

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**CONTENTS**

	Page
<b>Reference and Administrative Details</b>	1 - 2
<b>Trustees' Report</b>	3 - 21
<b>Governance Statement</b>	22 - 25
<b>Statement on Regularity, Propriety and Compliance</b>	26
<b>Statement of Trustees' Responsibilities</b>	27
<b>Independent Auditors' Report on the Financial Statements</b>	28 - 31
<b>Independent Reporting Accountant's Report on Regularity</b>	32 - 33
<b>Statement of Financial Activities Incorporating Income and Expenditure Account</b>	34
<b>Balance Sheet</b>	35
<b>Statement of Cash Flows</b>	36
<b>Notes to the Financial Statements</b>	37 - 68

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Members</b>	Ms Marion Lloyd Mr Robert Dool, Chair of Trustees Ms Lesley Adams Mrs Helen Capron Mr Mark Kerr (appointed 24 February 2021)
<b>Trustees</b>	Ms Marion Lloyd, Vice Chair Mr Robert Dool, Chair of Trustees Mr Clive Bush Mrs Helen Capron Mrs Lesley Adams Mr David Bateson OBE Mr Mark Kerr (resigned 11 February 2021) Mr Jeremy Beswick Mrs Jacqueline Cutchey The Hon R G Hely Hutchinson Dr Adam Boddison Mr Stephen Chamberlain, Staff Trustee Mrs Catherina Quinn (appointed 17 December 2020) Ms Rosie Weaver (appointed 22 October 2020) Mr Anmoal Thethi (appointed 11 February 2021, resigned 8 July 2021) Mr Amritpal Singh (appointed 8 July 2021) Mrs Amber Thomas (appointed 8 July 2021, resigned 30 July 2021)
<b>Company registered number</b>	07903002
<b>Company name</b>	The Active Learning Trust Limited
<b>Principal and registered office</b>	Littleport & East Cambridgeshire Academy Camel Road Littleport Ely Cambridgeshire CB6 1EW
<b>Company Secretary</b>	Mrs Karen Jarvis
<b>Chief Executive Officer</b>	Mr Stephen Chamberlain
<b>Senior Management Team</b>	Mr Stephen Chamberlain, Chief Executive Officer Mr Clive Paskell, Director of Finance Mr David Hilton, Director of Education Ms Karen Jarvis, Head of Corporate Services Mrs Janice Steel, Director of Human Resources (Left 31/5/2021) Ms Elaine Hammond, Director of Human Resources (Joined 5/8/2021)

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**Independent Auditors** Price Bailey LLP  
Chartered Accountants  
Causeway House  
1 Dane Street  
Bishop's Stortford  
Hertfordshire  
CM23 3BT

**Bankers** Barclays Bank plc  
9-11 St Andrew's Street  
Cambridge  
Cambridgeshire  
CB2 3AA

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

The Trustees present their Annual Report together with the financial statements and Auditor's Report of The Active Learning Trust (The Trust or the Charitable Company) for the year ended 31 August 2021. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates 15 primary, 3 secondary, 1 All Through and 2 special Academies serving areas across Cambridgeshire and Suffolk. The Academies have a combined capacity of 10,580 and had a roll of 9,421 in the 2021 census.

### **Structure, Governance and Management**

The Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are its primary governing documents. The Trustees of The Charitable Company are also the Directors for the purposes of company law. The terms Trustee and Director are interchangeable. The Charitable Company includes the following Academies:

- The Neale-Wade Academy, March, Cambridgeshire - 1 April 2013
- Burrowmoor Primary School, March, Cambridgeshire - 1 July 2013
- Gusford Primary School, Ipswich, Suffolk - 1 August 2013
- Westwood Primary School, Lowestoft, Suffolk - 1 August 2013
- Chesterton Primary School, Cambridge, Cambridgeshire - 1 September 2013
- Red Oak Primary School (formerly known as Fen Park Primary School), Lowestoft - 1 March 2014
- Grove Primary School, Lowestoft, Suffolk - 1 May 2014
- Sidegate Primary School, Ipswich, Suffolk - 1 May 2014
- Hillside Primary School, Ipswich, Suffolk - 1 July 2014
- Kingsfield Primary School, Chatteris, Cambridgeshire - 1 July 2014
- Isle of Ely Primary School, Ely, Cambridgeshire - 1 September 2015
- Pakefield Primary School, Lowestoft, Suffolk - 1 January 2015
- Reydon Primary School, Lowestoft, Suffolk - 1 March 2015
- Chantry Academy, Ipswich, Suffolk - 1 September 2015
- Highfield Ely Academy, Ely, Cambridgeshire - 1 September 2016
- Albert Pye Primary School, Beccles, Suffolk - 1 October 2016
- Ravensmere Infant School, Beccles, Suffolk - 1 October 2016
- Cromwell Community College, Chatteris, Cambridgeshire - 1 September 2017
- Highfield Littleport Academy, Cambridgeshire - 1 September 2017
- Littleport & East Cambridgeshire Academy - 1 September 2017
- Earith Primary School, Cambridgeshire - 1 January 2018

The operation of The Trust's Academies and employment of staff are the responsibility of the Trustees. The Trust retains overall control of Academy budgets and finances, and monitors these through its Finance Committee. Throughout this report the Board of Trustees is referred to as the Trust Board (TB). Each Academy has appointed Local Governing Bodies (LGB) who have delegated authority to administer their Academy within agreed budgets.

Details of the Trustees who served throughout the period are included in the Reference and Administrative Details section. Within this Report the term Trustee refers to a member of the TB and the term Governor to a member of an LGB. Details of the Trustees who served during the year are included in the Reference and Administrative Details section.

### **Members' Liability**

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**Trustees and Officers' Indemnities**

In accordance with normal commercial practice the Trust has purchased insurance through the DfE Risk Protection Arrangement to protect Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides unlimited cover and details of the costs are disclosed in Note 13 to the accounts.

**Method of Recruitment and Appointment or Election of Trustees**

There were five Members of the Trust at the year end: Marion Lloyd, Lesley Adams, Robert Dool, Mark Kerr and Helen Capron, who have the authority to appoint up to 10 Trustees. The articles of the Trust allow the Trustees to appoint additional co-opted Trustees. In determining the makeup of the Trust Board, the Members take into account the skills, knowledge and experience of potential Trustees. In addition, the Members seek to ensure that all Trustees have a passion for education and a determination to assist the Trust management in securing improvement of attainment in Trust schools. The TB similarly takes into account the skills, knowledge and experience of potential Trustees who could then be co-opted to join the TB. The Trust has worked this year to increase the diversity of Trustees as part of our commitment to equity and social justice.

**The arrangements are as set out in the Articles and Funding Agreement**

Trustees are appointed for a term of four years. The Chief Executive Officer (CEO) is an ex officio member of the TB. Other Trustees are elected to office or appointed if there are insufficient candidates offering themselves for election. The Articles of Association make provision for 12 Trustees plus the CEO.

**Policies and Procedures Adopted for the Induction and Training of Trustees and Governors**

The Trust is committed to providing adequate opportunities for Trustees and Governors to undertake and receive suitable training so as to enable them to perform their role effectively. To this end The Trust links with a number of local training providers. New Trustees and Governors are required to attend a training programme. The induction programme would involve a tour of the relevant Academy, meetings with students and staff and provision of policy and procedures documents that are appropriate to the role they undertake with particular emphasis on the committee work that they will undertake.

**Organisational Structure**

The TB has established five Committees to undertake detailed examination of aspects of the Trust's operation. These Committees are:

- Personnel and Remuneration
- Finance
- Audit
- Quality of Education
- Safeguarding and Well-Being

The minutes of each Committee are received by the TB and the Chair of each Committee reports back to the TB on its work. The terms of reference for each Committee are reviewed annually. The TB retains responsibility for oversight of the work of the Trust on school improvement activities and the key decisions around finance and personnel.

Each School operates with a LGB, whose work is governed by a scheme of delegation. In addition, the Trust has agreed manuals with Schools that set out the delegated responsibilities within each School.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

The Chief Executive Officer is the Accounting Officer for the Active Learning Trust. This was Stephen Chamberlain for the financial year 2020/2021. The TB has established that day to day decision making rests with the Chief Executive Officer and the senior team and the Chief Executive Officer reports back to the TB at each meeting with both a record of work of the Trust since the last meeting and with potential changes in the workload of the Trust which may impact on resourcing.

The governance of the Trust is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education.

The TB, meets on at least 5 occasions per year and its 3 sub committees Finance and Audit 6 times a year in person or online and Personnel and Remuneration at least once a year (to reflect the COVID 19 situation this year with the majority of meetings taking place online). The TB is responsible for the strategic direction of the Trust. The Trustees are responsible for setting strategic policy, adopting an annual plan and budget, monitoring The Trust by the use of those budgets and making major decisions about the direction of The Trust, capital expenditure and senior staff appointments. The Governors within their LGB's are responsible for implementing strategic policy and monitoring the annual budgets and expenditure for their Academy.

The Senior Leadership Teams (SLT's) control the Academies at an executive level implementing policies and reporting to their LGB. Each SLT is responsible for the day-to-day operation of their Academy, in particular organising staff, resources and students. They are responsible for the authorisation of spending within agreed budgets and for the appointment of staff following vetting and safeguarding recruitment processes.

The Central Team Executive Leadership Team (CTELT) looks across the Trust and aligns local SLT and LGB activity with the strategic aims of The Trust as a whole.

The Trust's CEO is the Accounting Officer.

#### **Arrangements for setting pay and remuneration of key management personnel**

Arrangements for setting the pay and remuneration of the Academy Trust's key management personnel are reviewed by the Personnel & Remuneration Committee on behalf of the TB.

For key management staff based in Schools an annual Whole School Pay Policy is applied in which the Trust follows the pay and conditions arrangements from the national provisions used for maintained schools in England and Wales - both for teachers and support staff. The teachers' pay policy is based on the national agreed pay scale as outlined in the School Teachers Pay and Conditions Document. The Trust adheres to Local Government pay arrangements for those support staff who have Transferred to the Trust and selected to retain their TUPE entitlements for the transferred role. These are based on the Local Government pay spines for Cambridgeshire or Suffolk respectively and are applied in the Local Authority areas in which the Academies are based. For support staff appointed to Trust roles since 1 April 2016 the Trust applies the Trust's own ALT support staff pay scale, revisions to which shadow the Local Government pay scale percentage increases and are approved annually by the Personnel & Remuneration Committee.

Key management personnel include Trustees and those staff to whom the Trustees have delegated significant authority and responsibility in the day-to-day running of the Trust.

For key management staff employed directly by the central team of the Trust, and so not based in Schools, a specific central team Pay Policy, approved by the Personnel & Remuneration Committee of the TB is applied. Salaries are based on an evaluation of the individual roles and responsibilities of the post taking into account market rate factors, comparability of responsibilities and differentials. An annual performance pay appraisal is undertaken which is reported to the TB and changes in salaries which result are with the TB's approval.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**Trade union facility time**

Relevant union officials:

Number of employees who were relevant union officials during the relevant period (Headcount) 9  
Full-time equivalent employee number less than 1

Percentage of time spent on facility time:

Number of employees

0%	1
1%-50%	8
51%-99%	0
100%	0

Percentage of pay bill spent on facility time:

Provide the total cost of facility time	£10,225
Provide the total pay bill	£41.1m
Percentage of total pay bill spent on facility time	0.025%

Paid trade union activities:

Time spent on paid trade union activities as a percentage of total paid facility time hours 100%

**Related Parties and other Connected Charities and Organisations**

Owing to the nature of the Trust's operations and the composition of the TB being drawn from local public and private sector organisations, it is inevitable that from time to time transactions will take place with organisations in which Trustees may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction where the Trustee may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academies Trust Handbook.

The Trust co-operated with the following organisations during the academic year in pursuit of its charitable activities:

- Confederation of Schools Trusts
- Ogden Trust
- Ambition Institute
- National Association for Special Educational Needs
- Minds Ahead
- Oracy Cambridge
- Early Excellence
- Paul Hamlyn Foundation
- Ipswich and Cambridgeshire Opportunity Areas
- School and Student Teachers Network
- Ipswich Town Football Community Trust
- The Academy of Women's Leadership
- Educational Equity Services
- Alpha Teaching School
- Unity Schools Trust
- Princes' Teaching Institute
- National College of Education
- The National College

The Trust does not have a formal sponsor.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**Engagement with suppliers, customers and others in a business relationship with the Trust**

The Trustees have implemented clear policies and procedures for dealing fairly with suppliers. Formal orders are placed and agreed payment terms adhered to as reported in the Payment Practices Reports filed every six months. To ensure service continuity during and after the current coronavirus outbreak the Trust has followed the guidelines of the Government Procurement Policy Note (PPN) that sets out information and guidance for public bodies on payment of their suppliers.

The Trustees consider pupils and parents to be their “customers”. Whilst pupils encounter engagement on a daily basis, engagement with parents is carried out through regular newsletters and face to face meetings.

**Objectives and Activities**

The Active Learning Trust's prime aim is to establish, maintain and develop academy schools offering a broad and balanced curriculum. The Trust exists to enable all pupils in its Schools to achieve to the best of their ability in all that they do. In order to do this the Trust has gained DfE approval as a multi-Academy sponsor and has drawn together a number of senior professionals to aid its delivery. The key object of the Active Learning Trust is to raise standards of education in those Schools approved to join the Trust by the Secretary of State. The Trust does this through developing and implementing school improvement activities designed to ensure that every pupil attending an Active Learning Trust School has the opportunity to access a broad and balanced curriculum that is based upon (but is extended beyond) the National Curriculum. The Trust aims and mission statement can be found on our website <http://activelearningtrust.org/about/our-mission>.

As part of its work, the Trust seeks to ensure that its Schools have access to evidenced based school improvement activities that will support the achievement of pupils and also access to resources and experience of other organisations with whom partnerships have the potential to help meet the overall aim of the Trust.

**Objectives, Strategies and Activities**

Our vision is to raise standards in all the Schools and settings we work with so that they can become Outstanding. We do this by maximising our impact at School level, both with Schools in need of significant improvement and with those that are already Good and we will work with currently Outstanding schools both to maintain that judgement and use their expertise to support others. Through this approach we will build a broad professional partnership of Academies that share the same vision and values represented by the Trust.

Specifically, we will:

- Support the drive to raise standards in the lowest performing Schools, through sponsorship and the deployment of our own team of experienced school improvers and with the support of existing high performing Schools.
- Continually improve our capacity to ensure that the quality of what we deliver remains at an outstandingly high level by ensuring there are strong systems of performance management in place in all Schools to support improvement, seeking out and valuing excellent performance and by ensuring good value for money.
- Ensure the delivery of high quality education through our Academies to support pupils across all age ranges from the early years to post 16.
- Work with Local Authorities on school organisation issues to address local communities' demand for the provision of high quality school places locally.
- Develop the leadership, management and governance in all our Schools so that we grow and maintain the best leaders, and act as a "Training School" network to grow the next generation of effective teachers, school leaders, support staff and Governors.
- Establish a strong professional partnership of Active Learning Trust Academies so that they can stimulate and support each other across all aspects of teaching and learning and leadership and management.
- Provide value for money services to our Schools that minimise administration locally and maximise the potential for our managers to be leaders in their Schools. The Trust will fully utilise cutting edge IT systems to provide cost effective solutions and operations within and across its Schools.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

- Ensure as a business, the Trust maximises the potential for income and maintains a high level of control on costs which provides long term security for the Trust and its Schools.

The TB undertook a strategic review of our mission, vision and values in 2019-2020 and as a result there is a new three year plan in place based on a 14 point excellence framework and KPIs based on four broad strategic areas: 'Active Learners', 'Active Leaders', 'Active Citizens' and 'Leading Active Lives'.

### **Public Benefit**

The Trustees believe that by working towards the objects and aims of the Trust as detailed above, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

### **Strategic Report**

#### **Achievements and Performance**

#### **Key performance indicators (KPIs)**

Our KPIs are primarily related to the setting and evaluation of targets at School level for pupil performance. These targets are regularly monitored through detailed meetings between our Chief Executive Officer, representatives from the Central Education Team and the relevant Headteacher and reported to our TB through regular reports from the Chief Executive Officer.

#### **School Improvement Process**

The School Improvement Process has been on-going with standards meetings, and remote intervention completed throughout lockdown periods.

This is supported by regular improvement meetings with all Schools. The frequency of these is based on the category the School is in which has been refined this year to be more focused on where they are and how they move forward. This has been supported by the targeted support offer. New categories of schools:

- SCC – Schools causing concern
- EI – Embedding improvement
- G2G – Getting to good
- SG – Securing good
- J2O – Journey to outstanding

All Schools are aware of their category and the focus of the plan is to secure improvement and movement through the improvement journey.

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**(A Company Limited by Guarantee)**

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

Schools have developed capacity across the whole Trust to engage with Trust wide developments in English and Maths alongside a greater data literacy and consistency across all Schools that has been established by the development of the Data and Systems Manager role. The Trust has also established the ALT Institute of Teaching and Leadership to support high quality professional development across the Trust for both teaching and support staff. The Institute is the central hub for professional development, leadership training and learning across the Trust. There are 8 strategic areas that form the hub that link directly into our models for school improvement and are designed to transform teaching, leading, and learning to make sure we fulfil our commitment to give our children, young people and communities the high-quality education they deserve.

The Key Strategic Areas are:

- (1) Research and Development Hub
- (2) Pedagogy, Best Practice and Innovation Programmes
- (3) National, Regional and Cluster Conferences
- (4) Trust Wide Projects and Initiatives
- (5) Governor Support and Training
- (6) Virtual Learning Zone
- (7) Talent and Capacity Register
- (8) Leadership and Professional Development Programmes

The work of the Institute is underpinned by the four pillars of our People Strategy. These are:

- Work and Culture- ensuring that we have a culture in our Schools that allows all staff to be highly effective and to be inspired, feel valued and be part of the Trust and School family;
- Grow and Develop- the opportunity for professional development and growth;
- Reward and Recognition- recognition of effort and commitment to the School and the Trust;
- Connect to the Trust- strategies and opportunities for all staff to contribute linked to the vision, values and culture of the Trust.

This year we have also initiated plans for our own initial teacher (ECT1) programme in 2021-22 with a pilot cohort of teacher trainees working across three regional hubs in the Trust based in Cambridgeshire (Cromwell Community College), North Suffolk (Red Oak Primary School) and South Suffolk/Ipswich (Chantry Academy).

The Trust has developed a strong network of Schools that work in partnership to achieve the outcomes described below, supported by a central team that supports school improvement, school-to-school support alongside a Continuing Professional Development (CPD) programme that has a pathway for all staff from Early Careers Teachers (ECTs) to Leadership level. This has been extended further to ensure that all staff have a clear pathway which has led to the comprehensive programme and series of Career Pathways opportunities with associated training and professional development. We have also recruited 8 Executive Leaders across the Trust from our pool of Headteachers and Executive Headteachers who are working on cross Trust strategic plans in relation to Mental Health and Well Being, Curriculum, the arts, SEND, Early Years Excellence, professional development, assessment and student voice. As part of the ALT Institute of Teaching and Leadership we have set up a Learning Commission as part of a research and development project to bring together hundreds of students and teachers from across our primary, secondary and special schools to create a new design for learning across the Active Learning Trust and to give them a voice on the important issue of their own learning.

The aims of the Commission are:

- to give students a real voice and influence in how learning is organised across the Trust and be fully engaged in our trust wide projects in partnership with our teachers and the Trust;
- to create opportunities for our children and young people and their teachers to work side by side to learn about strategies for active learning and then test out new approaches to see what works best for all of us at ALT in order to create significant and enduring changes to our learning;
- to create a step-change in student engagement, motivation and learning;
- to go beyond traditional 'student voice' work, helping students become active leaders of their own and others' learning with a real stake in how education is organised and delivered.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

The additional capacity that has been developed has now enabled the development of School Leadership opportunities – this focus on Executive Leadership allows ownership and development of Trust wide initiatives – including Safeguarding, Well Being and Mental health.

In support of the work of all colleagues it is very clear that all Trust Schools will have:

- a rich, broad and balanced knowledge-based curriculum and assessment model that supports effective teaching and learning to support all learners;
- a clear focus on supporting all groups of learners – including disadvantaged;
- evidence of clear improvements in the expected progress of pupils in reading, writing and mathematics;
- consistently good or better teaching across all subject areas;
- established staffing structures to meet the requirement of the new curriculum models and rapid improvement in both core and foundation subjects;
- established and effective LGB's with training in place and priorities identified;
- systems for making highly effective use of individual pupil data to effect improvement, reduce workload and ensure systems are efficient; and
- attendance in line with or better than the national average.

Building on our wider professional development offer, it can be noted that during the year:

- 44 Newly Qualified Teachers joined the Trust wide programme to support their development;
- Leadership development programmes both in house and with Ambition have supported the development of Associate Leaders. This continues to be a popular choice for aspiring middle leaders and includes Trust- wide arts leads working to introduce whole school approaches to arts delivery through the Paul Hamlyn Foundation; and RE and KS2 Standards leads
- There are a range of other initiatives being developed through our partnerships with Ambition and the continued project with Oracy Cambridge.

### **Primary Outcomes**

Following the outbreak of COVID-19 all primary school statutory assessments were cancelled for 2020/2021.

The Trust has worked hard with the Schools to prioritise support for all pupils and formal assessment has been used to target direct support through the Catch Up Premium alongside the National Tutoring Programme.

Focus :

Early Reading and Phonics  
Mathematics  
Reading (Primary)  
Writing

All Schools have a clear plan based on data analysis of all pupils needs – this is linked to the revised curriculum offer that is supporting the development of core learning and depth in key areas.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**Summary**

In 2020/2021 there was significant support and resource in place to support both the academic, social and emotional and well-being of all pupils and staff. This is embedded in the curriculum development and is not an 'add-on' or additional resource this forms the basis for a long-term improvement in the offer for all pupils. Topics and concepts have been reviewed and the key learning identified to support pupils. Going forward, ensuring positive outcomes for all pupils, particularly those who have been significantly disadvantaged, following the outbreak of COVID-19 presents a significant challenge. All Schools therefore are focused on a renewal curriculum that takes account of missed learning to ensure that this learning is not lost. Using programs such as PiXL, that seek to support children's wellbeing as well as their academic development, are valuable resources in meeting this challenge; along with this is ensuring that every child receives their entitlement to education, whether this is at School or at home, through the rapid development of virtual learning opportunities.

The Trust has engaged in its wider civic and community duties in relation to education for the public good by being founding member of the East Anglia Anti- Racism Education Collective. Established in 2020 by Professor Paul Miller, Dr Tim Coulson and Stephen Chamberlain. As the global community unites to promote equity, inclusion, diversity, and social justice for all, the East Anglia Anti-Racism Education Collective is committed to engendering positive change across the region.

The collective believes It is important schools across East Anglia do more than just make statements; we must all commit to:

- Supporting and challenging each other to increase the diversity in our workforce.
- Robustly reviewing existing practice and curricula.
- Ensuring that East Anglia is a leading example in the promotion of anti-racism and in the guarantee of an education system that is equitable for every student.

At the forefront of the Collective's ambition is the facilitation of purposeful collaboration and partnership in pursuing an anti-racist education agenda. By enabling members to benefit from the expertise and experience of external partners, who specialise in anti-racism and generating positive change, the Collective will:

- Offer training and meaningful engagement activities, in order to develop capacity and probe reflection for members at all levels.
- Review, challenge, and update curricula content, to more adequately reflect all of society.
- Commission research with leading academics, related to social justice and anti-racism, across the region, to inform decision-making.
- Engage the public in the Collective's work through media, dissemination events and transparency in our operations.

The Inaugural conference was held on 10th November 2020. There were over a hundred people able to join Professor Paul Miller and special guests Tom Rees, Executive Director of School Leadership at Ambition School Leadership, David Richardson, Vice Chancellor at University of East Anglia and Dame Alison Peacock from the Chartered College of Teaching. As a result there are now 7 MATs and over 100 schools already members of the collective.

We have also delivered a series of core modules by Professor Paul Miller and associates to a wide range of schools and organisations including the delivery of the first Institute of Leadership and Management accredited course in Equity, Inclusion and Social Justice to three of our headteachers and a Trustee, all of whom will help us to be a leading organisation in the East of England in this area.

**THE ACTIVE LEARNING TRUST LIMITED**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**Key Stage 4 Outcomes**

It is important to point out that due to COVID-19 comparisons to last year's results and 2019 need to be cautious, as how students were assessed has been different from 2019 – 2021. 2019 students were assessed under the usual external examinations; 2020 was Centre Assessed Grade where teachers used a variety of evidence across the key stage and 2021 saw only taught subject content assessed, whereby centres selected what and how these assessments took place which were then supported by both internal and external quality assurance. Schools were required to put in place rigorous QA policy to review the quality of the assessment work. Examination boards reviewed the QA policy, process and requested samples from schools to review the attainment awarded.

**Cromwell Community College**

Below is the overall attainment headlines for Cromwell Community College.

KS4 2021: HEADLINE MEASURES	CROMWELL OUTCOMES			NATIONAL		
	2021	2020	2019	2021	2020	2019
Attainment 8	4.8	4.6	4.5	not available	5.0	4.7
% Grade 4+ in English & Maths	66.2%	67.0%	62.0%	not available		65%
% Grade 5+ in English & Maths	44.8%	40.0%	38.0%	not available	50%	43%
% Grade 7+ in English & Maths	8.6%	8.1%	7.6%	not available		
% Entering Ebacc	9.5%	6%	10%	not available	40%	40%
EBacc Average Point Score	3.8	3.7	3.6	not available	4.4	4.1

*Please be reminded that 2020 and 2021 school level data is unofficial and unpublished due to covid-19 disruption*

A8 has increased by 0.2 from 2020 and 0.3 since 2019. A8 is in line with the official 2019 national average. The percentage of grade 4+ in english and maths has dropped slightly by 0.8 in comparison to 2020 but compared to 2019 it is above.

The percentage of grade 5+ in english and maths saw an increase of 4.8% from 2020 and is above 2019 national average by 1.3%.

The percentage of grade 7+ in english and maths saw an increase of 0.5% from 2020 results and 1% above 2019.

The EBACC average point score saw an increase of 0.1% but this aspect of curriculum remains below national and is an aspect to develop.

**Chantry Academy KS4 Results 2021**

Below is the overall attainment headlines for Chantry Academy

**Chantry Academy KS4 Results 2021**

Below is the overall attainment headlines for Chantry Academy

KS4 2021: HEADLINE MEASURES	CHANTRY OUTCOMES			NATIONAL		
	2021	2020	2019	2021	2020	2019
Attainment 8	4.1	4.3	3.7	not available	5.0	4.7
% Grade 4+ in English & Maths	59%	66%	40%	not available		65%
% Grade 5+ in English & Maths	32%	38%	16%	not available	50%	43%
% Grade 7+ in English & Maths	2%	7%	6%	not available		
% Entering Ebacc	34%	27%	29.9%	not available	40%	40%
EBacc Average Point Score	3.7	3.5	3.1	not available	4.4	4.1

*Please be reminded that 2020 and 2021 school level data is unofficial and unpublished due to covid-19 disruption*

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

Attainment 8 (A8) decreased by 0.2 from 2020, compared to 2020 national average it is 0.9 below and against the only official 2019 data measure it is 0.6 below national average.

Grade 4+ in both english and maths saw a decrease of 7% compared to 2020 attainment but a 19% increase from 2019. However, compared to national 2019 data results Chantry remains 6% below.

Grade 5+ in both english and maths saw a decrease of 6% and the percentage of attainment achieved is below 2020 national by 18% and 11% by the official measure in 2019.

However, grade 7+ has increased by 2%. EBACC average point score has increased by 0.6 since 2019 and 0.2 by 2020. The percentage studying EBACC stands at 34%, 7% below 2020 and 2019 national average. There is a need to look at the more able and middle ability students and review the quality of the curriculum to ensure rigor but also high expectations.

**Neale- Wade Academy**

Below is the overall attainment headlines for Neale-Wade

See LOE attached.

**Neale-Wade Academy**

KS4 2021: HEADLINE MEASURES	NEALE WADE OUTCOMES			NATIONAL		
	2021	2020	2019	2021	2020	2019
Attainment 8	4.5	4.4	4.2	not available	5.0	4.7
% Grade 4+ in English & Maths	63%	60%	55%	not available		65%
% Grade 5+ in English & Maths	40%	32%	30%	not available	50%	43%
% Grade 7+ in English & Maths	7%	4%	3%	not available		
% Entering Ebacc	37%	16%	42%	not available	40%	40%
EBacc Average Point Score	3.8	3.6	3.4	not available	4.4	4.1

*Please be reminded that 2020 and 2021 school level data is unofficial and unpublished due to covid-19 disruption*

A8 has increased by 0.1 from 2020 and 0.3 from 2019 but it remains below the 2020 national average by 0.5 and the official 2019 by 0.2.

The percentage of grade 4+ in both english and maths has increased by 3% since 2020 and 8% 2019. Compared to official 2019 national average there is just a 2% difference.

The percentage of grade 5+ in both english and maths has increased by 10% since 2019 and 8% 2020. Compared to the 2019 national average there is a 3% difference and 10% for 2020.

The percentage of grade 7+ in english and maths has seen a 4% increase since 2019 and 3% since 2020, which means Neal Wade Academy has seen an increase in the number of the upper grades awarded.

The percentage entering EBACC has increased since 2020 by 21%, it is 3% below 2020 and 2019 national average percentage. By APS there has been an increase of 0.4 from 2019 and 0.2 since 2020. Compared to national there remains a 0.3 difference.

**Moving forward:**

Across our 3 secondary schools there are key groups that need to improve both attainment and progress. To date the Government have still to confirm how progress will be measured, as this is the cohort that does not have a national KS2 benchmark. We have received notification that this information may be available in mid-November.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

The strategic approach is to drive improvements in curriculum including assessment across our secondary schools and align these against the following principles:

**Curriculum**

Principle 1: Develop knowledge alongside skills, through a wide range of subject disciplines

Principle 2: Build on prior learning, enabling effective retrieval practice to develop schema in the long-term memory and demonstrating learning through clear progression while encountering and engaging with learning

Principle 3: Have a clearly thought through curriculum intent, which focuses on the learners and prepares them for their future

Principle 4: Provide learners with a rich language and subject-specific vocabulary which allows for informative learning conversations

Principle 5: Extend learning beyond the classroom – extended opportunities to deepen and strengthen learning must be an integrated part of curriculum

Principle 6: Open-up the world, taking individuals beyond their own local context – challenging thinking, extending experiences and understanding cultures different to their own

**Assessment**

Principle 1: Inform leaders and teachers of the experiences of the learner on entry to their next phase of education, their curriculum journey, pedagogical experiences and progression through the curriculum while encountering and engaging with learning experiences

Principle 2: Ensure that learners are progressing well through an effectively constructed curriculum by using regular assessment opportunities to inform the next stages of learning.

Principle 3: Use periodic summative assessment opportunities to embed prior and new learning and evidence how well knowledge has been transferred to the long-term memory

Principle 4: Utilise an assessment tool kit which informs learners and teachers about how well knowledge and skills have been learnt and use this to shape the future learning journey

Principle 5: Focus on how effectively learners have acquired the knowledge and skills of the curriculum and how it will be adapted to move the learner forward

Principle 6: Have reporting structures that inform parents and learners about how well the curriculum is being learned and how you know

Schools will evaluate where they are against these principles and we will support them in their next stages of development. A priority area is Key stage 3 curriculum development and the need to align curriculums and assessments so that our Schools know how well students are acquiring the knowledge and understanding of the curriculum and this is transferring to the long term memory. Summative examinations that are common to Key stage 3 is a focus with assessment senior leaders working with their heads of department on the development of assessment as an integral part of curriculum. Across the Trust we are working towards a common end of year summative exams to be written collaboratively by our subject leaders across the 4 secondary schools. This will enable us to see the effectiveness of the curriculum as the progression model.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

### **Conclusion**

There has been continued progress in the majority of Schools. The one school in aa category is now stable and the work going on there is seen as appropriate and improvement has already been evidenced by external evaluation by OfSTED visit in July 2021. This has come about through a greater stability in staffing, a development of capacity through Trust and bespoke school CPD and a greater rigour in the School Improvement process across the Trust. The introduction of greater school-to-school support allows for the Trust to build on the capacity created. Expert leaders across the Trust have supported with intervention in the School causing concern. The high calibre and quality assured expertise is already impacting on Schools that will benefit from the recent and relevant success across all areas of the curriculum.

The Trust's wider engagement with external agencies including Ambition Institute (previously Ambition Leaders), Prince's Teaching Institute, National College, Oracy Cambridge amongst others, there is a clear sense of deepening the understanding of curriculum, leadership alongside research based professional development building on national and international expertise.

### **Going Concern**

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

### **Promoting the Success of the Charitable Company**

The Trustees have an obligation to act in a way most likely to promote the success of the Charitable Company. Details regarding engagement with employees, suppliers, parents, pupils and other connected parties have been covered in separate notes within the Trustees' Report. The obligation to assess the likely consequences of decisions in the longer term is noted within the reserves policy below as Trustees balance the needs of current and future cohorts.

The Trustees have identified reputational and ethical areas as key risks and their actions in these areas are covered within the paragraph covering Principal Risks and Uncertainties, later within this Report.

### **Financial Review**

The principal source of funding for the Trust is the General Annual Grant (GAG) and other grants that it receives from the Education and Skills Funding Agency (ESFA). For the year ended 31 August 2021 the Trust received £64,824,000 of GAG and other income. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent £66,032,000 on general running costs and transferred £68,000 to support capital new build and improvement projects on the various Academy sites. The Trust brought forward from 2019/20, £708,000 restricted funds (excluding pension and fixed assets) and £8,042,000 unrestricted funding. The carry forward for 2020/21 is £3,527,000 restricted funding and £7,953,000 unrestricted funding (excluding pension).

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Trust is recognising a significant pension fund deficit of £42,760,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**Reserves Policy**

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Director of Finance. The budget plan identifies how any carry forward will be allocated in the plan for the following academic year, including the identification of any funds earmarked for a specific project or purpose.

The Trustees have identified a target of between 5% and 8% of total income as an acceptable level for free reserves and Schools are expected to aim for these levels, with any School falling above or below being questioned around solvency or the risk of carrying too high balances at the annual budget planning stage. There is a clear expectation that reserves will be maintained at a level sufficient to cover delays between spending and receipt of grants and to provide a contingency to deal with unexpected emergencies.

There are no funds identified as reserves that can only be realised by disposal of tangible fixed assets.

The amount of unrestricted reserves held currently equates to 15.6% of total income, which is within the overall parameters set by the Trust for levels of reserves.

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £7,953,000. This has been built up from a mixture of locally raised income and balances transferred from the predecessor schools.

The Trust's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2021 was £11,480,000.

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £14,986,000. The Trustees monitor cash flow as part of the committee reports and ensures each School has sufficient to meet all cash flow demands.

**Investment Policy**

An Investment Policy was approved by the TB 13 December 2016 and affirmed May 2019.

The Trust works with its bankers (Barclays PLC) to place surplus funds held in individual Academy accounts on deposit with Barclays Bank PLC. Funds are only invested with the Trust bankers and this is regarded as low risk strategy.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**Principal Risks and Uncertainties**

The Trust maintains a central risk register identifying the major risks, to which the Trust is exposed, and identifying actions and procedures to mitigate those risks. This register is approved and monitored by the TB via the Audit Committee with a review process undertaken prior to each meeting. This has been updated to reflect the impact of COVID 19 in the last two years and each School has a local risk assessment which has been reviewed and agreed by the Trust Board at key points.

Individual Academies have a standard risk register that is maintained and reviewed. The internal control systems and the exposure to identified risks are monitored on behalf of the Trustees at each Audit Committee meeting. The principal risks facing the Trust are outlined below; those facing the Academies at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As a group of academy schools, the level of financial risk is lower than an individual academy. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- each Academy within the Trust has considerable reliance on continued Government funding through the ESFA and there is 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;
- failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- reputational - the continuing success of the individual Academies is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student progress and outcomes are closely monitored and reviewed;
- safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline;
- staffing - the success of the Academies is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning;
- fraud and mismanagement of funds - The Trust has appointed a Head of Internal Audit to carry out independent and external checks on financial systems and records as required by the Academies Trust Handbook. All finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area;
- financial instruments – the Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low; and
- defined benefit pension liability – as the Government has agreed to meet the defined benefit pension liability of any Academy ceasing to exist the main risk to the Trust is an annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan.

The Trust, working with each Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**Fundraising**

The Trust only held small fundraising events during the year which were limited by the impacts of COVID. The Trust does not work with external professional fundraisers or companies who carry out fundraising on its behalf. All fundraising undertaken during the year was monitored by the Trustees. During the year no complaints or issues have arisen as a result of the fundraising events.

**Streamlined Energy and Carbon Reporting**

<b>Greenhouse gas emissions and energy use data for the period 1 September 2020 to 31 August 2021 – UK:</b>	
<b>Total energy consumption (kWh)</b>	11,132,298
Energy consumption break down (kWh)	
• gas,	8,028,285
• electricity,	3,049,101
• transport fuel - owned transport	13,346
• transport fuel - employee vehicles	41,566
Taking the kWh above, now convert into CO <sub>2</sub> e using conversion factors	
<b>Scope 1 emissions in metric tonnes CO<sub>2</sub>e</b>	<b>IN TONNES</b>
Gas consumption	1,470
Owned transport – mini-buses	3
<b>Total scope 1</b>	<b>1,473.67</b>
<b>Scope 2 emissions in metric tonnes CO<sub>2</sub>e</b>	
Electricity	647
<b>Scope 3 emissions in metric tonnes CO<sub>2</sub>e</b>	
Business travel in employee owned vehicles	11.47
<b>Total gross emissions in metric tonnes CO<sub>2</sub>e</b>	<b>2,132.55</b>

Total gross emissions in metric tonnes CO<sub>2</sub>e per pupil 0.226

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

Quantification and Reporting Methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government’s Conversion Factors for Company Reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO<sub>2</sub>e per pupil, the recommended ratio for the sector.

Measures taken to improve energy efficiency

We have fitted LED lighting with the support of Salix loan funding in four more Primary Schools and increased video conferencing technology for staff meetings, to reduce the need for travel between sites.

The Trust is working with Suffolk County Council on a major expansion at Chantry Academy and have secured a change from gas fired heating to air source heat pumps and is working with the Local Authority on wider energy saving finance schemes. A new free school due to open in Ipswich will have gas fired boilers installed but with the capacity to be easily converted when alternative sources of energy are available.

The Trust has secured grant funding in the last year to develop de-carbonisation plans for each School and is working with external bodies to drive more sustainable solutions to heating systems in schools where boiler plant is due for replacement.

**Plans for Future Periods**

The Department for Education has confirmed that the Active Learning Trust is an approved sponsor for schools in Cambridgeshire and Suffolk. The Trust has been accepted as sponsor for a Free School due to open in Central Ipswich in 2023 and planning for this is at a detailed stage. The Trust will continue to enter bids for new Schools when considered these match the profile and expertise within the Trust.

The Trust's approved business plan sets out the aspiration to grow with between 8 and 9 Schools based in regional hubs.

In terms of the Trust's work for other Schools and Trusts, we continue to carry out small elements of work in line with our approved Memorandum and Articles of Association, but the amount of work is small due to the increased number of Schools now in the Trust.

**Funds Held as Custodian Trustee on Behalf of Others**

There are no funds held on behalf of others.

**Employee involvement**

Where appropriate the Trust consults on matters such as policy, pay, health & safety, staff restructures and redundancy proposals and staff welfare with the relevant support staff and teaching trade unions. Trade Union consultation is formalised through a mutually negotiated Trade Union Recognition Agreement arrangement. The Trust provides information to employees generally by way of email, memoranda, School intranet facilities, Trust and School websites, staff professional development and training days and staff meetings. Staff representatives are invited to attend LGB meetings on a regular basis.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

At each of the Schools, information is channelled via the Senior Leadership Teams and or through Trust activities organised at hub or whole Trust level. Employees are included in the consideration of Ofsted reports and other reviews and inspections as well as other relevant information available from the School and Trust websites including pupil progress and attainment data.

### Equal Opportunities Policy

It is the Trust's policy to ensure equality of opportunities are afforded to staff, students and other stakeholders. Training, career development and promotion opportunities are available to all employees based on their skills and abilities. Reasonable adjustments can and will be made whenever practicable and feasible for any employee who may be at risk of experiencing an unfair disadvantage as a result of a protected characteristic.

### Disabled Persons

Applications for employment by disabled persons are given full and fair consideration for all vacancies in accordance with their particular aptitude and abilities. Reasonable adjustments (such as those to interview attendance and physical access) are considered whenever practical and feasible for any employee or applicant who may be at risk of experiencing an unfair disadvantage as a result of any protected characteristic including disability. In the event of employees becoming disabled then appropriate assessments are made with a view to offering training, adjusted duties or working conditions or other assistance (Such as Access to Work services) in order that their employment within the Trust may continue.

All schools within the Trust now use My New Term as an applicant tracking system (ATS). When applicants apply for a role they have an Equal Ops section to complete. Part of that section asks the applicant to confirm if they have a health condition and / or a disability. This provides the Trust with statistics at both Trust and school level on the number of applicants who declare a disability as a percentage of the overall applicant base.

The ATS Dashboard will also display the following data from the Equal Opportunities Monitoring data referred to above.



This above process ensures that applications for employment by disabled persons are given full and fair consideration for vacancies across the Trust in accordance with their particular aptitude and abilities.

Reasonable adjustments are also made to support the appointment and ongoing employment of the successful candidate, where appropriate. Such arrangements also exist where an employee becomes disabled post appointment or where the nature of the extent of a disability alters during the course of employment. The nature of reasonable adjustments may be informed by a qualified occupational therapist or practitioner via an employee occupational health appointment/s.

Training on Equality and Diversity is given and made available to all those who line manage and they also have qualified and experienced HR advice from the Trust's HR provider and via the Trust's own appointed Director of HR.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**COVID 19 - Exceptional government funding disclosure**

Schools within the Trust have had additional grant funding related to COVID as follows:

COVID Catch up funding	£762,600
COVID Emergency support funding	£ 90,868
COVID Mass Testing funding	£217,610

Furlough Scheme funding totalling £27,119 was received in the period September 2020 to April 2021 this affected 19 staff across three Schools nursery, catering and sports centre provision were provided in house.

**Auditor**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the Charitable Company's Auditor is unaware, and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the Auditor is aware of that information.
- The Auditors, Price Bailey LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

The Trustees' Report, incorporating a strategic report, was approved by order of the Trust Board, as the company directors, on 21 December 2021 and signed on its behalf by:

**Robert Dool**  
Chair of Trustees

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT**

**Scope of responsibility**

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

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Trust Board has delegated the day-to-day responsibility to the Chief Executive Officer, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Active Learning Trust Limited and the Secretary of State for Education. They are also responsible for reporting to the Trust Board any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Ms Marion Lloyd	5	6
Mr Robert Dool	6	6
Mr Clive Bush	5	6
Mrs Helen Capron	0	1
Mrs Lesley Adams	5	5
Mr Stephen Chamberlain	6	6
Mr David Bateson OBE	4	6
Mr Mark Kerr	3	4
Mr Jeremy Beswick	3	6
Mrs Jacqueline Cutchey	4	6
The Hon R G Hely Hutchinson	6	6
Dr Adam Boddison	6	6
Mrs Catherina Quinn	4	4
Ms Rosie Weaver	4	5
Mr Anmoal Thethi	0	1
Mr Amritpal Singh	0	0
Mrs Amber Thomas	0	0

**Review of year:**

The Trust Board continues to deliver effective challenge and support for schools across the three hubs and welcomes Headteachers from two schools at each meeting. The Trust Board receives timely and detailed reports in agreed formats from the central team and schools.

There were changes to the composition of the board of trustees in the year, namely:

Appointment of: R Weaver BEM Oct 2020, Mrs C. Quinn Dec 2020, Mr A Thethi Feb 2021, Mrs A Thomas appointed and resigned July 2021 and Mr A Singh July 2021

Resignation of Mr A Thethi July 2021

Resigned as a Trustee but became a Member: Mr M Kerr Feb 2021

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**Governance reviews:**

The Trust Board was reviewed externally by NGA (National Governance Association) in 2016 and the recommendations from that were followed through by the Board. The Board have completed an internal Governance review in the last year as part of the overall review following the appointment of the new Chief Executive Officer in 2019.

The **finance committee** is a sub-committee of the main Trust Board. Its purpose is to:

Undertake detailed scrutiny of the Trust's finances and to ensure the Trust's assets are properly secured and maintained. The Committee has been involved in the discussion around processes and procedures, recognising that it has been important for the whole Trust Board to be involved in finance decision making to ensure all Trustees have clarity in how the Trust is set up to meet its responsibilities as set out in the Trust's funding statement. The Committee provides the lead on approval of School budgets and scrutiny for new Schools budgets

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr Stephen Chamberlain	6	6
Mr Mark Kerr	2	2
Mr Jeremy Beswick	5	6
The Hon R G Hely Hutchinson	6	6
Mr Robert Dool	6	6
Mr Amritpal Singh	0	0

The **audit committee** is also a sub-committee of the main Trust Board. Its purpose is to carry out scrutiny and review of the Trust's audit functions and to ensure the Trust's assets are properly secured and maintained.

The committee reviews the risks to the internal financial and non-financial controls across the Trust. It agrees and manages an internal audit programme that will address its high and medium risks, inform the statement of internal control and, so far as is possible, provide assurance to the external Auditors

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr Stephen Chamberlain	6	6
Mr Mark Kerr	2	2
Mr Jeremy Beswick	5	6
The Hon R G Hely Hutchinson	6	6
Mr Robert Dool	6	6
Mr Amritpal Singh	0	0

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Review of value for money**

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

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

- Continuing to manage the catering contract across nineteen Schools, the capital project management consultancy and the facilities management contract;
- continuing to monitor and react to the changing energy market, utilising external expertise to secure reduced unit costs for future years;
- controlling staffing costs generally and implementation of Integrated Curriculum Financial Planning across all Schools, with particular focus on training and developing staff at middle and senior management;
- working closely with Schools to ensure procurement of goods and services in a compliant manner;
- procuring IT hardware centrally which has evidenced cost savings for Schools.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust 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 The Active Learning Trust Limited for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the Annual Report and financial statements.

**Capacity to handle risk**

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

**The risk and control framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Trust Board;
- regular reviews by the Audit Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines; and
- identification and management of risks.

The Trust Board has decided to employ Caroline Driver (Compliance & Internal Audit Manager) as Internal Auditor.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**The risk and control framework (continued)**

**Internal Scrutiny/Audit**

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the Trust's financial and non-financial systems. In particular, the checks carried out in the current period included:

- Credit Cards
- Performance Management
- Reconciliations
- Safer Recruitment
- School Websites
- Validity of school census data

Six times a year, aligned with Board meeting dates the Internal Auditor reports to the Trust Board, through the audit committee on the operation of the systems of control and on the discharge of the Trust Board financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The Internal Auditor has delivered their schedule of work as planned and there were no material control issues arising as a result of their work. Credit Card Internal Audit report received a limited assurance opinion. Internal Audit has subsequently received evidence to support progress in the implementation of agreed actions to raise the standards.

**Review of effectiveness**

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

- the work of the Internal Auditor;
- the work of the external Auditors; and
- the school resource management self-assessment tool;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by the Trust Board and signed on their behalf by:

**Robert Dool**  
Chair of Trustees

**Stephen Chamberlain**  
Accounting Officer

Date: 21 December 2021

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

As Accounting Officer of The Active Learning Trust Limited I have considered my responsibility to notify the Trust Board and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Trust, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

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

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

**Stephen Chamberlain**  
Accounting Officer

Date: 21 December 2021

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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

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

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

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

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

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

Approved by the Trust Board and signed on its behalf by:

**Robert Dool**  
Chair of Trustees  
Date: 21 December 2021

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
ACTIVE LEARNING TRUST LIMITED**

**Opinion**

We have audited the financial statements of The Active Learning Trust Limited (the 'Trust') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
ACTIVE LEARNING TRUST LIMITED (CONTINUED)**

**Other information**

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

We have nothing to report in this regard.

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

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

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

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

In the light of our knowledge and understanding of the Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the Strategic Report.

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

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

**Responsibilities of Trustees**

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

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
ACTIVE LEARNING TRUST LIMITED (CONTINUED)**

**Auditors' responsibilities for the audit of the financial statements**

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

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

We gained an understanding of the legal and regulatory framework applicable to the Trust and the sector in which it operates and considered the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations. This included those regulations directly related to the financial statements, including financial reporting and tax legislation and academy sector regulations including GDPR, employment law, health and safety and safeguarding.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness, and evaluating the business rationale of any large or unusual transactions to determine whether they were significant to our assessment.
- We reviewed key controls, authorisation procedures and decision making processes for any unusual or one-off transactions.
- We reviewed minutes of Trust Board meetings and other relevant sub-committees of the Board such as the Finance Committee and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of the Accounting Officer and senior management team to identify laws and regulations applicable to the Trust. We assessed details of any breaches where applicable in order to assess the impact upon the Trust.
- We have reviewed any correspondence with the ESFA / DfE and the procedures in place for the reporting of incidents to the Trustees including reporting of any serious incidents to the Regulator if necessary.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
ACTIVE LEARNING TRUST LIMITED (CONTINUED)**

**Use of our Report**

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

**Gary Miller (Senior Statutory Auditor)**

for and on behalf of

**Price Bailey LLP**

Chartered Accountants

Statutory Auditors

Causeway House

1 Dane Street

Bishop's Stortford

Hertfordshire

CM23 3BT

21 December 2021

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE ACTIVE LEARNING TRUST LIMITED AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 2 September 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Active Learning Trust Limited during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of The Active Learning Trust's Accounting Officer and the Reporting Accountant**

The Accounting Officer is responsible, under the requirements of The Active Learning Trust Limited's funding agreement with the Secretary of State for Education dated 9 January 2012 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2020 to 2021. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE ACTIVE LEARNING TRUST LIMITED AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance.
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Trust, extending the procedures required for financial statements to include regularity, propriety and compliance.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

**Conclusion**

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

Reporting Accountant  
**Price Bailey LLP**

Date: 21 December 2021

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

	Note	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000	Total funds 2020 £000
<b>Income from:</b>						
Donations and capital grants	3	1,931	-	2,237	4,168	3,743
Charitable activities	4	605	58,855	-	59,460	52,787
Other trading activities	5	1,097	95	-	1,192	1,260
Investments	6	4	-	-	4	18
<b>Total income</b>		<b>3,637</b>	<b>58,950</b>	<b>2,237</b>	<b>64,824</b>	<b>57,808</b>
<b>Expenditure on:</b>						
Charitable activities	7	3,657	60,126	2,249	66,032	59,672
<b>Total expenditure</b>		<b>3,657</b>	<b>60,126</b>	<b>2,249</b>	<b>66,032</b>	<b>59,672</b>
<b>Net income / (expenditure)</b>		<b>(20)</b>	<b>(1,176)</b>	<b>(12)</b>	<b>(1,208)</b>	<b>(1,864)</b>
Transfers between funds	20	(68)	-	68	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(88)</b>	<b>(1,176)</b>	<b>56</b>	<b>(1,208)</b>	<b>(1,864)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	28	-	(8,235)	-	(8,235)	(763)
<b>Net movement in funds</b>		<b>(88)</b>	<b>(9,411)</b>	<b>56</b>	<b>(9,443)</b>	<b>(2,627)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward	20	8,042	(29,822)	169,328	147,548	150,175
Net movement in funds		(88)	(9,411)	56	(9,443)	(2,627)
<b>Total funds carried forward</b>	<b>20</b>	<b>7,954</b>	<b>(39,233)</b>	<b>169,384</b>	<b>138,105</b>	<b>147,548</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 37 to 68 form part of these financial statements.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 07903002**

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

	Note	2021 £000	2020 £000
<b>Fixed assets</b>			
Tangible assets	14	167,615	167,755
<b>Current assets</b>			
Stocks	15	7	7
Debtors	16	1,962	1,612
Investments	17	1,200	1,175
Cash at bank and in hand		14,986	11,382
		18,155	14,176
Creditors: falling due within one year	18	(4,457)	(3,463)
<b>Net current assets</b>		13,698	10,713
<b>Total assets less current liabilities</b>		181,313	178,468
Creditors: amounts falling due after more than one year	19	(449)	(390)
<b>Net assets excluding pension liability</b>		180,864	178,078
Defined benefit pension scheme liability	28	(42,760)	(30,530)
<b>Total net assets</b>		138,104	147,548
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	20	169,384	169,328
Restricted income funds	20	3,527	708
Restricted funds excluding pension liability	20	172,911	170,036
Pension reserve	20	(42,760)	(30,530)
<b>Total restricted funds</b>	20	130,151	139,506
<b>Unrestricted income funds</b>	20	7,953	8,042
<b>Total funds</b>		138,104	147,548

The financial statements on pages 34 to 68 were approved by the Trustees, and authorised for issue on 21 December 2021 and are signed on their behalf, by:

**Robert Dool**  
Chair of Trustees

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

	Note	2021 £000	2020 £000
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	22	3,301	2,050
<b>Cash flows from investing activities</b>			
	24	251	370
<b>Cash flows from financing activities</b>			
	23	77	143
<b>Change in cash and cash equivalents in the year</b>		3,629	2,563
Cash and cash equivalents at the beginning of the year		12,557	9,994
<b>Cash and cash equivalents at the end of the year</b>	25, 26	16,186	12,557

The notes on pages 37 to 68 form part of these financial statements

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

The Trust's functional and presentational currency is Pounds Sterling.

**1.2 Going concern**

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

The Trust derives the majority of its income from local and national Government grant funding which is secured for a number of years, under the terms of the Trust Funding Agreement with the Secretary of State for Education. This will ensure that the Trust can continue operating for a period of at least 12 months following the date of this report. The financial statements do not contain any adjustments that would be required if the Trust were not able to continue as a going concern.

**1.3 Company status**

The Trust is a company limited by guarantee. The Members of the Company are named on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member.

The Trust's registered office is Littleport & East Cambridgeshire Academy, Camel Road, Littleport, Ely, England, CB6 1EW.

**1.4 Fund accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the objects of the Trust at the discretion of the Trustees.

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

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

Investment income, gains and losses are allocated to the appropriate fund.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.5 Income**

All incoming resources are included in the Statement of Financial Activities when the Trust is legally entitled to the income and the amount can be quantified with reasonable accuracy.

• **Grants**

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

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

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

• **Donations**

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

• **Other income**

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

• **Donated fixed assets (excluding transfers on conversion or into the Trust)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Trust's accounting policies.

**1.6 Expenditure**

All expenditures is recognised in the period in which a liability is incurred and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.7 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**1.8 Taxation**

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

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

**1.9 Tangible fixed assets**

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the Government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and are carried forward in the Balance Sheet.

Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Trust's depreciation policy.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, over their expected useful lives on the following basis:

Depreciation is provided on the following bases:

Long-term leasehold property	- 125 years
Land & buildings additions	- 15 years
Furniture and equipment	- 7 years
Computer equipment	- 3 years
Motor vehicles	- 4 years

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

**1.10 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.11 Debtors**

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

**1.12 Cash at bank and in hand**

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

**1.13 Liabilities**

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

**1.14 Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Cash at bank and short term investments are classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 18 and 19. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.15 Operating leases**

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**1. Accounting policies (continued)**

**1.16 Pensions**

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

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

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

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

**2. Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the Actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**3. Income from donations and capital grants**

	Unrestricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000	Total funds 2020 £000
Donations including central service contributions	1,931	-	1,931	1,743
Capital grants	-	2,237	2,237	2,000
	<u>1,931</u>	<u>2,237</u>	<u>4,168</u>	<u>3,743</u>
Total 2020	<u>1,743</u>	<u>2,000</u>	<u>3,743</u>	

In 2020, income from donations was £1,743,000 of which all was unrestricted.

In 2020, income from Government capital grants was £2,000,000, all of which was in relation to restricted fixed assets.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**4. Funding for the Academy Trust's educational operations**

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000	Total funds 2020 £000
<b>DfE/ESFA grants</b>				
General Annual Grant	-	44,503	44,503	39,656
Other DfE/ESFA grants				
Pupil Premium	-	3,132	3,132	2,866
Rates Relief	-	232	232	221
Teachers Pay and Pension grants	-	2,253	2,253	2,083
Free school meals	-	838	838	734
PE and Sports Grant	-	316	316	316
Start up grant	-	-	-	1
Other DfE/ESFA grants	-	12	12	54
	-	-	51,286	45,931
<b>Other Government grants</b>				
Local Authority grants	-	6,807	6,807	6,105
	-	6,807	6,807	6,105
<b>Catering Income</b>	605	-	605	499
<b>COVID-19 additional funding (DfE/ESFA)</b>				
Catch-up Premium	-	762	762	100
<b>COVID-19 additional funding (non-DfE/ESFA)</b>				
Coronavirus Job Retention Scheme grant	-	-	-	152
	605	58,855	59,460	52,787
Total 2020	499	52,288	52,787	

In 2020, income from DfE/ESFA grants was £46,031,000, all of which was restricted.

In 2020, income from other Government grants was £6,105,000, all of which was restricted.

In 2020, income from catering was £499,000, all of which was unrestricted.

In 2020, income from Coronavirus Job Retention Grant was £152k, all of which was restricted.

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the Trust's funding for the Trust's funding for various grant types are no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

The Trust received £762,000 of funding for catch-up premium, all of which was spent in the 2020/21 year.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**5. Income from other trading activities**

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Total funds 2021 £000	Total funds 2020 £000
Hire of facilities	108	-	108	177
Other income	750	-	750	932
Music income	15	-	15	20
Staff services income	214	95	309	120
Uniform income	10	-	10	11
	<u>1,097</u>	<u>95</u>	<u>1,192</u>	<u>1,260</u>
Total 2020	<u>1,241</u>	<u>19</u>	<u>1,260</u>	

In 2020, income from other trading activities was £1,260,000, of which £1,241,000 was unrestricted and £19,000 was restricted.

**6. Investment income**

	Unrestricted funds 2021 £000	Total funds 2021 £000	Total funds 2020 £000
Bank interest	4	4	18
	<u>4</u>	<u>4</u>	<u>18</u>
Total 2020	<u>18</u>	<u>18</u>	

In 2020, all investment income was in relation to unrestricted funds.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**7. Expenditure**

	Staff Costs 2021 £000	Premises 2021 £000	Other 2021 £000	Total 2021 £000	Total 2020 £000
Direct costs	41,771	375	3,870	46,016	42,786
Support costs	9,079	5,008	5,929	20,016	16,886
	<u>50,850</u>	<u>5,383</u>	<u>9,799</u>	<u>66,032</u>	<u>59,672</u>
Total 2020	<u>47,642</u>	<u>4,632</u>	<u>7,398</u>	<u>59,672</u>	

In 2021, of total expenditure, £3,657,000 was to unrestricted funds, £60,126,000 was to restricted funds and £2,249,000 was to restricted fixed asset funds.

In 2020, of total expenditure, £2,413,000 was to unrestricted funds, £55,142,000 was to restricted funds and £2,117,000 was to restricted fixed asset funds.

In 2020, direct expenditure consisted of £39,178,000 staff costs, £81,000 premises costs and £3,527,000 other costs, whilst support expenditure consisted of £8,464,000 of staff costs, £4,551,000 premises costs and £3,871,000 other costs.

**8. Charitable activities**

	2021 £000	2020 £000
Direct costs	46,016	42,786
Support costs	20,016	16,886
	<u>66,032</u>	<u>59,672</u>

	2021 £000	2020 £000
<b>Analysis of support costs</b>		
Support staff costs	9,079	8,464
Depreciation	2,131	2,117
Technology costs	123	14
Premises costs	2,877	2,434
Other support costs	5,751	3,762
Governance costs	39	71
Legal costs	16	24
	<u>20,016</u>	<u>16,886</u>

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**9. Net expenditure**

Net expenditure for the year includes:

	2021 £000	2020 £000
Operating lease rentals	75	107
Depreciation of tangible fixed assets	2,131	2,117
Fees paid to Auditors for:		
- audit	32	31
- other services	16	11
	49,804	46,630

**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2021 £000	2020 £000
Wages and salaries	35,388	33,289
Social security costs	3,120	2,886
Pension costs	11,296	10,455
	49,804	46,630
Agency staff costs	666	624
Staff restructuring costs	78	73
Staff development and other costs	302	315
	50,850	47,642

Staff restructuring costs comprise:

	2021 £000	2020 £000
Severance payments	28	34
Other contractual payments	50	39
	78	73

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

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £28,000 (2020 - £34,000). Individually, the payments were £4,950, £450, £450, £450, £7,000 and £14,603.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**10. Staff (continued)**

**c. Staff numbers**

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

	2021 No.	2020 No.
Teachers	544	526
Administration and support	917	979
Management	48	60
	<u>1,509</u>	<u>1,565</u>

**d. Higher paid staff**

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

	2021 No.	2020 No.
In the band £60,001 - £70,000	16	12
In the band £70,001 - £80,000	11	9
In the band £80,001 - £90,000	7	4
In the band £90,001 - £100,000	4	5
In the band £100,001 - £110,000	2	1
In the band £110,001 - £120,000	2	1
In the band £120,001 - £130,000	-	2
In the band £150,001 - £160,000	1	-
	<u>1</u>	<u>-</u>

**e. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £654,702 (2020 - £710,571).

Included in the above are employer national insurance contributions of £61,479 (2020 - £71,135) and employer pension contributions of £79,498 (2020 - £66,986).

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**11. Central services**

The Trust has provided the following central services to its Academies during the year:

- Human resources
- Financial services
- Educational leadership and support
- CPD
- Strategic ICT
- Procurement
- Capital programme
- Compliance including data protection
- Internal Audit

The Trust charges for these services on the following basis:

A flat percentage of income at 4% of all GAG-related income

The actual amounts charged during the year were as follows:

	2021 £000	2020 £000
The Neale-Wade Academy	312	271
Burrowmoor Primary School	65	59
Westwood Primary School	38	36
Gusford Primary School	95	88
Chesterton Primary School	32	35
Red Oak Primary School	74	68
Grove Primary School	36	46
Sidegate Primary School	102	91
Hillside Primary School	99	94
Kingsfield Primary School	71	62
Pakefield Primary School	62	59
Reydon Primary School	32	28
Isle of Ely Primary School	66	50
Chantry Academy	213	186
Highfield Ely Academy	51	48
Albert Pye Primary School	57	52
Ravensmere Infant School	13	12
Littleport & East Cambridgeshire Academy	104	70
Highfield Littleport Academy	51	48
Cromwell Community College	263	226
Earith Primary School	16	15
<b>Total</b>	1,852	1,644

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**12. Trustees' remuneration and expenses**

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

		2021 £000	2020 £000
Mr Clive Bush (formerly Chief Executive Officer)	Remuneration	Nil	20 - 25
	Pension contributions paid	Nil	0 - 5
Mr Stephen Chamberlain, Chief Executive Officer	Remuneration	150 - 155	120 - 125
	Pension contributions paid	25 - 30	20 - 25

During the year ended 31 August 2021, expenses totalling £721 (2020 - £NIL) were reimbursed or paid directly to 1 Trustee (2020 - no Trustees), relating to travel and subsistence.

**13. Governors' and Officers' insurance**

The Trust has opted into the Department of Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK Government funds cover losses that arise. This scheme protects Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and Officers indemnity element from the overall cost of the RPA scheme membership.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**14. Tangible fixed assets**

	Long-term leasehold property £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
<b>Cost or valuation</b>					
At 1 September 2020	175,254	1,981	2,197	137	179,569
Additions	1,721	125	144	-	1,990
At 31 August 2021	176,975	2,106	2,341	137	181,559
<b>Depreciation</b>					
At 1 September 2020	8,415	1,432	1,890	76	11,813
Charge for the year	1,746	181	177	27	2,131
At 31 August 2021	10,161	1,613	2,067	103	13,944
<b>Net book value</b>					
At 31 August 2021	166,814	493	274	34	167,615
At 31 August 2020	166,839	549	307	61	167,756

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**15. Stocks**

	2021 £000	2020 £000
School uniform	7	7

**16. Debtors**

	2021 £000	2020 £000
<b>Due within one year</b>		
Trade debtors	77	75
Other debtors	3	27
Prepayments and accrued income	1,194	1,340
VAT recoverable	688	170
	<u>1,962</u>	<u>1,612</u>

**17. Current asset investments**

	2021 £000	2020 £000
Short term cash deposits	1,200	1,175

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**18. Creditors: Amounts falling due within one year**

	2021	2020
	£000	£000
Salix loans	84	56
Other loans	40	40
Trade creditors	723	429
Other taxation and social security	774	706
Other creditors	1,046	821
Accruals and deferred income	1,790	1,411
	4,457	3,463
	4,457	3,463

The Trust agreed a loan from the Department for Education under the Capital Pilot Loan Programme in 2018 and drew an amount of £201,472. The loan is repayable at an interest rate of 1.75% and repayable over a term of 8 years. The amount repaid in 2021 was £35,982 (2020 - £35,982). The amount due within one year is £35,982. As part of the above agreement, the Trust was granted an interest free Salix loan of £12,000 which is repayable over a term of 8 years. The amount due within one year is £1,500 (2020 - £1,500).

The Trust inherited two interest-free Salix loans on conversion of Albert Pye Primary School. The total balance introduced at 1 October 2016 amounted to £19,977. When the loans were introduced, the remaining term repayable was 3.1 years for the balance of £8,684 and 6.3 years for the balance of £11,293. The amount repaid in 2021 was £1,540 (2020 - £4,021). The amount due within one year amounted to £1,540 (2020 – £2,780).

In 2019-20 the Trust inherited five interest-free Salix loans. The total balance introduced during the year amounted to £191,980. When the loans were introduced, the remaining term repayable was 5 years for the balance of £191,980. The amount repaid in 2021 was £38,396. The amount due within one year amounted to £38,396.

The Trust also inherited an interest-free Salix loan on conversion of Highfield Ely Academy. The total balance introduced at 1 September 2016 amounted to £101,086 which is repayable over a term of 8 years. The amount due within one year is £12,636.

In 2020-21 the Trust was advanced for interest-free Salix loans. The total balance introduced during the year amounted to £191,063. When the loans were introduced, the remaining term repayable ranged from 5 years to 8 years. The amount repaid in 2021 was £14,908. The amount due within one year amounted to £29,817.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

	2021 £000	2020 £000
Deferred income brought forward	849	970
Resources deferred during the year	797	849
Amounts released from previous periods	(849)	(970)
<b>Deferred income carried forward</b>	<b>797</b>	<b>849</b>

The majority of resources deferred at the period end relate to funding received in advance for the provision of infant free school meals, rates relief and nursery funding; and income from parents for educational trips.

**19. Creditors: Amounts falling due after more than one year**

	2021 £000	2020 £000
Salix loans	298	203
Government loans	151	187
	449	390

The Trust agreed a loan from the Department for Education under the Capital Pilot Loan Programme in 2018 and drew an amount of £201,472. The loan is repayable at an interest rate of 1.75% and repayable over a term of 8 years. The amount due after more than one year is £107,945. As part of the above agreement the Trust was granted an interest-free Salix loan of £12,000, which is repayable over a term of 8 years. The amount due after more than one year is £3,750.

The Trust inherited two interest free loan on conversion of Albert Pye Primary School, one of which has since been repaid. The amount due after more than one year amounted to £2,053.

In 2019-20 the Trust inherited five interest-free Salix loans. The total balance introduced during the year amounted to £191,980. The amount due after more than one year amounted to £115,188.

The Trust also inherited an interest-free Salix loan for Highfield Ely Academy which the amount repayable after more than one year amounts to £31,590.

In 2020-21 the Trust was advanced for interest-free Salix loans. The total balance introduced during the year amounted to £191,063. The amount due after more than one year amounted to £146,337.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**20. Statement of funds**

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
<b>Unrestricted funds</b>						
Unrestricted	8,042	3,636	(3,657)	(68)	-	7,953
<b>Restricted general funds</b>						
GAG	708	44,503	(41,684)	-	-	3,527
Other DfE/ESFA grants	-	7,546	(7,546)	-	-	-
Other Government grants	-	6,806	(6,806)	-	-	-
Other restricted	-	95	(95)	-	-	-
Pension reserve	(30,530)	-	(3,995)	-	(8,235)	(42,760)
	(29,822)	58,950	(60,126)	-	(8,235)	(39,233)
<b>Restricted fixed asset funds</b>						
Fixed assets	167,754	-	(2,131)	1,992	-	167,615
DfE/ESFA capital grants	1,438	221	(57)	(917)	-	685
Other Government capital grants	328	98	(61)	(36)	-	329
Salix loans	(192)	-	-	(190)	-	(382)
SCA grant	-	1,918	-	(781)	-	1,137
	169,328	2,237	(2,249)	68	-	169,384
<b>Total Restricted funds</b>	139,506	61,187	(62,375)	68	(8,235)	130,151
<b>Total funds</b>	147,548	64,823	(66,032)	-	(8,235)	138,104

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**20. Statement of funds (continued)**

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

**Unrestricted funds**

Unrestricted funds represent those resources which may be used towards meeting any of the charitable objects of the Trust at the discretion of the Trustees.

£68,000 was transferred to restricted fixed asset funds to represent the cost of assets purchased using unrestricted funding.

**General Annual Grant (GAG)**

This represents funding from the ESFA to be used for the normal running costs of the Trust, including education and support costs.

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

**Start-up grants**

The start-up grant represents additional funds received from the DfE/ESFA in the early years of the establishment of a school to be used for educational purposes.

**Other DfE/ESFA grants**

This represents funding for specific educational provisions including amounts to be used to help raise achievement and improve outcomes for pupils from low income families who are eligible for free school meals.

**Other Government grants**

This represents various grants from local and national Government bodies for the provision of specific services to pupils of the Schools.

**Other restricted funds**

This represents restricted income in relation to staff absence insurance rebates and staff services recharges.

**Exceptional Government funding**

This represents funding received from the ESFA in response to exceptional costs incurred by the Trust following the COVID-19 outbreak.

**Pension reserve**

This reserve represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS) transferred to it on conversion from state controlled schools.

**Restricted fixed asset fund**

Restricted fixed asset fund represents the value of long leasehold land, buildings and other fixed assets transferred into the Trust on the conversion of schools and assets subsequently purchased, less accumulated depreciation.

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**20. Statement of funds (continued)**

**DfE/ESFA capital grants**

This represents capital grants received from the DfE/ESFA to be used on capital projects.

During the year, £917,000 of this fund was used to purchase fixed assets.

**Other Government capital grants**

This represents capital grants received from the Local Authority to be used on capital projects.

**Salix loans**

This represents capital funding received as Salix loans.

**School Condition Allocation (SCA)**

This represents a Government grant allocation for Trust-wide capital or repair projects.

During the year, £781,000 of this fund was used to purchase fixed assets.

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**20. Statement of funds (continued)**

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

	Balance at 1 September 2019 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2020 £000
<b>Unrestricted funds</b>						
Unrestricted	6,954	3,502	(2,414)	-	-	8,042
<b>Restricted general funds</b>						
GAG	-	39,656	(38,842)	(106)	-	708
Other DfE/ESFA	-	6,370	(6,370)	-	-	-
Other						
Government grants	14	6,105	(6,119)	-	-	-
Other restricted	-	19	(19)	-	-	-
Start up	-	1	(1)	-	-	-
Exceptional						
Government funding	-	156	(156)	-	-	-
Pension reserve	(26,132)	-	(3,635)	-	(763)	(30,530)
	<u>(26,118)</u>	<u>52,307</u>	<u>(55,142)</u>	<u>(106)</u>	<u>(763)</u>	<u>(29,822)</u>
<b>Restricted fixed asset funds</b>						
Fixed assets	168,027	-	(2,117)	1,844	-	167,754
DfE/ESFA capital grants	1,312	211	-	(85)	-	1,438
Other						
Government capital grants	-	476	-	(148)	-	328
Salix loans	-	-	-	(192)	-	(192)
SCA grant	-	1,313	-	(1,313)	-	-
	<u>169,339</u>	<u>2,000</u>	<u>(2,117)</u>	<u>106</u>	<u>-</u>	<u>169,328</u>
<b>Total Restricted funds</b>	<u>143,221</u>	<u>54,307</u>	<u>(57,259)</u>	<u>-</u>	<u>(763)</u>	<u>139,506</u>
<b>Total funds</b>	<u><u>150,175</u></u>	<u><u>57,809</u></u>	<u><u>(59,673)</u></u>	<u><u>-</u></u>	<u><u>(763)</u></u>	<u><u>147,548</u></u>

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**20. Statement of funds (continued)**

**Total funds analysis by Academy**

Fund balances at 31 August 2021 were allocated as follows:

	2021 £000	2020 £000
The Neale-Wade Academy	1,608	870
Burrowmoor Primary School	177	171
Westwood Primary School	110	158
Gusford Primary School	623	536
Chesterton Primary School	124	77
Red Oak Primary School	1,561	1,313
Grove Primary School	261	251
Sidegate Primary School	639	473
Hillside Primary School	413	363
Kingsfield Primary School	215	3
Pakefield Primary School	103	34
Reydon Primary School	186	143
Isle of Ely Primary School	476	316
Chantry Academy	820	804
Highfield Ely Academy	321	277
Albert Pye Primary School	192	150
Ravensmere Infant School	95	76
Littleport & East Cambridgeshire Academy	535	499
Highfield Littleport Academy	786	473
Cromwell Community College	1,386	967
Earith Primary School	56	85
Central Services	793	713
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	11,480	8,752
Restricted fixed asset fund	169,384	169,328
Pension reserve	(42,760)	(30,530)
	<hr/>	<hr/>
<b>Total</b>	<b>138,104</b>	<b>147,550</b>
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**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**20. Statement of funds (continued)**

**Total cost analysis by Academy**

Expenditure incurred by each Academy during the year was as follows:

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2021 £000	Total 2020 £000
The Neale- Wade Academy	5,429	1,310	250	1,631	8,620	7,979
Burrowmoor Primary	1,637	183	43	355	2,218	2,215
Westwood Primary	989	134	5	274	1,402	1,249
Gusford Primary	2,123	298	18	346	2,785	2,709
Chesterton Primary	632	76	14	213	935	973
Red Oak Primary	1,485	205	24	484	2,198	2,056
Grove Primary	1,266	116	11	295	1,688	1,446
Sidegate Primary	2,394	299	37	569	3,299	3,108
Hillside Primary	2,117	334	37	490	2,978	2,876
Kingsfield Primary	1,505	235	15	306	2,061	2,085
Pakefield Primary	1,298	229	11	329	1,867	1,842
Reydon Primary	637	72	33	184	926	845
Isle of Ely Primary	1,380	115	35	429	1,959	1,624
Chantry	3,685	698	151	1,629	6,163	5,214
Highfield Ely	2,510	302	43	421	3,276	3,136
Albert Pye Primary	1,290	160	35	246	1,731	1,657
Ravensmere Infant	284	52	6	81	423	346
Littleport & East Cambridge	2,135	231	59	597	3,022	1,973
Highfield Littleport	1,642	65	21	410	2,138	1,551
Cromwell Community College	5,081	927	229	1,413	7,650	6,895

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**20. Statement of funds (continued)**

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2021 £000	Total 2020 £000
Earith Primary	352	69	6	115	542	456
Central Services	1,900	2,968	1	1,153	6,022	5,320
<b>Trust</b>	<u>41,771</u>	<u>9,078</u>	<u>1,084</u>	<u>11,970</u>	<u>63,903</u>	<u>57,555</u>

**21. Analysis of net assets between funds**

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

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000
Tangible fixed assets	-	-	167,616	167,616
Current assets	7,953	7,445	2,756	18,154
Creditors due within one year	-	(3,918)	(539)	(4,457)
Creditors due in more than one year	-	-	(449)	(449)
Provisions for liabilities and charges	-	(42,760)	-	(42,760)
<b>Total</b>	<u>7,953</u>	<u>(39,233)</u>	<u>169,384</u>	<u>138,104</u>

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**21. Analysis of net assets between funds (continued)**

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

	Unrestricted funds 2020 £000	Restricted funds 2020 £000	Restricted fixed asset funds 2020 £000	Total funds 2020 £000
Tangible fixed assets	-	-	167,756	167,756
Current assets	8,043	4,075	2,058	14,176
Creditors due within one year	-	(3,367)	(96)	(3,463)
Creditors due in more than one year	-	-	(390)	(390)
Provisions for liabilities and charges	-	(30,530)	-	(30,530)
<b>Total</b>	<b>8,043</b>	<b>(29,822)</b>	<b>169,328</b>	<b>147,549</b>

**22. Reconciliation of net expenditure to net cash flow from operating activities**

	2021 £000	2020 £000
Net expenditure for the year (as per Statement of Financial Activities)	(1,208)	(1,864)
<b>Adjustments for:</b>		
Depreciation	2,129	2,117
Capital grants from DfE and other capital income	(2,237)	(2,192)
Interest receivable	(4)	(21)
Interest payable	10	3
Pension adjustment	3,995	3,635
Increase in debtors	(350)	(331)
Increase in creditors	966	703
<b>Net cash provided by operating activities</b>	<b>3,301</b>	<b>2,050</b>

**23. Cash flows from financing activities**

	2021 £000	2020 £000
Repayment of borrowing	87	146
Interest payable	(10)	(3)
<b>Net cash provided by financing activities</b>	<b>77</b>	<b>143</b>

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**24. Cash flows from investing activities**

	2021 £000	2020 £000
Interest receivable	4	21
Purchase of tangible fixed assets	(1,990)	(1,843)
Capital grants from DfE Group	2,139	2,192
Capital funding received from others	98	-
<b>Net cash provided by investing activities</b>	<u>251</u>	<u>370</u>

**25. Analysis of cash and cash equivalents**

	2021 £000	2020 £000
Cash in hand and at bank	14,986	11,382
Short fixed term deposits	1,200	1,175
<b>Total cash and cash equivalents</b>	<u>16,186</u>	<u>12,557</u>

**26. Analysis of changes in net debt**

	At 1 September 2020 £000	Cash flows £000	At 31 August 2021 £000
Cash at bank and in hand	11,382	3,604	14,986
Salix loans	(56)	(28)	(84)
Government capital loans due within 1 year	(40)	-	(40)
Government capital loans due after 1 year	(390)	(59)	(449)
Short fixed term deposits	1,175	25	1,200
	<u>12,071</u>	<u>3,542</u>	<u>15,613</u>

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**27. Capital commitments**

	2021 £000	2020 £000
Expenditure contracted for but not provided in these financial statements	633	246

Capital commitments at 31 August 2021 relate to Pakefield Primary School roofing works for £85,993; Cromwell Community College doors works for £42,199 and path works for £59,250; Hillside Primary School windows project for £147,902, pipe works for £19,346 and roof works for £125,910; Reydon Primary School roof works for £132,258; and The Neal Wade Academy rooflights for £20,400.

**28. Pension commitments**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £880,791 were payable to the schemes at 31 August 2021 (2020 - £801,160) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**28. Pension commitments (continued)**

**The Teachers' Pension Budgeting and Valuation Account**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £4,935,000 (2020 - £4,526,000).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £3,722,000 (2020 - £3,521,000), of which employer's contributions totalled £2,925,000 (2020 - £2,775,000) and employees' contributions totalled £797,000 (2020 - £746,000). The agreed contribution rates for future years are 14-24.3% per cent for employers and 5.5-12.5% per cent for employees.

As described in note 1.16 the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained schools and new employees who were eligible to, and did, join the Scheme since conversion. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

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

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**28. Pension commitments (continued)**

**Principal actuarial assumptions**

	2021	2020
	%	%
Rate of increase in salaries (Cambridgeshire)	3.40	2.72
Rate of increase for pensions in payment/inflation (Cambridgeshire)	2.90	2.22
Discount rate for scheme liabilities (Cambridgeshire)	1.65	1.70
Inflation assumption (CPI) (Cambridgeshire)	2.90	2.22
Rate of increase in salaries (Suffolk)	3.60	2.90
Rate of increase for pensions in payment/inflation (Suffolk)	2.90	2.20
Discount rate for scheme liabilities (Suffolk)	1.65	1.70
Inflation assumption (CPI) (Suffolk)	2.90	2.20
Commutation rates (Cambridgeshire)	25.00	25.00
Commutation rates (Suffolk)	25.00	25.00

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

	2021	2020
	Years	Years
Retiring today		
Males (Suffolk/Cambridgeshire)	22.1/22.2	21.9/22.0
Females (Suffolk/Cambridgeshire)	24.5/24.4	24.1/24.0
Retiring in 20 years		
Males (Suffolk/Cambridgeshire)	23.2/23.2	22.7/22.7
Females (Suffolk/Cambridgeshire)	26.4/26.2	25.6/25.5

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**28. Pension commitments (continued)**

As at the 31 August 2021 the Trust had a pension liability of £42,760,000 (2020 - £30,530,000). The sensitivity analysis detailed below would increase / (decrease) the closing defined benefit obligation in the following way;

**Sensitivity analysis**

	2021 £000	2020 £000
Discount rate +0.1%	(1,837)	(1,563)
Discount rate -0.1%	1,871	1,563
Mortality assumption - 1 year increase	3,311	2,441
Mortality assumption - 1 year decrease	(3,277)	(2,441)
CPI rate +0.1%	1,832	1,450
CPI rate -0.1%	(1,798)	(1,450)
	<u>          </u>	<u>          </u>

**Share of scheme assets**

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

	2021 £000	2020 £000
Equities	26,326	19,735
Corporate bonds	8,212	5,560
Property	4,240	3,694
Cash and other liquid assets	790	1,511
	<u>          </u>	<u>          </u>
<b>Total market value of assets</b>	<u>39,568</u>	<u>30,500</u>

The actual return on scheme assets was £5,195,000 (2020 - £685,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2021 £000	2020 £000
Current service cost	(6,372)	(5,903)
Interest income	545	515
Interest cost	(1,093)	(1,022)
	<u>          </u>	<u>          </u>
<b>Total amount recognised in the Statement of Financial Activities</b>	<u>(6,920)</u>	<u>(6,410)</u>

**THE ACTIVE LEARNING TRUST LIMITED**  
(A Company Limited by Guarantee)

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

**28. Pension commitments (continued)**

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

	2021 £000	2020 £000
<b>At 1 September</b>	61,030	52,884
Current service cost	6,372	5,903
Interest cost	1,093	1,022
Employee contributions	797	746
Actuarial losses	13,605	933
Benefits paid	(569)	(458)
<b>At 31 August</b>	<u>82,328</u>	<u>61,030</u>

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

	2021 £000	2020 £000
<b>At 1 September</b>	30,500	26,752
Interest income	545	515
Actuarial gains	5,370	170
Employer contributions	2,925	2,775
Employee contributions	797	746
Benefits paid	(569)	(458)
<b>At 31 August</b>	<u>39,568</u>	<u>30,500</u>

**29. Operating lease commitments**

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

	2021 £000	2020 £000
Not later than 1 year	46	71
Later than 1 year and not later than 5 years	105	83
Later than 5 years	109	76
	<u>260</u>	<u>230</u>

**THE ACTIVE LEARNING TRUST LIMITED**  
**(A Company Limited by Guarantee)**

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

**30. Members' liability**

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

**31. Related party transactions**

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

Mrs Kerr, the spouse of Mr M Kerr, a Member, is employed by the Trust as a personal assistant. Mrs Kerr's appointment was made in open competition and Mr M Kerr was not involved in the decision-making process regarding appointment. Mrs Kerr is paid within the normal pay scale for her role and received no special treatment as a result of her relationship to a Member.

No other related party transactions took place in the period of account other than certain Trustees' remuneration and expenses already disclosed in note 12.