



Report & Financial Statements 2017-2018

Key Management Personnel, Board of Governors and Professional Advisers

Key management personnel

Key management personnel are defined as members of the Executive Leadership Team and were represented by the following in 2017-18:

Yvonne Kelly, Principal and CEO, Accounting Officer

Wijay Pitumpe, Chief Finance & Enterprise Officer

Caryn Swart, Chief Operating Officer

Janet Curtis-Broni, Executive Director, People & Organisation

Board of Governors

A full list of Governors is given on page 12 of these financial statements.

Ms Victoria Eastwood acted as Clerk to the Corporation from 3 October 2016.

Professional Advisers

Financial statements auditors and reporting accountants:

MHA Macintyre Hudson
New Bridge Street House
30-34 New Bridge Street
London
EC4V 6BJ

Internal Auditors:

RSM Risk Assurance Services LLP
25 Farringdon Street
London
EC4A 4AB

Bankers:

Barclays Bank
Canary Wharf
London
E14 5HP

Solicitors:

Mills & Reeve
Norwich
Norfolk
NR3 1RU

VAT Advisors:

Davies-Mayers
Pillar House
Bath Road
Gloucestershire
GL53 7LS

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Members Report

NATURE, OBJECTIVES AND STRATEGIES:

The members present their report and the audited financial statements for the year ended 31 July 2017.

Legal status

1. The Corporation was established under the Further and Higher Education Act 1992 for the purpose of conducting Barking & Dagenham College. The College is an exempt charity for the purposes of the Charities Act 2011.
2. The Corporation was incorporated as Barking College on the 1st January 1993. On the 1st February 2010, the Secretary of State granted consent to the Corporation to change the College's name to Barking & Dagenham College. The Corporation believes that the new name represents a more cross borough working relationship with our community and our stakeholders.

Mission

3. Governors reviewed the College's mission during 2017/18 and adopted a revised mission statement as follows:

"A truly great College, passionate about success".

The College's values are:

- Passion
- Innovation, Creativity and Entrepreneurialism
- Respect, Social Justice and Fairness
- High standards and quality
- Professionalism
- Friendliness and Commitment
- Flexibility, Responsiveness and Ability to Change
- Accountability
- Risk-taking

The College values are underpinned by the following behaviours:

- Foster excellence in all that we do
- Work together to achieve our goals

- Role model the Barking & Dagenham College values
- Deliver results for our Learners, our Employers and for our People

Public Benefit

4. Barking & Dagenham College is an exempt charity under part 3 of the Charities Act 2011 and following the Machinery of Government changes in July 2016 is regulated by the Secretary of State for Education. The members of the Governing Body, who are trustees of the charity, are disclosed on pages 12 and 13.

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

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

- High quality teaching
- Widening participation and tackling social exclusion
- Excellent employment records for Students
- Strong student support systems
- Links with employers, industry and commerce

College Strategic Directions

5. The College updated its strategic directions plan in October 2016 which has been approved for 2017-2018 by the governing body. The delivery of the following strategic objectives are underpinned by operational deliverables for each of the objectives. The performance of the deliverables are monitored by strategic Key Performance Indicators (KPIs) in a balanced score card. The strategic objectives are:

- Achieve excellence through transformational, inclusive and entrepreneurial teaching, learning and assessment for students
- Transform our services, operations and delivery models for our students, customers and key stakeholders, harnessing the benefits of advanced technologies
- Create modern sites and facilities with the latest education and training solutions that reflect industry standards
- Strengthen strategic alliances and secure commercial partnerships to create a sustainable future
- Enhance our reputation and brand as the provider and first choice for both students and employers, by delivering the skills priorities of the East London region
- Enable empowered, motivated and entrepreneurial staff operating in an open and competitive market to lead innovation and growth

Financial objectives

6. The College's financial objectives are to:
 - Maintain a sound financial base to enable the College to meet the financial performance criteria needed to maintain a financial health category of 'Good' to 'Outstanding' under the Framework for excellence
 - Continue to improve financial management
 - Maintain the confidence of funding bodies, suppliers, banks and professional advisors
 - Protect itself from unforeseen adverse changes in its income stream by maintaining adequate cash reserves
 - Generate sufficient income to enable maintenance and improvement of its accommodation and equipment
 - Raise awareness of financial issues
7. A series of performance indicators have been agreed to monitor the successful implementation of the policies.

Performance indicators

8. The FE Choices (formerly the "Framework for

Excellence") has four key performance indicators:

- Success rate
- Learner destinations
- Satisfaction surveys (formerly "learner views")
- Satisfaction surveys (formerly "employer views")

The College is committed to observing the importance of the sector measures and indicators and uses the FE choices data available on the GOV.UK website which looks at the measures such as success rates. The College is required to complete the annual Finance Record for the Education and Skills Funding Agency (ESFA). The college is assessed by the ESFA as having an "Outstanding" financial health grading. The current rating of Outstanding is considered an acceptable outcome.

FINANCIAL POSITION

Financial results

9. The Group generated an operating surplus before other gains and losses in the year of £0.367m (2016-17 – surplus of £0.825m) with total comprehensive income of £3.811m (2016-17 – (£7.748m)).
10. During 2017-18 the Group underwent further changes to ensure it was well placed to meet current and future funding challenges. Curriculum areas were subject to realignment and thus the accounts include staff restructuring costs of £0.279m (2016-17 - £0.005m).
11. The Group has accumulated reserves of £23.232m (2016-17 £19.421m). The Group wishes to continue to accumulate reserves and cash balances in order to create a contingency fund.
12. Tangible fixed asset additions during the year amounted to £0.839m. This was split between land and buildings acquired of £0.211m and equipment purchased of £0.628m.
13. The College has significant reliance on the education sector funding bodies for its

principal funding source, largely from recurrent grants. In 2017/18 the funding bodies provided 77% of the College's total income.

14. The college has four subsidiary companies; Apprenticeships Work Limited, Aspire Limited, BDC@Broadway Limited, and Hairazors Limited. Any surpluses generated are transferred to the College under deed of covenant. In the year, the surpluses generated were £0.002m for Apprenticeships Work Limited and £0.007m for BDC@Broadway Limited respectively.

Treasury policies and objectives

15. Treasury management is the management of the Group's cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.
16. The Group has a separate treasury management policy in place. Short term borrowing for temporary revenue purposes is authorised by the Principal. Such arrangements are restricted by limits in the College's Financial Memorandum agreed with Skills Funding Agency/Education Funding Agency transferred to the Education and Skills Funding Agency. All other borrowing requires the authorisation of the Corporation and shall comply with the requirements of the Financial Memorandum.

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

Cash flows

17. There was a cash inflow from operating activities of £2.886m (2016-17 inflow £2.987m). The overall net cash outflow resulted from capital expenditure.

Liquidity

18. During the year the college took out no loans.

Reserves Policy

19. The College has no formal Reserves Policy but recognises the importance of reserves in the financial stability of any organisation, and ensures that there are adequate reserves to support the College's core activities. The Group reserves include £5.086m held as revaluation reserves. As at the balance sheet date the Income and Expenditure reserve stands at £18.146m (2016/2017: £14.335m). It is the Corporation's intention to increase reserves over the life of the strategic plan through the generation of annual operating surpluses.

CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE

Student numbers

20. In 2017/18 the College has delivered activity that has produced £26.064m in funding body main allocation funding (2016-17- £25.632m). The College had approximately 21,136 enrolments (9,546 learners) to its programmes. Of these 2,896 learners aged 16 to 18 and 1,005 adult learners attended on a full time basis and 4,826 adults attended part time or evening courses.

Student achievements

21. Students continue to prosper at the College. Overall Success rates have risen above the national average. It is anticipated to be 85% (including English & Maths) in 2017-18.

Curriculum developments

22. Methods of teaching and learning are under continuous review and development in order that the curriculum meets the needs of the local population. The College is one of very few that have such a broad range of curriculum offer. A particular strength is the vocational nature of the programmes making learners ready for employment and the next

stage of their lives.

23. In response to Widening Participation and Social Inclusion agendas, Barking & Dagenham College has established a number of franchise partnerships with community based charities and other not-for-profit organisations.
24. Barking & Dagenham College continues to offer a very wide range of courses from Entry Level to Higher Education. In keeping with the College strategic objective of providing an inclusive, learner-centred curriculum, Barking & Dagenham College provided full-time education for disaffected and excluded Year 11 pupils from local schools in 2017-2018, and part-time education for groups of school aged young people from the London Boroughs of Barking & Dagenham and Havering. In addition to this the College also works in partnership with local schools to provide specialist provision for learners with learning difficulties.
25. Barking & Dagenham College has an apprenticeships team offering apprenticeships in a number of occupational areas and a Business Innovation and Enterprise team to better meet the training needs of employers. The College delivers all or part of the training for around 700 apprentices each year. During 2012-13 the College made a financial commitment to invest in the subsidiary company Apprenticeship Works Limited and which has been consolidated into the accounts. The College also purchased a commercial salon Hairazors Limited for £0.484m to also enable the College to expand its apprenticeship provision and similarly, this has been consolidated into the accounts.
26. The College worked in partnership with London Borough of Barking & Dagenham (LBBD) to open a training facility, Technical Skills Academy, for young learners in the Barking town centre. The facility opened in September 2012. The Academy's mission is to offer vocational Education and Training opportunities to young people. It will cater for those young people (14 to 18) in the LBBD, who have an interest and aptitude for applied

learning.

27. The College also built the Jubilee Building which opened in September 2013. A particular focus for the Centre is to develop cohorts of learners in STEM (Science, Technology, Engineering and Maths). It also houses the new Learning Resource Centre which opened to the general public in January 2014. I-create which hosts digital and media facilities was opened by HRH Duke of York in October 2014.

Payment performance

28. The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95 per cent. During the accounting period 1 August 2017 to 31 July 2018, the College paid 75 per cent of its invoices within 30 days. The College incurred no interest charges in respect of late payment for this period.

Future developments

29. The £0.367m surplus achieved in 2017/18 will enable the College to reinvest in new buildings on its main site. This will allow the College's plan to grow its learner numbers over the next 3 years.
30. The College aims to significantly increase its contribution by introducing a number of efficiency schemes across the College site. The College would like to reduce dependency on the Education and Skills Funding Agency (ESFA) and is seeking opportunities particularly in the areas where the College currently performs well such as HEFCE and European Commission grants.

RESOURCES

31. The Group has various resources that it can deploy in pursuit of its strategic objectives. Tangible resources include the main College site and partnerships including Barking Learning Centre, Broadway Theatre and the Technical Skills Academy.

Financial

32. The Group has £23.232m (2016-17 £19.421m) of net assets including long term debt in respect of a loan of £3.925m (2016-17 £4.140m).

People

33. The College employs 658 people (expressed as full time equivalents), of whom 273 are teaching staff.

Reputation

34. The College has a good reputation locally and nationally. Maintaining a quality brand is essential for the College's success at attracting students and external relationships.

PRINCIPAL RISKS AND UNCERTAINTIES

35. The College has undertaken further work during the year to develop and embed the system of internal control, including financial, operational and risk management which is designed to protect the College's assets and reputation

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

37. A risk register is maintained at the College level which is reviewed at least annually by the Audit Committee and more frequently where necessary. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system. This is supported by a risk management training programme to raise awareness of risk throughout the College.

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

Government funding

39. The College has considerable reliance on continued government funding through the further education sector funding bodies and HEFCE. In 2017/18, 77% of the College's revenue was ultimately public funded and this level of requirement is expected to continue. There can be no assurance that government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

The College is aware of several issues which may impact on future funding including apprenticeship reforms and the devolution of the adult education budget. The College, in conjunction with its key stakeholders, is developing a strategy for growth in response to the devolution agenda and to the apprenticeships reform. It is recognised that the introduction of the apprenticeship levy will significantly affect that marketplace though the full implications are not yet known as government policy continues to develop.

This risk is mitigated in a number of ways:

- Funding is derived through a number of direct and indirect contractual arrangements
- By ensuring the College is rigorous in

- delivering high quality education and training
- Considerable focus and investment is placed on maintaining and managing key relationships with the various funding bodies
- Ensuring the College is focused on those priority sectors which will continue to benefit from public funding
- Regular dialogue with funding bodies
- Focussing on employer engagement and expanding apprenticeship delivery
- Ensuring learners receive an enhanced learner experience

Tuition fee policy

40. Ministers confirmed that the fee assumption will remain at 50%. In line with the majority of other Colleges, Barking & Dagenham College will seek to increase tuition fees in accordance with the fee assumptions. The price elasticity of adult learning for the College is not yet fully understood. The risk for the College is that demand falls off as fees increase. This will impact on the growth strategy of the College

This risk is mitigated in a number of ways:

- By ensuring the College is rigorous in delivering high quality education and training, thus ensuring value for money for students
- Close monitoring of the demand for courses as prices change

Maintain adequate funding of pension liabilities

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

Failure to maintain the financial viability of the College

42. The College's current financial health grade is classified as "Outstanding" as described above. Notwithstanding that, the continuing challenge to the College's financial position remains the constraint on further education

funding arising from the ongoing cuts in public sector spending whilst maintaining the student experience. This risk is mitigated in a number of ways:

- By rigorous budget setting procedures and sensitivity analysis
- Regular in year budget monitoring
- Robust financial controls
- Exploring ongoing procurement efficiencies

STAKEHOLDER RELATIONSHIPS

43. In line with other Colleges and with universities, Barking & Dagenham College has many stakeholders. These include:

- Students
- Education Sector funding bodies
- FE Commissioner
- Staff
- Local employers (with specific links)
- Local Authorities
- Local Enterprise Partnerships (LEPs)
- The local community
- Other FE institutions
- Trade unions
- Professional bodies

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



Equality Statement

44. Barking & Dagenham College is committed to advancing equality of opportunity for all. The College celebrates and values the diversity brought to its workforce and student body by individuals, and is committed to meeting the needs of a diverse learner population within a multi-cultural society. The College seeks to ensure that individuals and communities have equal access to learning programmes and facilities, to be responsive to the changing demographic of the local area, and to play an active role in community cohesion.

The College will treat all employees, workers and students with respect and dignity, and seeks to provide a working environment free from discrimination, harassment or victimisation. Barking & Dagenham College will seek to eliminate discrimination on grounds of age, class, disability, employment status, ethnic origin, gender, marital status, pregnancy and maternity, nationality, religion, sexual orientation, gender reassignment or special needs. Barking & Dagenham College aims to create a working and learning environment where there are positive relations between different groups of people. To this end, the college undertakes to provide training and support for staff, to consult with staff about their experience of the working environment, and to provide diverse images in any material that it produces. The aim is to create an inclusive ethos where issues of racism, bullying, stereotyping and discrimination can be discussed openly, where there is a shared commitment to challenging and preventing all kinds of discrimination, and where there is respect for diversity and difference.

The College's Equal Opportunities Policy (Single Equality Scheme), is published on the College's public-facing website, as well as the staff Intranet site. Each year, a number of Equality, Diversity and Inclusion objectives are identified by our Equality and Diversity Committee. These inform a detailed EDI quality improvement plan, which is monitored by managers and governors.

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

Disability statement

45. The College seeks to achieve the objectives set down in the Disability Discrimination Act 1995 as amended by the Special Education Needs and Disability Acts 2001 and 2005

a) As part of its accommodation strategy the College updated its access audit and has installed lifts and ramps to ensure most of the facilities allow access to people with a disability.

b) The College periodically works with a company that specialises in access advice for disabled students to carry out surveys of the College and provide advice on the needs of disabled people.

c) There is a list of specialist equipment, such as lighting for audio facilities, which the College can make available for use by students.

d) The admissions policy for all students is published by the College. Appeals against a decision not to offer a place are dealt with under the complaints policy.

e) The College has made a significant investment in the appointment of specialist lecturers to support students with learning difficulties and/or disabilities. There are a number of student support assistants who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.

f) Specialist programmes are described in College prospectuses, and achievements and destinations are recorded and published in the standard College format.

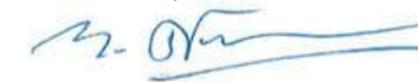
g) Counselling and welfare services are described in the Student Handbook which is issued to students at induction, and also includes sections covering the Complaints and Disciplinary Procedures. Students are also introduced to the range of support services that are available to them as part of the college's induction activities.

Disclosure of information to auditors

The members who held office at the date of

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

Approved by order of the members of the Corporation on 11 December 2018 and signed on its behalf by:



Mark Farrar
Chair of Corporation



Statement of Corporate Governance and Internal Control

The College is committed to exhibiting best practice in all aspects of corporate governance. This summary describes the manner in which the College has applied the principles set out in the UK Corporate Governance Code 2016 ("the Code"). Its purpose is to help the reader of the accounts understand how the principles have been applied.

In the opinion of the governors, the College complies with all the provisions of the Code in so far and it has complied throughout the year ended 31 July 2018. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its

responsibilities, it takes full account of The Code of Good Governance for English Colleges issued by the Association of Colleges in March 2015, which has been formally adopted.

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

The Corporation

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

Governors serving on the College Board during 2017/18

	Date of Appointment	Term of Office	Date of resignation	Committees Served
Forhad Altafi (Staff Governor)	24.05.18	4 Years		Corporation, Performance & Standards Committee
Mark Bass	08.07.2012 Re-appointed 30.10.17	4 Years 1 year		Acting Chair of Corporation from July 2017 to October 2017 Vice Chair of Corporation, Chair of Audit, Vice Chair of Search & Governance Committee Vice Chair of Remuneration Committee
Georgie Brind	12.12.17	2 Years		Corporation, Performance & Standards
Andrew Brown	12.12.17	4 Years		Corporation, Policy & Resources Committee
Gareth Byrne (Co-opted)	30.10.17 15.10.18	1 Year 1 Year		Performance & Standards Committee
Evelyn Carpenter	01.12.15	4 Years		Corporation, Chair - Performance & Standards
Lisa Dee	19.02.18	1 Year		Corporation, Performance & Standards Committee
Mark Farrar	30.10.17	4 Years		Chair of Corporation Chair of Search & Governance Committee Chair of Remuneration Committee
Jennifer Fraser	July 2015	4 Years	10.08.17	Corporation, Performance & Standards
Stuart Fraser	03.07.2017	4 Years		Corporation, Performance & Standards , Policy & Resources
Elaine James	29.06.1999 (Re-appointed 29.06.2003, 29.06.2007, 11.07.2011 06.12.2016 30.10.17)	4 Years 1 year		Corporation, Search & Governance, Audit, Remuneration

Yvonne Kelly (Principal)	March 2016	Ex-officio		Corporation, Policy & Resources, Performance & Standards, Search & Governance
Sarkis Mazmanian	30.10.17	4 Years		Corporation, Performance & Standards, Audit Committee
Sue Southwood	April 2015	4 Years	12.12.17	Corporation, Performance & Standards
Bailey Stephenson - Dielhenn	12.12.17	2 Years	24.04.18	Corporation, Performance & Standards
Sue Terpilowski	Oct 2013	4 Years	30.10.17	Corporation, Policy & Resources
Doug Trengove (Staff Governor)	April 2014 Reappointed 24.05.18	4 Years 4 Years		Corporation, Performance and Standards, Audit (until March 2018)
Jenni Williams	12.10.2009 Re-elected (21.10.2014)	4 Years	15.08.17	Corporation, Remuneration, Chair of Policy & Resources
Victoria Eastwood appointed as Clerk to the Corporation on 3 October 2016				

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

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

The Corporation conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Corporation. These committees are Policy & Resources, Performance & Standards, Remuneration, Search & Governance and Audit. Full minutes of all meetings, except those deemed to be confidential by the Corporation, are available on the College's website www.bdc.ac.uk or from the clerk to the Corporation at:

Barking & Dagenham College
Dagenham Road
Romford
Essex
RM7 0XU

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

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

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

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

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

Appointments to the Corporation

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a search committee, consisting of three members of the Corporation, which is responsible for the

selection and nomination of any new member for the Corporation's consideration. The Corporation is responsible for ensuring that appropriate training is provided as required.

Members of the Corporation are appointed for a term of office not exceeding four years.

Remuneration committee

Throughout the year ending 31 July 2018, the College's remuneration committee comprised three members of the Corporation. The committee's responsibilities are to make recommendations to the Board on the remuneration and benefits of the Principal and other senior post-holders. Details of remuneration for the year ended 31 July 2018 are set out in note 8.

Audit committee

The Audit Committee comprises three members of the Corporation (excluding the Principal and Chair). The Committee operates in accordance with written terms of reference approved by the Corporation.

The Audit Committee meets on a termly basis and provides a forum for reporting by the College's internal, reporting accountants and financial statements auditors, who have access to the Committee for independent discussion, without the presence of College management. The Committee also receives and considers reports from the main FE funding bodies as they affect the College's business. The College's internal auditors monitor the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input and report their findings to management and the Audit Committee.

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

Management is responsible for the implementation of agreed audit recommendations and internal audit undertakes

periodic follow-up reviews to ensure such recommendations have been implemented. The Audit Committee also advises the Corporation on the appointment of internal, regularity and financial statements auditors and their remuneration for both audit and non-audit work as well as reporting annually to the Corporation.

Internal control

Scope of responsibility

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

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

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Barking & Dagenham College for the year ended 31 July 2018 and up to the date of approval of the

annual report and accounts.

Capacity to handle risk

The Corporation has reviewed the key risks to which the College is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Corporation is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the period ending 31 July 2018 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Corporation.

The risk and control framework

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

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

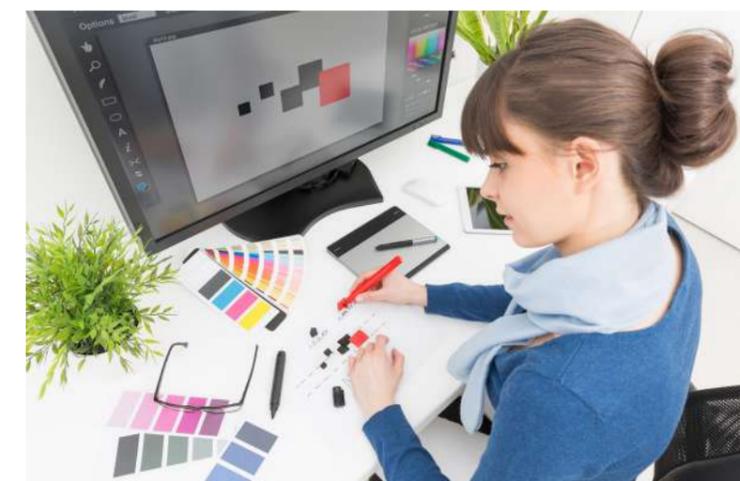
RSM Risk Assurance Services LLP affirms that our internal audit services to the institution are designed to conform to the International Standard for the Professional Practice of Internal Auditing published by the Institute of Internal Auditors. Our services also conform to the Public Sector Audit Standards which came into effect from the 1 April 2013.

Review of effectiveness

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. The review of the effectiveness of the system of internal control is

informed by:

- the work of the internal auditors
- the work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework
- comments made by the College's financial statements auditors, the regularity auditors, the appointed funding auditors (for Colleges outside plan-led funding) in their management letters and other reports.



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

The strategic management team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The senior management team and the Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement. The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior management team and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its December 2018 meeting, the Corporation carried out the annual assessment for the year ended 31 July 2018 by considering

documentation from senior management team and internal audit and taking account of events since 31 July 2018.

Going concern

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

Approved by order of the members of the Corporation on 11 December 2018 and signed on its behalf by:

Signed:



Mark Farrar
Chair



Yvonne Kelly
Principal and CEO

Governing Body's statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding

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

We confirm, on behalf of the Corporation, that after due enquiry, and to the best of our knowledge, we are able to identify any material irregular or improper use of funds by the College, or material non-compliance with the terms and conditions of funding under the College's financial memorandum.

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



Mark Farrar
Chair of Corporation

Date: 11 December 2018



Yvonne Kelly
Principal & CEO

Date: 11 December 2018



Statement of Responsibilities of the Members of the Corporation

The members of the Corporation are required to present audited financial statements for each financial year.

Within the terms and conditions of the Financial Memorandum between the Education and Skills Funding Agency and the Corporation of the College, the Corporation, through its Principal, is required to prepare financial statements for each financial year in accordance with the 2015 Statement of Recommended Practice – Accounting for Further and Higher Education and the College Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency, and which give a true and fair view of the state of affairs of the College and the result for that year.

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

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

The Corporation is also required to prepare a Members Report which describes what it is trying to do and how it is going about it, including the legal and administrative status of the College.

The Corporation is responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the Group, and which enable it to ensure that the financial statements are prepared in accordance with the relevant legislation of incorporation and other relevant accounting standards. It is responsible for taking steps that are reasonably open to it in order to safeguard the assets of the Group and to prevent and detect fraud and other irregularities.

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

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

Approved by order of the members of the Corporation on 11 December 2018 and signed on its behalf by:



Mark Farrar
Chair

Independent Auditor's Report to the Corporation of Barking & Dagenham College Year ended 31 July 2018

Opinion

We have audited the financial statements of Barking and Dagenham College for the year ended 31 July 2018 which comprise the Statement of Comprehensive Income, the Statement of Changes in Reserves, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Governors, as a body, in accordance with the College's Articles of Government. Our audit work has been undertaken so that we might state to the Governors, as a body, 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 Governors, as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion, the financial statements:

- give a true and fair view of the state of the College's affairs as at 31 July 2018 and of the surplus/deficit for the year then ended;
- have been properly prepared in accordance with the 2015 Statement of Recommended Practice – Accounting for Further and Higher Education.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the College in accordance

with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

The Members 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. 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.

Opinions on other matters prescribed by the revised Post 16 Audit Code of Practice issued jointly by the Department of Education

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

- proper accounting records have been kept; and
- the financial statements are in accordance with the accounting records; and
- we have received all the information and explanations required for our audit.

Responsibilities of Governors

As explained more fully in the Governors' responsibilities statement, the Governors 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 Governors 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 Governors are responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Governors.
- Conclude on the appropriateness of the Governors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements,

including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

MHA MacIntyre Hudson

MHA MacIntyre Hudson
Chartered Accountants and Statutory Auditors
New Bridge Street House
30-34 New Bridge Street
London
EC4V 6BJ



REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO BARKING & DAGENHAM COLLEGE AND THE SECRETARY OF STATE FOR EDUCATION ACTING THROUGH THE DEPARTMENT FOR EDUCATION ("the Department")

In accordance with the terms of our engagement letter and further to the requirements of the financial memorandum with the Education and Skills Funding Agency we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest that in all material respects the expenditure disbursed and income received by Barking & Dagenham College during the period 1 August 2017 to 31 July 2018 have not been applied to the purposes identified by Parliament and the financial transactions do not conform to the authorities which govern them.

The framework that has been applied is set out in the Post 16 Audit Code of Practice ("the Code") issued by the Department. In line with this framework, our work has specifically not considered income received from the main funding grants generated through the Individualised Learner Record (ILR) returns, for which the Department has other assurance arrangements in place.

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

Respective responsibilities of Barking & Dagenham College and the reporting accountant

The corporation of Barking & Dagenham College is responsible, under the requirements of the Further & Higher Education Act 1992, subsequent legislation and related regulations

and guidance, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Code. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 August 2017 to 31 July 2018 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Reviewing the Minutes of the meetings of the Governing Body and other evidence made available to us
- Review of the objectives and activities of the

College, with reference to the income streams and other information available to us as auditors of the College

- Testing of a sample of payroll payments to staff
- Testing of a sample of payments to suppliers and other third parties
- Testing of a sample of grants received and other income streams

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 August 2017 to 31 July 2018 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

MHA MacIntyre Hudson

MHA MacIntyre Hudson
Chartered Accountants and Statutory Auditors
New Bridge Street House
30-34 New Bridge Street
London
EC4V 6BJ



Barking & Dagenham College					
Consolidated Statements of Comprehensive Income and Expenditure					
	Notes	Year ended 31 July		Year ended 31 July	
		2018	2018	2017	2017
		Group	College	Group	College
		£'000	£'000	£'000	£'000
Income					
Funding body grants	2	27,276	27,276	26,625	26,625
Tuition fees and education contracts	3	3,763	3,760	3,651	3,615
Other grants and contracts	4	1,845	1,845	1,400	1,400
Other income	5	2,207	933	2,107	665
Endowment and investment income	6	12	12	8	8
Donations	7	-	9	-	31
Total Income		35,103	33,835	33,791	32,344
Expenditure					
Staff costs	8	21,644	20,850	20,826	19,848
Fundamental restructuring costs	8	279	279	5	5
Other operating expenses	9	10,438	9,896	9,583	9,097
Interest and other finance costs	10	372	372	492	492
Depreciation	13	1,883	1,881	1,940	1,934
Amortisation	13	120	120	120	120
Total Expenditure		34,736	33,398	32,966	31,496
Surplus before tax		367	437	825	848
Taxation	10	-	-	-	-
Surplus for the year	11	367	437	825	848
Unrealised surplus on revaluation of assets		-	-	-	-
Actuarial gain/(loss) in respect of pensions schemes		3,444	3,444	6,923	6,923
Total Comprehensive Income for the year		3,811	3,881	7,748	7,771

Barking & Dagenham College						
Consolidated and College Statement of Changes in Reserves						
	Income and Expenditure account	Revaluation reserve	Restricted Reserves	Total excluding Non-controlling interest	Non Controlling interest	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Group						
Balance at 31st July 2016	6,587	5,086	-	11,673	-	11,673
Surplus from the income and expenditure account	825	-	-	825	-	825
Other comprehensive income	6,923	-	-	6,923	-	6,923
Transfers between revaluation and income and expenditure reserves	-	-	-	-	-	-
Total comprehensive income for the year	7,748	-	-	7,748	-	7,748
Balance at 31st July 2017	14,335	5,086	-	19,421	-	19,421
Surplus from the income and expenditure account	367	-	-	367	-	367
Other comprehensive income	3,444	-	-	3,444	-	3,444
Transfers between revaluation and income and expenditure reserves	-	-	-	-	-	-
Total comprehensive income for the year	3,811	-	-	3,811	-	3,811
Balance at 31st July 2018	18,146	5,086	-	23,232	-	23,232
College						
Balance at 31st July 2016	6,672	5,086	-	11,758	-	11,758
Surplus/(deficit) from the income and expenditure account	848	-	-	848	-	848
Other comprehensive income	6,923	-	-	6,923	-	6,923
Transfers between revaluation and income and expenditure reserves	-	-	-	-	-	-

Total comprehensive income for the year	7,771	-	-	7,771	-	7,771
Balance at 31st July 2017	14,443	5,086	-	19,529	-	19,529
Surplus/(deficit) from the income and expenditure account	437	-	-	437	-	437
Other comprehensive income	3,444	-	-	3,444	-	3,444
Transfers between revaluation and income and expenditure reserves	-	-	-	-	-	-
Total comprehensive income for the year	3,881	-	-	3,881	-	3,881
Balance at 31st July 2018	18,324	5,086	-	23,410	-	23,410



Barking & Dagenham College					
Balance sheets as at 31 July					
	Notes	Group	College	Group	College
		2018	2018	2017	2017
		£'000	£'000	£'000	£'000
Fixed assets					
Tangible fixed assets	13	35,843	35,788	36,887	36,884
Goodwill	13	303	-	324	-
Investments	13	791	1,143	886	1,263
		36,937	36,931	38,097	38,147
Current assets					
Stocks		33	27	37	25
Trade and other receivables	14	3,389	3,384	2,199	2,086
Cash and cash equivalents	20	7,918	7,870	6,195	6,110
		11,340	11,281	8,431	8,221
Less: Creditors – amounts falling due within one year	15	(5,700)	(5,457)	(4,491)	(4,221)
Net current assets		5,640	5,824	3,940	4,000
Total assets less current liabilities		42,577	42,755	42,037	42,146
Less: Creditors – amounts falling due after more than one year	16	(11,484)	(11,484)	(11,965)	(11,967)
Provisions					
Defined benefit obligations	23	(6,242)	(6,242)	(8,854)	(8,854)
Other provisions	18	(1,619)	(1,619)	(1,798)	(1,798)
Total net assets		23,232	23,410	19,421	19,528
Unrestricted reserves					
Income and expenditure account	22	18,146	18,324	14,335	14,443
Revaluation reserve	19	5,086	5,086	5,086	5,086
Total unrestricted reserves		23,232	23,410	19,421	19,529

Total reserves		23,232	23,410		19,421	19,529
The financial statements on pages 34 to 51 were approved and authorised for issue by the Corporation on 11 December 2018 and were signed on its behalf on that date by:						
Mark Farrar					Yvonne Kelly	
Chair					Accounting Officer	



Barking & Dagenham College				
Consolidated Statement of Cash Flows				
	Notes	2018		2017
		£'000		£'000
Cash inflow from operating activities				
Surplus/(deficit) for the year		367		825
Adjustment for non-cash items				
Depreciation & amortisation		2,003		2,060
Decrease/(Increase) in stocks		4		(6)
(Increase)/decrease in debtors		(1,190)		(205)
Increase/(decrease) in creditors due within one year		1,425		(184)
(Decrease) in creditors due after one year		(481)		(261)
(Decrease) in provisions		(179)		-
Pensions costs less contributions payable		577		274
Adjustment for investing or financing activities				
Interest payable		372		492
Investment income		(12)		(8)
Net cash flow from operating activities		2,886		2,987
Cash flows from investing activities				
Investment income		12		8
Payments made to acquire fixed assets		(839)		(644)
		(827)		(636)
Cash flows from financing activities				
Interest paid		(117)		(126)
Repayments of amounts borrowed		(215)		(215)
		(332)		(341)
Increase cash and cash equivalents in the year		1,727		2,010
Cash and cash equivalents at beginning of the year	20	6,191		4,181
Cash and cash equivalents at end of the year	20	7,918		6,191

Notes to the Accounts

1. Statement of accounting policies and estimation techniques

Statement of accounting policies

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

Basis of preparation

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education 2015 (the 2015 FE HE SORP), the College Accounts Direction for 2016 to 2017 and in accordance with the "Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" (FRS 102). The College is a public benefit entity and has therefore applied the relevant public requirements of FRS 102. All references to the College will also include the subsidiaries as part of these group financial statements.

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

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention as modified by the use of previous valuations as deemed cost at transition for certain non-current assets.

Basis of consolidation

The consolidated financial statements include the College and its subsidiaries companies; Apprenticeships Work Limited, Aspire Training & Enterprise Limited, BDC@ Broadway Limited and Hairazors Limited controlled by the group. Control is achieved where the Group has the power to govern the financial and operating policies of an entity

so as to obtain benefits from its activities. All financial statements are made up to the 31 July 2018.

Going concern

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Members Report. The financial position of the College, its cash flow, liquidity and borrowings are presented in the Financial Statements and accompanying Notes.

The College currently has £3.9m of loans outstanding with bankers on terms negotiated in 2013. The terms of the existing agreement are for 23 years. The College's forecasts and financial projections indicate that it will be able to operate within this existing facility and covenants for the foreseeable future.

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

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

Recognition of income

Revenue grant funding

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved. Any under achievement for the Adult Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income

is normally determined with the conclusion of the year end reconciliation process with the funding body following the year end, and the results of any funding audits. 16-18 learner-responsive funding is not normally subject to reconciliation and is therefore not subject to contract adjustments. The recurrent grant from HEFCE represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income. Where part of a government grant is deferred, the deferred element is recognised in creditors.

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

Capital grant funding

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual model as permitted by FRS 102. Other non-governmental capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

Fee income

Income from tuition fees is stated gross of any expenditure which is not a discount and is recognised in the period for which it is receivable.

Investment income

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

Accounting for Post-retirement benefits

Post-employment benefits to employees of the College are principally provided by the Teachers' Pension Scheme (TPS) and the Local

Government Pension Scheme (LGPS). These are defined benefit plans, which are externally funded and contracted out of the State Second Pension.

Teachers' Pension Scheme

The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a prospective benefit method. The TPS is a multi-employer scheme and the College and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

London Borough of Barking & Dagenham Local Government Pension Scheme (LGPS)

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in interest and other finance costs.

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

Short term Employment benefits

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

Enhanced Pensions

The actual cost of any enhanced ongoing pension to a former member of staff is paid by a College annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the College's income and expenditure account in the year that the member of staff retires. In subsequent years a charge is made to provisions in the balance sheet using the enhanced pension spreadsheet provided by the funding bodies.

Non-current Assets - Tangible fixed assets

Land and buildings

Land and buildings inherited from the local education authority and buildings acquired since incorporation are stated in the balance sheet at valuation on the basis of depreciated replacement cost as the open market value for existing use is not readily obtainable. The associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic cost of assets and the actual charge for the year calculated on the revalued amount is released to the income and expenditure account reserve on an annual basis. Land and buildings acquired since incorporation are included in the balance sheet at cost. Freehold land is not depreciated. Freehold buildings are depreciated over their expected useful economic life to the College of between 10 and 60 years. Leasehold buildings are depreciated over the

life of the lease. It should be noted that during 2010-11 the College acquired a leasehold property, London Road, where the premises were refurbished to an industry standard facility for motor vehicle provision. The lease agreement is for five years and thus the costs are depreciated over this period. The college also acquired a leasehold property from the London Borough of Barking & Dagenham. A 25 year lease at this site, has given the college an opportunity to deliver education and training to 16-18 years olds from centre of Barking.

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

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

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

On adoption of FRS 15, the College followed the transitional provision to retain the book value of land and buildings, which were revalued in 1996, but not to adopt a policy of revaluations of these properties in the future. These values are retained subject to the requirement to test assets for impairment in accordance with FRS 11.

Assets under construction

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

are brought into use.

Subsequent expenditure on existing fixed assets

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

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

Buildings owned by third parties

Where land and buildings are used, but the legal rights are held by a third party, for example a charitable trust, they are only capitalised if the College has rights or access to ongoing future economic benefit.

These assets are then depreciated over their expected useful economic life.

Equipment

Equipment costing more than £2,000 or more per individual item and all computer hardware and software is capitalised at cost. All other equipment is written off to the income and expenditure account in the period of acquisition.

All other equipment is depreciated over its useful economic life as follows:

- Motor vehicles
 - three years
- General equipment
 - five years and ten years
- Computer equipment
 - three to eight years
- Equipment acquired for specific projects - project life

Where equipment is acquired with the aid of specific grants, it is capitalised and depreciated in accordance with the above

policy, with the related grant being credited to a deferred capital grant account and released to the income and expenditure account over the expected useful economic life of the related equipment.

Leased assets

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

Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as finance leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the balance sheet as an obligation under finance leases. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charges are allocated over the period of the lease in proportion to the capital element outstanding

Investments in subsidiaries

Investments in subsidiaries are accounted for at cost less impairment in the individual financial statements.

Stocks

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

Cash and cash equivalents

Cash includes cash in hand, deposits

Barking & Dagenham College				
Notes to the Accounts (continued)				
5 Other Income				
	Year ended 31 July		Year ended 31 July	
	2018	2018	2017	2017
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Refectory - Catering and residences	354	354	405	405
Other income generating activities	908	200	879	165
Other grant income	266	-	301	-
Miscellaneous income	679	379	522	95
Total	2,207	933	2,107	665
6 Investment income				
	Year ended 31 July		Year ended 31 July	
	2018	2018	2017	2017
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Bank interest receivable	12	12	8	8
Total	12	12	8	8
7 Donations - College only				
			Year ended 31 July	
			2018	2017
			£'000	£'000
Unrestricted donations			9	31
Total			9	31

Barking & Dagenham College
Notes to the Accounts (continued)

8 Staff costs - Group

	2018	2017
	No.	No.
Teaching staff	273	280
Non-teaching staff	385	363
	658	643

Staff costs for the above persons

	2018	2017
	£'000	£'000
Wages and salaries	15,934	14,947
Social security costs	1,411	1,308
Other pension costs	2,378	2,308
Payroll sub total	19,723	18,563
Contracted out staffing services	1,921	2,263
	21,644	20,826
Fundamental restructuring costs - contractual	279	5
	21,924	20,831

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the Executive which comprises of the Principal, Chief Operating Officer, Chief Financial Officer.

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

	2018 No.	2017 No.
The number of key management personnel including the Accounting Officer was:	4	4

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

	Key Personnel	
	2018 No.	2017 No.
£40,001 to £50,000	-	-
£60,001 to £70,000	-	-
£70,001 to £80,000	-	-
£80,001 to £90,000	2	2
£90,001 to £100,000	2	2
	4	4

Barking & Dagenham College
Notes to the Accounts (continued)

8 Staff costs - Group

Key management personnel compensation is made up as follows:

	2018	2017
	£'000	£'000
Salaries - gross of salary sacrifice and waived emoluments	425	400
Employers National Insurance	54	51
Benefits in kind	-	-
	<u>479</u>	<u>451</u>
Pension contributions	95	93
Total emoluments	<u>574</u>	<u>544</u>

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

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

	2018	2017
	£'000	£'000
Salaries	147	132
Benefits in kind	-	-
	<u>147</u>	<u>132</u>
Pension contributions	24	22

Compensation for loss of office paid to former key management personnel

	2018	2017
	£	£
Compensation paid to the former post-holder - contractual	-	-
Estimated value of other benefits, including provisions for pension benefits	-	-
	<u>-</u>	<u>-</u>

The severance payment was approved by the College's remuneration committee.

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





Barking & Dagenham College				
Notes to the Accounts (continued)				
	Year ended 31 July		Year ended 31 July	
	2018	2018	2017	2017
	Group	College	Group	College
	£'000	£'000	£'000	£'000
9 Other operating expenses				
Teaching costs	1,668	1,667	1,525	1,525
Non-teaching costs	5,909	5,523	5,357	5,037
Premises costs	2,861	2,706	2,701	2,535
Total	10,438	9,896	9,583	9,097
Other operating expenses include:		2018		2017
		£'000		£'000
Auditor's remuneration:				
Financial statements audit		30		38
Internal audit		46		29
10 Interest payable - Group and College				
		2018		2017
		£'000		£'000
On bank loans, overdrafts and other loans:		117		126
Net interest on defined pension liability (note 23)		255		366
Total		372		492
11 Taxation - Group only				
		2018		2017
		£'000		£'000
United Kingdom corporation tax at 20 per cent		-		-
Provision for deferred corporation tax in the accounts of the subsidiary company		-		-
Total		-		-
The members do not believe that the College was liable for any corporation tax arising out of its activities during either year. The tax charge above relates to its trading subsidiary companies.				
12 Surplus on continuing operations for the period				
		2018		2017
		£'000		£'000
Surplus on continuing operations for the year made up as:				
College's surplus for the period		437		818
Subsidiary company's performance		(70)		7
Total		367		825

Barking & Dagenham College					
Notes to the Accounts (continued)					
13 Tangible fixed assets (Group)					
	Land and Buildings		Equipment	Total	
	£'000	£'000	£'000	£'000	
Cost or valuation					
At 1 August 2017	46,883	3,341	12,845	63,069	
Additions	211	-	628	839	
Disposals	(90)	-	(2,086)	(2,176)	
At 31 July 2018	47,004	3,341	11,387	61,732	
Depreciation					
At 1 August 2016	14,519	1,926	9,737	26,182	
Charge for the year	845	29	1,009	1,883	
Elimination in respect of disposals	(90)	-	(2,086)	(2,176)	
At 31 July 2018	15,274	1,955	8,660	25,889	
Net book value at 31 July 2018	31,730	1,386	2,727	35,843	
Net book value at 31 July 2017	32,364	1,415	3,109	36,887	

Barking & Dagenham College					
Notes to the Accounts (continued)					
13 Tangible fixed assets (College only)					
	Land and buildings		Equipment	Total	
	Freehold	Short Leasehold			
	£'000	£'000	£'000	£'000	
Cost or Valuation					
At 1 August 2017	46,819	3,341	12,660	62,820	
Additions	211	-	574	785	
Disposals	(90)	-	(2,086)	(2,176)	
At 31 July 2018	46,940	3,341	11,148	61,429	
Depreciation					
At 1 August 2017	14,460	1,926	9,550	25,936	
Charge for the year	843	29	1,009	1,881	
Elimination in respect of disposals	(90)	-	(2,086)	(2,176)	
At 31 July 2018	15,213	1,955	8,473	25,641	
Net book value at 31 July 2018	31,727	1,386	2,675	35,788	
Net book value at 31 July 2018	32,359	1,415	3,110	36,884	

If fixed assets had not been revalued they would have been included at the following historical cost amounts:

	£,000			
Cost	Nil			
Aggregate depreciation based on cost	Nil			
Net book value based on cost	Nil			



Barking & Dagenham College
Notes to the Accounts (continued)

13 Goodwill

Hairazors Limited

	£,000
Purchase consideration	484

Fair value of assets at purchase

Fixed assets	29
Bank	94
Debtor	32
Stock	15
Creditors	(119)
Net Assets	<u>51</u>

Goodwill at Cost	433
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Accumulated amortisation charge (130)

Balance 303

	Year Ended 31st July 2018	Year Ended 31st July 2017
Net Book Value at 1 August	324	346
Less amortisation	<u>(21)</u>	<u>(22)</u>
	303	324
Net Book Value at 31 July	<u>303</u>	<u>324</u>

The goodwill above relates to Hairazors Limited. The hairdressing and training salon was purchased to provide training to students undertaking hairdressing courses. The college owns 100 per cent of Hairazors Limited.

Barking & Dagenham College
Notes to the Accounts (continued)

13 Investments

	Year Ended 31st July 2018		Year Ended 31st July 2017	
	£000's	£000's	£000's	£000's
Barking Learning Centre	1,772		1,772	
Less amortisation	<u>(984)</u>		<u>(886)</u>	
		788		886
		<u>788</u>		<u>886</u>
Hairazors Limited	485		485	
Less amortisation	(130)		(108)	
		355		377
Total		<u>1,143</u>		<u>1,263</u>

	Group 2017	College 2017	Group 2016	College 2016
	£	£	£	£
Investments in subsidiary company - Aspire Training & Enterprise	1	1	1	1
Investments in subsidiary company - Apprenticeships Work Limited	1	1	1	1
Investments in subsidiary company - BDC@Broadway Limited	1	1	1	1
Hairazors Limited	484,523	484,523	484,523	484,523
Total	484,526	484,526	484,526	484,526

The college owns 100 per cent of the issued £1 share of Aspire Training & Enterprise Limited, Apprenticeships Work Limited and BDC@Broadway Limited; all companies incorporated in England & Wales. The principal business of Aspire Training & Enterprise Limited is to act as the holding company for all BDC investments. Aspire Training & Enterprise Limited started trading in November 2013. The Apprenticeships Work Limited principal activity is an employment business for providing employment for apprentices. The BDC@Broadway Limited principal activity is a training and commercial theatre to provide performing arts activities and started trading in June 2014. The college owns 100 per cent of Hairazors Limited. The hairdressing and training salon was purchased during 2011-12 to provide training to students undertaking hairdressing courses.

Broadway Theatre

The college has entered into a Development Agreement by which it has agreed to make capital contributions of £1,800,000 to refurbish with Barking & Dagenham Council the Broadway Theatre building. The college has exclusive use of one part of the building, for the purposes of delivering vocational courses, and shares common services with other users for a period of no less than twenty years. The investment will be amortised on a straight line basis over a period of twenty years from the 1st August 2004.

Barking & Dagenham College
Notes to the Accounts (continued)

Barking Learning Centre

The College has entered into a lease and memorandum of understanding by which it has agreed to make capital contributions of £1,772,000 towards the cost of the Barking Learning Centre. The college has exclusive use of parts of the building for the purposes of delivering a range of courses and shares common services with other users, London Borough of Barking & Dagenham and University of East London for a period of not less than twenty years.

The investment will be amortised on a straight line basis over a twenty year period. The college has received LSC grant approval for a sum of £167,000 towards the cost of the investment which is being released over a similar period.

14 Trade and other receivables

Trade receivables	3,296	3,088	1,994	1,749
Amounts owed by group undertakings:				
Subsidiary undertakings	-	215	-	137
Prepayments and accrued income	93	81	85	80
Amounts owed by the ESFA	-	-	120	120
Total	3,388	3,384	2,199	2,086

15 Creditors: amounts falling due with one year

	Group	College	Group	College
	2018	2018	2017	2017
	£'000	£'000	£'000	£'000
Bank loans and overdrafts	215	215	215	215
Obligations under finance leases	-	-	-	-
Trade payables	1,230	1,009	1,054	803
Amounts owed to group undertakings:				
Subsidiary undertakings	-	-	-	-
Other taxation and social security	557	549	498	494
Accruals and deferred income	1,529	1,516	1,599	1,585
Deferred income - government capital grants	295	295	292	292
Deferred income - government revenue grants	812	812	439	439
Receipts in advance	1,038	1,037	313	312
Amounts owed to ESFA	24	24	85	85
Total	5,700	5,457	4,495	4,225

Barking & Dagenham College
Notes to the Accounts (continued)

16 Creditors: amounts falling due after one year

	Group	College	Group	College
	2018	2018	2017	2017
	£'000	£'000	£'000	£'000
Bank loans	3,925	3,925	4,140	4,140
Deferred Income - government capital grants	7,559	7,559	7,826	7,826
Total	11,484	11,484	11,966	11,966

17 Maturity of debt

Bank loans and overdrafts

	Group	College	Group	College
	2018	2018	2017	2017
	£'000	£'000	£'000	£'000
Bank loans and overdrafts are repayable as follows:				
In one year or less	215	215	215	215
In five years or more	3,925	3,925	3,925	3,925
Total	4,140	4,140	4,355	4,355

18 Provisions

	Group and College		Total
	Enhanced	Other	
	pensions		
	£'000	£'000	£'000
At 1 August 2017	1,798	-	1,798
Expenditure in the period	(179)	-	(179)
Transferred from income and expenditure account	-	-	-
At 31 July 2018	1,619	-	1,619

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government pension Scheme. Further details are given in Note 25.

The enhanced pension provision relates to the cost of staff who have already left the College's employ and commitments for reorganisation costs from which the College cannot reasonably withdraw at the balance sheet date. This provision has been recalculated in accordance with guidance issued by the funding bodies.

	2018	2017
The principal assumptions for this calculation are:		
Price inflation	2.30%	2.30%
Discount rate	1.30%	1.30%

Barking & Dagenham College
Notes to the Accounts (continued)

19 Revaluation Reserve	Group	College	Group	College
	2018	2018	2017	2017
	£000's	£000's	£000's	£000's
As at 1 August 2016	5,086	5,086	5,086	5,086
Transfer on revalued assets	-	-	-	-
As at 1 August 2017	5,086	5,086	5,086	5,086

20 Cash and cash equivalents	At 1 August	Cash	Other	At 31 July
	2017	flows	changes	2018
	£'000	£'000	£'000	£'000
Cash and cash equivalents	6,195	1,723	-	7,918
Overdrafts	-	-	-	-
Total	6,195	1,723	-	7,918

21 Capital Commitments

Commitments contracted for at 31 Jul

Group and College	
2018	2017
£'000	£'000
0	0

22 Income and expenditure account reserve

	Group	College	Group	College
	2018	2018	2017	2017
	£'000	£'000	£'000	£'000
At 1 August	14,335	14,443	6,587	6,672
Surplus retained for the year	367	437	825	848
Transfer from revaluation reserve	-	-	-	-
Remeasurements	3,444	3,444	6,923	6,923
At 31 July	18,146	18,324	14,335	14,443
Balance represented by:				
Pension reserve	(6,242)	(6,242)	(8,854)	(8,854)
Income and expenditure account reserve excluding pension reserve	24,388	24,566	23,189	23,297
At 31 July	18,146	18,324	14,335	14,443

Barking & Dagenham College
Notes to the Accounts (continued)

23 Defined benefit obligations

The College's employees belong to two principal post-employment benefit plans: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the London Borough of Barking & Dagenham. Both are multi-employer defined-benefit

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest formal actuarial valuation of the TPS was 31 March 2012 and of the LGPS 31 March 2016.

Total Pension cost for the year	2018	2017
	£'000	£'000
Teachers' Pension Scheme: contributions paid	987	976
Local Government Pension Scheme:		
Contributions paid	1,369	1,334
FRS 102 (28) charge	832	640
Charge to the Statement of Comprehensive Income	2,201	1,974
Total Pension Cost for Year	3,188	2,825

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest formal actuarial valuation of the TPS was 31 March 2012 and of the LGPS 31 March 2013.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2010, and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although teachers and lecturers are employed by various bodies, their retirement and other pension benefits, including annual increases payable under the Pensions (Increase) Acts are, as provided for in the Superannuation Act 1972, paid out of monies provided by Parliament. Under the unfunded TPS, teachers' contributions on a 'pay-as-you-go' basis, and employers' contributions, are credited to the Exchequer under arrangements governed by the above Act. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The latest actuarial review 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 (the Department) on 9 June 2014. The key results of the valuation are:

- employer contribution rates were set at 16.48% of pensionable pay (including administration fees of 0.08%);
- total scheme liabilities 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.
- 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%.

The new employer contribution rate for the TPS will be implemented in 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 April 2019.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website at the following location:<https://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx>

Scheme Changes

Following the Hutton report in March 2011 and the subsequent consultations with trade unions and other representative bodies on reform of the TPS, the Department published a Proposed Final Agreement, setting out the design for a reformed TPS to be implemented from 1 April 2015.

The key provisions of the reformed scheme include: a pension based on career average earnings; an accrual rate of 1/57th; and a Normal Pension Age equal to State Pension Age, but with options to enable members to retire earlier or later than their Normal Pension Age. Importantly, pension benefits built up before 1 April 2015 will be fully protected.

In addition, the Proposed Final Agreement includes a Government commitment that those within 10 years of Normal Pension Age on 1 April 2012 will see no change to the age at which they can retire, and no decrease in the amount of pension they receive when they retire. There will also be further transitional protection, tapered over a three and a half year period, for people who would fall up to three and a half years outside of the 10 year protection.

Regulations giving effect to a reformed Teachers' Pension Scheme came into force on 1 April 2014 and the reformed scheme commenced on 1 April 2015.

The employer pension costs paid to TPS in the year amounted to £987k (2016: £976k)

23 Defined benefit obligations (continued)

FRS 102 (28)

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

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by London Borough of Barking & Dagenham Local Authority . The total contribution made for the year ended 31 July 2017 was £1,669m, of which employer's contributions totalled £1,334m and employees' contributions totalled £0.335m. The agreed contribution rates for future years are 17.3 % for employers and range from 5.5% to 7.5% cent for employees, depending on salary.

Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2016 updated to 31 July 2017 by a qualified independent actuary

	At 31 July 2018	At 31 July 2017
Rate of increase in salaries	2.10%	3.00%
Future pensions increases	2.10%	2.50%
Discount rate for scheme liabilities	2.90%	2.70%
Inflation assumption (CPI)	1.25%	1.25%
Commutation of pensions to lump sums	50%	50%

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

	At 31 July 2018 years	At 31 July 2017 years
Retiring today		
Males	22.00	22.00
Females	24.00	24.70
Retiring in 20 years		
Males	24.00	24.00
Females	26.40	26.40

	At 31 July 2018 £'000	At 31 July 2017 £'000
Sensitivity analysis		
Discount rate -0.5%	(4,320)	(4,569)
Salary increase 0.5%	485	864
Salary decrease -0.5%	(485)	(864)
CPI rate +0.5%	3,815	564

23 Defined benefit obligations (continued)

Local Government Pension Scheme (Continued)

The College's share of the assets in the plan and the expected rates of return were:

		Fair Value at 31 July 2018		Restated Fair Value at 31 July 2017
		£'000		£'000
Equities	75.00%	21,928	76.00%	19,483
Bonds	17.00%	4,970	18.00%	4,614
Property	6.00%	1,754	6.00%	1,538
Cash	2.00%	585	0.00%	0
		<u>29,237</u>		<u>25,636</u>
Weighted average expected long term rate of return	5.80%		5.80%	
Actual return on plan assets		<u>1,696</u>		<u>1,487</u>

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

	2018	2017
	£'000	£'000
Fair value of plan assets	29,237	25,636
Present value of plan liabilities	(38,075)	(40,756)
Present value of unfunded liabilities	(16)	(17)
Net pensions (liability)/asset (Note 19)	<u>(8,854)</u>	<u>(15,137)</u>

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

	2018	2017
	£'000	£'000
Amounts included in staff costs		
Current service cost	1,948	1,610
Past service cost	-	-
Total	<u>1,948</u>	<u>1,610</u>
Amounts included in investment income		
Net interest income	<u>1,087</u>	<u>992</u>
	<u>1,087</u>	<u>992</u>

Amounts recognised in Other Comprehensive Income

Return on pension plan assets	(1,806)	(2,077)
Experience losses arising on defined benefit obligations	40	(2,135)
Changes in demographic assumptions	-	(323)
Changes in assumptions underlying the present value of plan liabilities	(1,678)	(2,388)
Amount recognised in Other Comprehensive Income	<u>(3,444)</u>	<u>(6,923)</u>



23 Defined benefit obligations (continued)

Local Government Pension Scheme (Continued)

Movement in net defined benefit (liability)/asset during the year

	2018	2017 Restated	2017
	£'000	£'000	£'000
Surplus/(deficit) in scheme at 1 August	(8,854)	(15,137)	(15,137)
Movement in year:			
Current service cost	(1,948)	(1,610)	(1,610)
Employer contributions	1,371	1,334	1,334
Past service cost	-	-	-
Net interest on the defined (liability)/asset	(255)	(366)	(366)
Actuarial gain or loss	3,444	6,925	2,986
Net defined benefit (liability)/asset at 31 July	(6,242)	(8,854)	(12,791)

Asset and Liability Reconciliation

	2018	2017 Restated	2017
	£'000	£'000	£'000
Changes in the present value of defined benefit obligations			
Defined benefit obligations at start of period	38,091	40,773	40,773
Current Service cost	1,948	1,610	1,610
Interest cost	1,087	992	992
Contributions by Scheme participants	362	336	336
Experience gains and losses on defined benefit obligations	40	(2,135)	(2,020)
Changes in financial assumptions	(1,678)	(2,388)	1,437
Estimated benefits paid	(756)	(772)	(772)
Changes in demographic assumptions	-	(323)	(325)
Past Service cost	-	-	-
Curtailments and settlements	-	-	-
Defined benefit obligations at end of period	39,094	38,091	42,031
Fair value of plan assets at start of period	29,237	25,636	25,636
Interest on plan assets	832	626	626
Return on plan assets	1,806	2,077	2,078
Employer contributions	1,369	1,334	1,334
Contributions by Scheme participants	362	336	336
Estimated benefits paid	(756)	(772)	(772)
Fair value of plan assets at end of period	32,850	29,237	29,238

A prior year adjustment has been made for FRS102 commutations to given a fairer representation following a review of assumptions.

24 Related party transactions

Due to the nature of the College's operations and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures.

Broadway Theatre

During the year ending 31 July 2018 the College paid £100,000 (2017: £100,000) towards the cost of meeting common services with other users. These are not repayable to the College and have been charged as a cost in the College's accounts.

Barking Learning Centre

During the year ending 31 July 2018 the College paid £149,325 (2017: £138,587) to Barking Learning Centre as a contribution to operating costs. These are not repayable to the College and have been charged as a cost in the College's accounts.

25 Post Balance Sheet Event

As part of the college's property strategy, a £10m refurbishment project will commence in 2018-19 to create a Centre for Advanced Technologies.





BDC
Barking & Dagenham College

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