfE Group	15,054	26,282
Net cash provided by investing activities	1,745	22,908

22. Analysis of cash and cash equivalents

	2019 £	2018 £
Cash in hand	122,975	359,179
Total cash and cash equivalents	122,975	359,179

23. Contingent liabilities

In the event of Lincoln UTC ceasing to operate as an academy, provisions are included in the funding agreement relating to the clawback of assets and monies paid to the UTC.

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NOTES TO THE FINANCIAL STATEMENTS
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24. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

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 and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

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

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. 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 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

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24. Pension commitments (continued)

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2019.

The employer's pension costs paid to TPS in the year amounted to £79,000 (2018 - £93,000).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The UTC has accounted for its contributions to the scheme as if it were a defined contribution scheme. The UTC 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 2019 was £55,000 (2018 - £65,000), of which employer's contributions totalled £41,000 (2018 - £49,000) and employees' contributions totalled £ 14,000 (2018 - £16,000). The agreed contribution rates for future years are 19.9 per cent for employers and 12.5 per cent for employees.

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.

Principal actuarial assumptions

	2019	<i>2018</i>
	%	%
Rate of increase in salaries	2.7	<i>2.7</i>
Rate of increase for pensions in payment/inflation	2.3	<i>2.3</i>
Discount rate for scheme liabilities	1.9	<i>2.8</i>

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

	2019	<i>2018</i>
	Years	Years
<i>Retiring today</i>		
Males	21.2	<i>22.1</i>
Females	23.5	<i>24.4</i>
<i>Retiring in 20 years</i>		
Males	22.5	<i>24.1</i>
Females	25.2	<i>26.6</i>

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24. Pension commitments (continued)

Sensitivity analysis

	2019	<i>2018</i>
	£000	<i>£000</i>
Discount rate -0.5%	129,000	<i>78,000</i>
CPI rate +0.5%	128,000	<i>78,000</i>
	=====	<i>=====</i>

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

	At 31	<i>At 31 August</i>
	August 2019	<i>2018</i>
	£	<i>£</i>
Equities	275,000	<i>221,000</i>
Corporate bonds	60,000	<i>45,000</i>
Property	38,000	<i>33,000</i>
Cash and other liquid assets	4,000	<i>3,000</i>
Total market value of assets	377,000	<i>302,000</i>
	=====	<i>=====</i>

The actual return on scheme assets was £20,000 (2018 - £20,000).

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

	2019	<i>2018</i>
	£	<i>£</i>
Current service cost	(80,000)	<i>(113,000)</i>
Past service cost	(4,000)	<i>-</i>
Interest income	9,000	<i>6,000</i>
Interest cost	(13,000)	<i>(10,000)</i>
Total amount recognised in the Statement of financial activities	(88,000)	<i>(117,000)</i>
	=====	<i>=====</i>

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24. Pension commitments (continued)

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

	2019 £	2018 £
At 1 September	401,000	324,000
Current service cost	80,000	113,000
Interest cost	13,000	10,000
Employee contributions	14,000	16,000
Actuarial losses/(gains)	152,000	(62,000)
Past service costs	4,000	-
At 31 August	664,000	401,000

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

	2019 £	2018 £
At 1 September	302,000	217,000
Interest income	9,000	6,000
Actuarial gains	11,000	14,000
Employer contributions	41,000	49,000
Employee contributions	14,000	16,000
At 31 August	377,000	302,000

25. Operating lease commitments

At 31 August 2019 the UTC had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	academy 2019 £	<i>academy 2018 £</i>
Not later than 1 year	3,269	3,269
Later than 1 year and not later than 5 years	3,268	6,537
	6,537	9,806

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FOR THE YEAR ENDED 31 AUGUST 2019

26. 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.

27. Related party transactions

Owing to the nature of the UTC's operations 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 a trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the UTC's financial regulations and normal procurement procedures.

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

28. Agency arrangements

During the year, the UTC acted as agent in respect of 16-18 Bursary funding received from the ESFA. The UTC received 16-18 Bursary funding of £7,510 and expended £10,476. Amounts in relation to prior years are held totalling £11,856. A total balance of £23,373 is included within other creditors.