

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**ArmstrongWatson<sup>®</sup>**  
Accountants, Business & Financial Advisers

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

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**CIDARI EDUCATION LIMITED**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Members</b>	Bishop of Blackburn - Rt. Rev. Julian Henderson Bishop of Burnley - Rt. Rev. Philip North Bishop of Lancaster - Rt. Jill Duff Archdeacon of Blackburn - Ven. Mark Ireland Archdeacon of Lancaster - Ven. David Picken (appointed 4 February 2020) Chair of DBF - Canon John Dell Diocese Company Secretary - Graeme Pollard (appointed 1 June 2020)
<b>Trustees</b>	Peter Ashworth, Chief Executive Rev. Nicholas John McKee, Chairman Graeme Pollard, Vice Chair Stephen Whittaker, Trustee Helen Thomas, Trustee (resigned 20 December 2019) Sam Johnson, Trustee Angus McLeod, Trustee (resigned 1 January 2020) Graham Warnock, Trustee Jo Venn, Trustee Laurence Upton, Trustee Michaela Underwood, Trustee (appointed 3 June 2020)
<b>Company registered number</b>	08822760
<b>Company name</b>	Cidari Education Limited
<b>Principal and registered office</b>	Clayton House Walker Park Blackburn Lancashire BB1 2QE
<b>Company secretary</b>	Ron Matthews
<b>Chief executive officer</b>	Peter Ashworth
<b>Senior management team</b>	Head of Operations, Matthew Mclver Head of Finance, Wayne Hope

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

<b>Independent auditors</b>	Armstrong Watson Audit Limited Chartered Accountants Fairview House Victoria Place Carlisle Cumbria CA1 1HP
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<b>Bankers</b>	Lloyds Bank plc Blackburn BB2 1JQ
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<b>Solicitors</b>	Forbes Ribchester House Lancaster Rd Preston PR1 2QL
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**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2020. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates eight primary academies for pupils aged 4 to 11 and one secondary academy for pupils aged 11 to 16 in the Diocese of Blackburn, Lancashire. Its academies have a combined pupil capacity of 3324 and had a roll of 2914 in school.

**Structure, governance and management**

**a. Constitution**

The Multi Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Cidari Education Limited are also the directors of the charitable company for the purposes of company law. That charitable company is known as Cidari Multi Academy Trust.

Details of the Trustees who served during the year are included in the Reference and administrative details on pages 1 and 2.

**b. Members' liability**

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

**c. Trustees' indemnities**

The Multi Academy Trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business and provides cover up to £10,000,000.

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

The Members are responsible for the appointment of Trustees to fill any vacancies amongst the seven foundation Trustees. This may be reflected in the appointment of officers, or former officers, of the Diocese or other individuals in the community recognised for their strong faith beliefs but not necessarily within the Church of England.

Provision is also made for two members of staff to serve on the board drawn from amongst the Heads within the Trust, one from a secondary academy and one from a primary academy. Such appointments would be considered, following an election process, from amongst their peers, should one be required following the nomination process.

Finally there is provision for the appointment of two members of the Local Governing Committees serving the academies of the Trust. Again such appointments would be considered, following an election process, from amongst their peers, should one be required.

**CIDARI EDUCATION LIMITED**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Objectives and activities (continued)**

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

Training and Induction for Trustees is based on their individual requirements and their level of experience. The staff and those appointed via the Local Governing Committee will have undergone regular training at network training events run by the Trust.

Foundation Trustees are taken through all necessary processes via the various officers of the Trust. A formal policy and procedure for the future training and induction of new Directors has been developed.

**f. Organisational structure**

The Scheme of Delegation developed by the trust in line with the article of association clearly defines the level of delegation and areas of responsibility. This indicates the delegations to Headteachers, Local Governing Bodies, management of the Trust and those responsibilities reserved for Directors and Members.

The Chief Executive Officer is the accounting officer of the Trust.

The Board of Directors, having commenced the year meeting on a termly basis have now drawn up a structure which includes the following Committees:

- Finance and Audit
- Our People; &
- Quality and Standards.

Each Committee has produced and agreed clear Terms of Reference to define their activities.

The Directors are responsible specifically for upholding the Christian Faith, setting general policy, adopting an annual plan and budget, monitoring the academies through the use of their budgets, capital expenditure and senior staff appointments. They also monitor the academic performance of all academies.

The Directors manage the academies at an executive level, whilst the Senior Leadership Teams in each academy implement the policies laid down for them by the Directors. They are also responsible, in line with the scheme of delegation, for the authorisation of spending within agreed budgets and Financial Regulations and the appointment of the majority of staff.

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

The Cidari Education Trust follows the Pay and Review Policy which is endorsed annually by the Members with regards to setting of key management personnel pay. Headteacher appraisal / performance management is completed by the Head of Education and the Local Governing Committee. The parallel process for Deputy Head and Assistant Headteachers is completed by the Headteacher and the Local Governing Committee. The CEO appraisal is completed by the Chair and Vice Chair of the Trust Board and Central Team staff are appraised by the CEO.

**Headteachers:** After the appraisal / performance management cycle is completed, the recommended (and where appropriate) increase in band is generated by the CEO. This is submitted with evidence of the targets met with evidence from the CEO. Recommendations are endorsed by the 'Our People Committee' / 'Finance & Audit Committee' and reported back to the Trust Board.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Objectives and activities (continued)**

**Deputy Head and Assistant Headteachers:** After the appraisal / performance management cycle is completed, the recommended (and where appropriate) increase in band is sent to the CEO. This is submitted with evidence of the targets met by the CEO. Recommendations are endorsed by the 'Our People Committee' / 'Finance & Audit Committee' and reported back to the Trust Board.

**Central Team:** After the appraisal cycle is completed, the recommended (and where appropriate) increase in band is sent by the CEO to the 'Our People Committee' (or in the case of the CEO, the Chair of the Board). Recommendations are endorsed by the 'Our People Committee' and reported back to the Trust Board.

**h. Related parties and other connected charities and organisations**

The Diocese of Blackburn is the main related party to the Trust through the Diocesan Board of Education and the Diocesan Board of Finance.

The Members of the Trust are the people as identified on page 1. Their involvement in the day to day activities of the trust are confined to those activities and delegations outlined in the scheme of delegation and those contained within the Article of Association.

They are also responsible for holding the Annual General Meeting of the Company, last held on 18 June 2020.

During the year ended 31 August 2020 no academies joined the trust

**Objectives and activities**

**a. Objects and aims**

The principle activities of the trust are set out in its articles of association and mission statement namely:

- a) To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum and which shall include:

-Academies other than those designated Church of England, whether with or without a designated religious character,

-Church of England Academies designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and in having regard to any advice and following any directives issued by the Blackburn Diocesan Board of Education,

But in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England, and;

- b) Providing recreational and leisure time facilities in the interests of social welfare for the inhabitants of the United Kingdom especially those who have need of such facilities by reason of their youth, age, infirmity, disablement or poverty of social and/or economic circumstances

**CIDARI EDUCATION LIMITED**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Objectives and activities (continued)**

**The Benefits of joining the Cidari Multi Academy Trust**

Under the vision statement of "Distinctive Academies, empowered to work together for excellence through shared Christian values", the board of trustees established the core aims of being a member of Cidari Multi Academy Trust as follows:

**Distinctiveness**

To recognise, encourage and promote the distinctiveness of our Academies, and empower them to thrive within the communities they serve.

**Achievement**

To create a culture that fosters academic achievement, nurtures initiative and rewards success.

**Christian Ethos**

To prepare our pupils for world citizenship both explicitly and implicitly through core Christian values such as responsibility, acceptance, truth and justice, and for these to be reflected in all aspects of the curriculum offered.

**Governance and Accountability**

To provide strong and robust Governance and systems to ensure compliance and reassurance around areas of risk.

**Our People**

To become an employer of choice where all colleagues are supported and encouraged to achieve our mutual ambitions in an environment of equality, accountability and reward.

**Aspirational**

To achieve excellence in all we do by working collaboratively to deliver world class systems and measures to achieve the aspirations of our pupils, colleagues and leaders.

**Safeguarding & Wellbeing**

To ensure that our Academies are a safe environment for all who use them with the wellbeing of our pupils and colleagues at the forefront of all we strive to achieve.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Strategic report (continued)**

**Achievements and performance (continued)**

**Facilities & Resources**

To invest in world class facilities by creating key partnerships with industry leaders to deliver end user benefits in buildings, ICT and resources.

**b. Objectives, strategies and activities**

To meet these priorities, the Trust has appointed (or seconded) an operational team who have adopted a number of strategies and activities that include:

- Regular Network meetings for Headteachers, Business Managers and Governors;
- Offer central support for recruitment, payroll and financial assistance;
- Encourage sharing of best practice amongst academies;
- Offer support and advice to the Local Governing Bodies and where necessary sourcing additional
- Work in partnership with the Blackburn Diocesan Board of Education to develop the Christian

**c. Public benefit**

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**Strategic report**

**Achievements and performance**

**a. Key performance indicators**

The Cidari Multi Academy Trust achievements in 2019-20 include:

- The on-going close working relationship between all academies and the central team to share knowledge and expertise, to seek out best practice and to realise the vision for the trust.
- A close working relationship with the Regional Schools Commissioner and the DfE
- Development of a model membership format for Local Governing Committees
- Development of effective, centralised recruitment processes.
- Strong record of Ofsted Inspection Outcomes with a further 2 academies securing an inspection judgement of 'Good'

**COVID 19 Impact and Response**

The following changes to normal operating were made by virus control measures:

- The central function of the Trust was moved to a remote working model with minimum physical contact
- All Trust committee and board meetings were moved to a remote working model
- All Trust leadership meetings were moved to a remote working model
- Under the direction of the Secretary of State for Education the scope and nature of academy opening was re- defined and all academies remained open for vulnerable and key-worker pupils. This period of modified running ran from the 23rd of March 2020 to the 22nd June 2020
- Additional resources were purchased to support the safety and well-being of all staff and all pupils

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Strategic report (continued)**

**Achievements and performance (continued)**

It is considered there are no specific financial uncertainties that impact the ongoing sustainability and going concern. This is reviewed regularly by the board.

The Trust did not need to use volunteers during the changed circumstances.

The Trust could not engage in any fund raising during the changed circumstances. This had no material impact on the financial sustainability of the Trust.

The outbreak had the following effect on staff, volunteers and beneficiaries:

- Pupils and families had to comply with national restrictions and engage with home-based learning from the 23rd of March 2020 to the 22nd of June 2020.
- Vulnerable and key-worker pupils were in receipt of in-academy education from the 23rd of March 2020 to the 22nd of June 2020.
- All academies remained open during both half-term breaks and the Easter break
- No volunteers were used
- Clinically vulnerable staff were required to shield and remain at home. Staff were able to contribute work and input remotely.
- Additional virus control resources were purchased and virus control mitigation actions were introduced

The financial and operational effects of the virus did not have a significant impact on the management of the principle risks during the reporting period.

Any identified implications of the potential benefit pension liability are reflected in the actuary calculation. The liability increased to £9,808,000

There were no significant impacts on the Trust's reserves policy. Levels of reserve were maintained within the parameters defined by the Trust board.

It is likely that virus control measures will continue into the 2020-21 financial and academic year. The Trust has resilient leadership and management systems in place to remain operationally effective and a going concern.

There has been no significant impact on engagement with wider networks and therefore no significant effect on operations

The performance of Academies in Cidari Multi Academy Trust is shown in the following tables:

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Strategic report (continued)**

**Achievements and performance (continued)**

**Current Ofsted Grading**

<b>0 Academies are graded as Outstanding</b>	<b>0%</b>	<b>2021 Prediction</b>	<b>0%</b>
<b>8 Academies are graded as Good</b>	<b>89%</b>	<b>2021 Prediction</b>	<b>89%</b>
<b>0 Academies are graded as Requires Improvement</b>	<b>11%</b>	<b>2021 Prediction</b>	<b>11%</b>
<b>1 Academies is still graded as Inadequate*</b>	<b>11%</b>	<b>2021 Prediction</b>	<b>0%</b>

Trust target: By the end of 2019 – all academies will be Good or better under the Common Inspection Framework and Evaluation Schedule. This target was achieved in January 2020 and the remaining academy carries a pre conversion grading of Inadequate All performance data below is based on internal Trust and academy self-assessment and evaluation. The DfE is not reporting pandemic year performance data at Primary level.

**Early Years Foundation Stage (EYFS)**

	<b>Baines'</b>	<b>DSJ</b>	<b>St B</b>	<b>St A</b>	<b>SLSP</b>	<b>St S</b>	<b>GMSJ</b>	<b>St MN</b>	<b>National</b>	<b>Trust</b>
<b>GLD 2019</b>	<b>72%</b>	<b>66%</b>	<b>73%</b>	<b>60%</b>	<b>67%</b>	<b>61%</b>	<b>73%</b>	<b>100%</b>	<b>None</b>	<b>72%</b>

**2020 Key Stage 1 Assessment judgements**

	<b>Baines'</b>	<b>DSJ</b>	<b>St B</b>	<b>St A</b>	<b>SLSP</b>	<b>St S</b>	<b>GMSJ</b>	<b>St MN</b>	<b>National</b>	<b>Trust</b>
<b>R</b>	<b>78%</b>	<b>68%</b>	<b>90%</b>	<b>62%</b>	<b>72%</b>	<b>64%</b>	<b>67%</b>	<b>77%</b>	<b>None</b>	<b>73%</b>
<b>W</b>	<b>77%</b>	<b>60%</b>	<b>87%</b>	<b>60%</b>	<b>56%</b>	<b>67%</b>	<b>50%</b>	<b>69%</b>	<b>None</b>	<b>66%</b>
<b>M</b>	<b>80%</b>	<b>76%</b>	<b>87%</b>	<b>64%</b>	<b>61%</b>	<b>62%</b>	<b>63%</b>	<b>77%</b>	<b>None</b>	<b>71%</b>

**2019 Key Stage 2 Assessment judgements**

	<b>Baines'</b>	<b>DSJ</b>	<b>St B</b>	<b>St A</b>	<b>SLSP</b>	<b>St S</b>	<b>GMSJ</b>	<b>St MN</b>	<b>National</b>	<b>Trust</b>
<b>R</b>	<b>80%</b>	<b>62%</b>	<b>80%</b>	<b>64%</b>	<b>81%</b>	<b>77%</b>	<b>80%</b>	<b>100%</b>	<b>None</b>	<b>78%</b>
<b>W</b>	<b>78%</b>	<b>62%</b>	<b>80%</b>	<b>58%</b>	<b>72%</b>	<b>74%</b>	<b>70%</b>	<b>100%</b>	<b>None</b>	<b>74%</b>
<b>M</b>	<b>83%</b>	<b>62%</b>	<b>83%</b>	<b>75%</b>	<b>75%</b>	<b>75%</b>	<b>74%</b>	<b>100%</b>	<b>None</b>	<b>77%</b>

The DfE is not reporting pandemic year performance data at Secondary level.

**St George's KS4 GCSE Outcomes (Decided by DfE National pandemic measures)**

	<b>2020 Outcomes</b>
Progress 8 Score	<b>+0.32</b>
Progress 8 Score Disadvantaged	<b>-0.07</b>
GCSE 5 + (English & Maths)	<b>50%</b>
GCSE 4 + (English & Maths)	<b>71%</b>

**Trust Attendance Data**

(up to the end of March 2020 and before the National Lockdown)

<b>Basic Attendance</b>	<b>Baines'</b>	<b>DSJ</b>	<b>St B</b>	<b>St A</b>	<b>SLSP</b>	<b>St S</b>	<b>GMSJ</b>	<b>St MN</b>	<b>StG</b>	<b>National Average</b>	<b>Trust Average</b>
<b>2018-2019</b>	<b>96.1%</b>	<b>94.5%</b>	<b>96.2%</b>	<b>96%</b>	<b>96%</b>	<b>96%</b>	<b>96%</b>	<b>97%</b>	<b>95%</b>	<b>96%</b>	<b>96%</b>

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Strategic report (continued)**

**Achievements and performance (continued)**

**b. Going concern**

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

**c. Financial review**

The principal source of funding for the Trust is the General Annual Grant (GAG), together with Pupil Premium. Expenditure has supported the key financial objectives of the Trust which are to enable all students to access an outstanding education whilst ensuring the Trust employs and retains outstanding leaders and practitioners and at the same time using financial resources prudently and responsibly.

Funding from the Academy Trust's Educational Operations amounted to £16,633,650 (2019: £14,951,200). Transfers on conversion were £0 (2019: -£488,538 (deficit)) and total income was £17,188,134 (2019: £15,237,921). Costs in respect of the Academy Trust's educational activity amounted to £17,786,892 (2019: £16,760,868) and total costs, before losses on the LGPS pension scheme of £254,000 (2019 £2,388,000), were £17,864,125 (2019: £16,881,411).

Balances carried forward to 2020/21 on the various funds are as follows:

• Unrestricted funds	£671,086
• Restricted general funds	£161,676 (excluding pension deficit)
• less LGPS pension scheme	(£ 9,808,000) (deficit)
• Restricted fixed asset funds	£15,905,893
• Total	£ 6,930,655

Cash at bank and on hand at 31st August 2020 amounted to £1,423,985 (2019: £1,543,124). A substantial portion of the movement in funds relates to Capital Funding expended on capital projects.

**a. Reserves policy**

The Trustees review the reserve levels of each academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. It is expected as a Trust to retain £500,000 of global income in reserves. Where this is not already the case, academies are expected to develop a long-term financial plan to achieve this target. The level of reserves will be reviewed and adjusted, if necessary, as new academies join the multi academy trust. Reserves are held to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The Trust had £832,762 in unrestricted general funds at 31 August 2020.

**b. Investment policy**

All investments are made in accordance with the policy of the Trust. The Trust's policy on investments is one of minimum risk, with all investments being held with the trust's bankers. The Trust will nevertheless seek to maximise interest receipts within this arrangement. Investments are made with regard to Charity Commission guidance in relation to investments. A formal Investment Policy was agreed at the Finance and Audit Committee on 19 October 2017.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Strategic report (continued)**

**(continued)**

**c. Principal risks and uncertainties**

The Board has considered the risks faced by the Trust throughout its normal operational business. It has addressed these risks by establishing appropriate governance and management arrangements, including the appointment of senior staff and other managers, and establishing robust operational policies. The Board considers that these arrangements have been effective throughout the period being reported.

The Board intends to build on this by developing a formal risk management policy, which will formally document the managerial action that is taking place, and should enable future risk management to be more systematic.

At the time of reporting the key risks are:

- The risk of achievements in core subjects being below expectations;
- Complying with legislative requirements regarding employment law, data protection, discrimination, Companies House and HMRC, child protection, safeguarding and the Prevent duty, the Charity
- Financial Risk – not operating within budget, both centrally and in each individual academy, and running a deficit, changes in funding, falling pupil numbers, inappropriate or insufficient financial controls and systems, fraudulent activity and/or financial commitments made without adequate authorisation;
- Operational risks resulting from inexperienced or inappropriate staff being employed and inaccurate, out
- Conditions of buildings acting as a barrier to achievement or being a health and safety risk.

Mitigating action, both current and planned, has been identified to address these risks. This is also true of all other risks that have been formally identified which have a lower level of impact and/or likelihood.

**d. Risk management**

The major risk to which the Multi Academy Trust is exposed has been identified as deficit reserves at four of the academies. Management action has been taken to address this risk and a planned programme to achieve a balanced budget as quickly as possible has been developed.

The central support team budget was also in deficit and again action was taken to mitigate the situation to ensure a balanced budget in the future.

The Board of Trustees has been kept fully informed of these issues and took the necessary decisions to ensure the above actions were implemented.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Strategic report (continued)**

(continued)

**e. Streamlined energy & carbon reporting**

UK Greenhouse gas emissions and energy use data for the period 1 September 2019 to 31 August 2020

<b>Energy consumption used to calculate emissions (kWh)</b>		3,171,655.10
<b>Energy consumption break down (kWh) (optional)</b>		
	<i>Gas</i>	2,046,440.00
	<i>electricity</i>	864,652.00
	<i>Oil</i>	79,445.86
	<i>Wood Pellets (Biomass)</i>	162,216.69
	<i>Business travel in employee owned vehicles</i>	18,900.55
<b>Scope 1 emissions in metric tonnes CO<sub>2</sub>e</b>		
	<i>Gas</i>	376.28
	<i>Oil</i>	19.60
	<i>Wood Pellets (Biomass)</i>	2.51
<b>Total Scope 1</b>		398.38
<b>Scope 2 emissions in metric tonnes CO<sub>2</sub>e</b>		
	<i>Purchased Electricity</i>	201.58
<b>Scope 3 emissions in metric tonnes CO<sub>2</sub>e</b>		
	<i>Business travel in employee owned vehicles</i>	5.30
<b>Total gross emissions in metric tonnes CO<sub>2</sub>e</b>		605.27
<b>Intensity ratio</b>		0.21

**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 appointed an energy partner to work with the Trust to deliver improved energy efficiencies. Part of this strategy will be to develop a decarbonisation plan for the Trust.

In the period covered we instructed consultants to carry out condition surveys on all Cidari Academies and properties. These surveys have allowed us to identify areas of greatest need. CIF bids have been submitted to replace single glazed windows, roofs, and install improved controls for inefficient boilers and reduce thermal losses. Through general maintenance we are taking opportunities to replace inefficient lighting with LED units.

COVID-19 has demonstrated that despite the geographic spread of the Trust, meetings can take place effectively, remotely using our established Google ecosystem. We will continue to use this technology to reduce business related travel for Trust meetings, training and events.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Strategic report (continued)**

**Fundraising**

Cidari does not actively fundraise on behalf of the Trust.

**Plans for future periods**

It is intended that the Board of Trustees will revisit its strategic direction during the financial year 2020/21 to ensure that a managed growth of the trust ensures that any such future risks, as identified above, are mitigated.

**Employee involvement and employment of the disabled**

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The academy carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The academy has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal opportunities policy
- Volunteers' policy
- Health & safety policy

In accordance with the academy's equal opportunities policy, the academy has long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the academy's offices.

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**Trustees' responsibilities statement**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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


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

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

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

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



25 Jan 2021

**Rev. Nicholas John McKee**  
Chair of Trustees



**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT**

**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that Cidari Education 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.

The Board of Trustees 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 Cidari Education Limited and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' Report. The board of Trustees has formally met 4 times during the year.

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

Trustee	Meetings attended	Out of a possible
Peter Ashworth, Chief Executive	4	4
Rev. Nicholas John McKee, Chairman	4	4
Graeme Pollard, Vice Chair	4	4
Stephen Whittaker, Trustee	4	4
Helen Thomas, Trustee	2	2
Sam Johnson, Trustee	2	4
Angus McLeod, Trustee	0	4
Graham Warnock, Trustee	3	4
Jo Venn, Trustee	4	4
Laurence Upton, Trustee	4	4
Michaela Underwood, Trustee	1	1

The Board of Trustees reviewed its strategy direction and also that its governance arrangements were fit for purpose at the conclusion of one of its meeting during 2020.

Plans are in place to undertake a review of the governance arrangements early in the 2020/2021 cycle of meetings.

The Cidari Trust Board now comprises 90 Directors (of which one is the Chair of the Trust Board) and meets a minimum of three times each year.

Chair of the Board: Nick McKee  
Board Member: Sam Johnson  
Board Member: Angus McLeod (Resigned 15 July 2020)  
Board Member: Graham Warnock  
Board Member: Helen Thomas (Resigned 31 December 2019)  
Board Member: Michaela Underwood (Appointed 18 June 2020)  
Board Member: Stephen Whittaker  
Vice Chair of the Board: Graeme Pollard  
Board Member: Peter Ashworth  
Board Member: Jo Venn  
Board of Member: Laurence Upton

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

Reporting into the Trust Board are 3 sub-committees, the membership of which is derived from the Trust Board

- |                                   |  |
|-----------------------------------|--|
| 1. Finance and Audit Committee:   | Chair – Angus McLeod (Resigned 15 July 2020) |
| 2. Quality & Standards Committee: | Chair – Sam Johnson                          |
| 3. Our People Committee:          | Chair – Vacant                               |

The Committee structure and membership was effective from 1 June 2015 as detailed below. The board assumed detailed responsibility for all areas of governance prior to the 1 June 2015.

The Finance & Audit Committee has clear terms of reference outlining its constitution and responsibilities which can be summarised as:

- Subject to the responsibilities of the board and the scheme of delegation to advise the trust on all aspects of the Company's finances, financial policies, controls and strategy, strategic planning (relating to finance) and capital development.
- Ensure that the internal control systems of the Trust, including audit activities and risk management and any of its subsidiaries are monitored actively, independently and objectively in order to:-
  - consider the adequacy and effectiveness of the Trust's internal control systems and the extent to which they can be relied upon;
  - reinforce the independence and effectiveness of the internal audit function;
  - provide a sounding board for management on issues of concern in connection with the internal control systems and risk management;
  - advise on the reliability of the trust's information and risk management systems; and
  - underpin the objectivity and independence of the external auditors.
- To provide a medium of communication from the trust's auditors which is not controlled by management.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
P Ashworth	5	5
G Pollard	5	5
N McKee	5	5
S Whittacker	5	5
A McLeod	0	0

**Quality and Standards Committee**

The Quality and Standards Committee has clear terms of reference outlining its constitution and responsibilities which can be summarised as:

'To monitor and review the quality and performance of education in all the trust's academies.'

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
S Johnson	2	2
P Ashworth	2	2
H Thomas	1	1
J Venn	2	2
G Warnock	0	2
M Underwood	1	2

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**Our People Committee**

The Our People Committee has clear terms of reference outlining its constitution and responsibilities which can be summarised as:

‘The Committee will ensure that all matters in relation to staff, their pay and performance, have policies and procedures in place and are regularly reviewed and monitored.’

Attendance at meetings in the period 1 September 2019 to 31 August 2020 was as follows:

**No meetings of the Committee were held due to awaiting the completion of negotiations with the various Trade Unions and the curtailment of activity due to the Covid-19 lockdown.**

**Review of value for money**

As Accounting Officer, the Chief Executive Officer has responsibility for ensuring that the academy 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 performance of Academies in the trust are set out on pages 10 and 11. Due to the Corona virus interrupted academic year.
- All academies are above the previous 2019-20 progress floor standard set by the DfE. By definition no
- The centralisation of payroll has allowed the trust to monitor staff costs and remove duplication from the payroll processing cycle. All academies in the trust are paid by a single payroll provider and fortnightly and mid-month payrolls have been transferred to a single monthly payroll. This has improved efficiency,
- Monthly financial reporting and budget monitoring is carried out by the trust's central team with the support of Business Managers in each Academy. This standardised approach to financial reporting has allowed greater comparability across schools which lays a foundation for delivering savings through centralised procurement of goods and services in the year ahead.

**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 academy 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 Cidari Education Limited for the year ended 31 August 2020 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The board of Trustees has reviewed the key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks that has been in place for the year 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**The risk and control framework**

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

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

The board prepared an invitation to tender for the provision of an internal audit service during last year. However, due to the budgetary constraints noted in the Trustees' Report, the trust took a decision to defer. This decision was to be reviewed before September 2018 when it was again decided to defer an appointment at the present time. However, the finance consultant has this year undertaken an audit visit to each academy. In the interim the trust considered that existing arrangements were sufficiently robust to mitigate identified risks. The current arrangements include a robust due diligence process during academy conversions, monthly School Business Manager network meetings, central review of financial processes with monthly meetings with School Liaison Consultant.

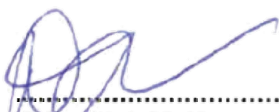
**Review of effectiveness**


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 reviewer;
- the work of the external auditors;
- the financial management and governance self-assessment process; and
- the work of the executive managers within the academy 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 committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of Trustees and signed on their behalf by:

  
.....  
**Rev. Nick McKee**  
Chair of Trustees  
Date: 25-1-21

  
.....  
**Peter Ashworth**  
Accounting Officer 25-1-21

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

As accounting officer of Cidari Education Limited I have considered my responsibility to notify the academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2019.

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



**Peter Ashworth**  
Accounting Officer

Date: 25-1-21

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
CIDARI EDUCATION LIMITED**

**Opinion**

We have audited the financial statements of Cidari Education Limited (the 'academy') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2019 to 2020 issued by the Education & Skills Funding Agency.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
CIDARI EDUCATION LIMITED (CONTINUED)**

**Other information**

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

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

We have nothing to report in this regard.

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

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

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

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

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

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

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

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
CIDARI EDUCATION LIMITED (CONTINUED)**

**Responsibilities of trustees**

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

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

**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.

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.

**Use of our report**

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



**Joanna Gray (Senior Statutory Auditor)**

for and on behalf of

**Armstrong Watson Audit Limited**

Chartered Accountants

Carlisle

Date: 27-01-2021



**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

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

In accordance with the terms of our engagement letter dated 6 November 2018 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Cidari Education Limited during the year 1 September 2019 to 31 August 2020 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 Cidari Education Limited and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Cidari Education 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 Cidari Education Limited and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Cidari Education Limited's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Cidari Education Limited's funding agreement with the Secretary of State for Education dated [enter date here] and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. 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 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

**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 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Armstrong Watson Audit Limited*

**Joanna Gray FCA**

**Armstrong Watson Audit Limited**

Date: *27-01-2021*

**CIDARI EDUCATION LIMITED**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
<b>Income from:</b>						
Donations and capital grants	3	9,917	-	180,995	190,912	(212,676)
Charitable activities		-	16,633,650	-	16,633,650	14,951,200
Other trading activities		362,553	-	-	362,553	498,123
Investments	6	1,019	-	-	1,019	1,274
<b>Total income</b>		<b>373,489</b>	<b>16,633,650</b>	<b>180,995</b>	<b>17,188,134</b>	<b>15,237,921</b>
<b>Expenditure on:</b>						
Raising funds		5,494	71,739	-	77,233	120,543
Charitable activities		71,739	17,155,003	560,150	17,786,892	16,760,868
<b>Total expenditure</b>		<b>77,233</b>	<b>17,226,742</b>	<b>560,150</b>	<b>17,864,125</b>	<b>16,881,411</b>
<b>Net income/(expenditure)</b>		<b>296,256</b>	<b>(593,092)</b>	<b>(379,155)</b>	<b>(675,991)</b>	<b>(1,643,490)</b>
Transfers between funds	20	(261,622)	115,768	145,854	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>34,634</b>	<b>(477,324)</b>	<b>(233,301)</b>	<b>(675,991)</b>	<b>(1,643,490)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	26	(254,000)	-	-	(254,000)	(2,388,000)
<b>Net movement in funds</b>		<b>(219,366)</b>	<b>(477,324)</b>	<b>(233,301)</b>	<b>(929,991)</b>	<b>(4,031,490)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		636,452	(8,915,000)	16,139,194	7,860,646	11,892,136
Net movement in funds		(219,366)	(477,324)	(233,301)	(929,991)	(4,031,490)
<b>Total funds carried forward</b>		<b>417,086</b>	<b>(9,392,324)</b>	<b>15,905,893</b>	<b>6,930,655</b>	<b>7,860,646</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.  
The notes on pages 28 to 59 form part of these financial statements.

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 08822760**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	14	15,680,507	15,946,530
		<u>15,680,507</u>	<u>15,946,530</u>
<b>Current assets</b>			
Stocks	15	29,954	51,265
Debtors	16	1,017,586	834,400
Cash at bank and in hand		1,423,985	1,543,124
		<u>2,471,525</u>	<u>2,428,789</u>
Creditors: amounts falling due within one year	17	(1,107,643)	(1,268,295)
<b>Net current assets</b>		<u>1,363,882</u>	<u>1,160,494</u>
<b>Total assets less current liabilities</b>		<u>17,044,389</u>	<u>17,107,024</u>
Creditors: amounts falling due after more than one year	18	(305,734)	(331,378)
<b>Net assets excluding pension liability</b>		<u>16,738,655</u>	<u>16,775,646</u>
Defined benefit pension scheme liability	26	(9,808,000)	(8,915,000)
<b>Total net assets</b>		<u><u>6,930,655</u></u>	<u><u>7,860,646</u></u>

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 08822760**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Funds of the academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	20	15,905,893	16,139,194
Restricted income funds	20	161,676	-
Restricted funds excluding pension asset	20	<u>16,067,569</u>	<u>16,139,194</u>
Pension reserve	20	<u>(9,808,000)</u>	<u>(8,915,000)</u>
<b>Total restricted funds</b>	20	<b>6,259,569</b>	<b>7,224,194</b>
<b>Unrestricted income funds</b>	20	<b>671,086</b>	<b>636,452</b>
<b>Total funds</b>		<u><b>6,930,655</b></u>	<u><b>7,860,646</b></u>

The financial statements on pages 24 to 59 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

  
**Nick McKee**

Chair of Trustees

Date: 25-1-21

  
**Peter Ashworth**

Accounting Officer

25-1-21

The notes on pages 28 to 59 form part of these financial statements.

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	22	<b>(50,715)</b>	108,528
<b>Cash flows from investing activities</b>	23	<b>(68,424)</b>	(324,286)
<b>Change in cash and cash equivalents in the year</b>		<b>(119,139)</b>	(215,758)
Cash and cash equivalents at the beginning of the year		<b>1,543,124</b>	1,758,882
<b>Cash and cash equivalents at the end of the year</b>	24, 25	<b><u>1,423,985</u></b>	<b><u>1,543,124</u></b>

The notes on pages 28 to 59 form part of these financial statements

**CIDARI EDUCATION LIMITED**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Cidari Education Limited meets the definition of a public benefit entity under FRS 102.

The presentational currency is in 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 academy to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**1. Accounting policies (continued)**

**1.3 Income**

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

- **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the period for which it is receivable and any abatement in respect of the period 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.

- **Sponsorship income**

Sponsorship income provided to the academy which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

- **Donations**

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

- **Other income**

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

- **Transfer on conversion**

Where assets and liabilities are received by the academy on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance Sheet at the point when the risks and rewards of ownership pass to the academy. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

**1.4 Expenditure**

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

- **Expenditure on raising funds**

This includes all expenditure incurred by the academy to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

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

**1.6 Tangible fixed assets**

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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



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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**1. Accounting policies (continued)**

**1.6 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Long-term leasehold property	- 50 years
Furniture and equipment	- 5-10 years
Computer equipment	- 3 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 as impairments. Impairment losses are recognised in the Statement of Financial Activities.

**Recognition and valuation of land and buildings**

The trust has been granted use of properties either by supplemental agreement or 125 year leases.

Where the premises are subject to 125 year lease these premises are recognised as leasehold property representing the fair value of the asset (being the right to use the property).

Those properties subject to a supplemental agreement are not recognised in the accounts because the trust does not have sufficient control of the works or access to premises. These arrangements are considered mere licenses to occupy for a minimum of two years as stated in the EFSA Academy Accounts Direction section 8.7.5. The license maybe revoked for any reason by the Diocese giving a minimum of two years notice to the trust. There are six school properties occupied in this manner - St Aidan's, St Barnabas (School buildings), Newchurch Mary's, Baines Endowed, St John's Great Marsden (school buildings) and St Silas (school buildings).

**1.7 Stocks**

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

**1.8 Debtors**

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

**1.9 Cash at bank and in hand**

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

**1.10 Liabilities**

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**1. Accounting policies (continued)**

**1.11 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

**1.12 Operating leases**

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

**1.13 Pensions**

The academy operates a defined contribution pension scheme and the pension charge represents the amounts payable by the academy to the fund in respect of the year.

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

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

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

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**1. Accounting policies (continued)**

**1.14 Fund accounting**

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

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

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

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

**1.15 Redundancy payments**

Redundancy payments that were made to employees were calculated at the minimum statutory requirement. Redundancy payments are recognised at the point of communication with the employees.

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

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

Critical accounting estimates and assumptions:

Pension Liabilities

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 25, 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 2012. 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.

Critical areas of judgment:

Fixed Asset Valuation

Asset records detailing clear values at the point of transfer from predecessor schools were not available for all fixed assets to enable accurate opening values. In order to estimate a transfer value the trust has identified the assets transferred, obtained cost estimates and applied an adjustment to represent consumption at the assets' useful economic lives at transfer. This is considered to provide a reasonable estimate of the value of the assets for initial recognition proposed but should be regarded as a significant estimate in relation to the accounts.

Fixed Asset Existence

The Trustees have concluded that the lease arrangements for the Academy Trust use of land and buildings owned by the Diocese do not transfer substantially all the risks and rewards of ownership to the Academy Trust.

**CIDARI EDUCATION LIMITED**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

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

	<b>Unrestricted funds 2020 £</b>	<b>Restricted funds 2020 £</b>	<b>Restricted fixed asset funds 2020 £</b>	<b>Total funds 2020 £</b>
Donations	9,917	-	-	<b>9,917</b>
Capital Grants	-	-	180,995	<b>180,995</b>
Transfer from local authority on conversion	-	-	-	-
	<u>9,917</u>	<u>-</u>	<u>180,995</u>	<u><b>190,912</b></u>

	<i>Unrestricted funds 2019 £</i>	<i>Restricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Donations	10,347	-	10,347
Capital Grants	-	265,515	265,515
Transfer from local authority on conversion	-	(488,538)	(488,538)
	<u>10,347</u>	<u>(223,023)</u>	<u>(212,676)</u>

**4. Funding for the academy's educational operations**

	<b>Restricted funds 2020 £</b>	<b>Total funds 2020 £</b>
<b>DfE/ESFA grants</b>		
General Annual Grant (GAG)	14,365,381	<b>14,365,381</b>
Local authority grants	949,702	<b>949,702</b>
Other DfE/ESFA grants	1,318,567	<b>1,318,567</b>
<b>Total 2020</b>	<u>16,633,650</u>	<u><b>16,633,650</b></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**4. Funding for the academy's educational operations (continued)**

	<i>Restricted funds 2019 £</i>	<i>Total funds 2019 £</i>
<b>DfE/ESFA grants</b>		
General Annual Grant (GAG)	13,500,203	13,500,203
Start up grants	42,000	42,000
Local authority grants	793,835	793,835
Other DfE/ESFA grants	615,162	615,162
	<u>14,951,200</u>	<u>14,951,200</u>

**COVID-19**

Other DfE/ESFA grant income for the year 2020 includes an emergency COVID-19 grant of £245,139.

**5. Income from other trading activities**

	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>
Charity trading income	<u>362,553</u>	<u>362,553</u>

Charity trading income includes nursery fees, as well as income from trips, lettings, catering, music services, uniforms, supplier teacher insurance, rates relief and other sundry income.

	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Charity trading income	<u>498,123</u>	<u>498,123</u>

**6. Investment income**

	<b>Unrestricted funds 2020 £</b>	<b>Total funds 2020 £</b>
Short term deposits	<u>1,019</u>	<u>1,019</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**6. Investment income (continued)**

	<i>Unrestricted funds 2019 £</i>	<i>Total funds 2019 £</i>
Short term deposits	<u>1,274</u>	<u>1,274</u>

**7. Expenditure**

	<b>Staff Costs 2020 £</b>	<b>Premises 2020 £</b>	<b>Other 2020 £</b>	<b>Total 2020 £</b>
Expenditure on raising voluntary income:				
Direct costs	-	-	77,233	<b>77,233</b>
Educational operations:				
Direct costs	10,385,024	505,823	1,450,016	<b>12,340,863</b>
Allocated support costs	2,797,970	1,077,157	1,570,902	<b>5,446,029</b>
	<u>13,182,994</u>	<u>1,582,980</u>	<u>3,098,151</u>	<u><b>17,864,125</b></u>

	<i>Staff Costs 2019 £</i>	<i>Premises 2019 £</i>	<i>Other 2019 £</i>	<i>Total 2019 £</i>
Expenditure on raising voluntary income:				
Direct costs	90,245	6,212	24,086	120,543
Educational operations:				
Direct costs	9,976,125	33,133	2,789,022	12,798,280
Allocated support costs	2,575,879	749,854	636,855	3,962,588
	<u>12,642,249</u>	<u>789,199</u>	<u>3,449,963</u>	<u>16,881,411</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2020 £</b>	<b>Support costs 2020 £</b>	<b>Total funds 2020 £</b>
Educational operations	<u>12,340,863</u>	<u>5,446,029</u>	<u><b>17,786,892</b></u>

	<i>Activities undertaken directly 2019 £</i>	<i>Support costs 2019 £</i>	<i>Total funds 2019 £</i>
Educational operations	<u>12,798,280</u>	<u>3,962,588</u>	<u>16,760,868</u>

**Analysis of support costs**

	<b>Educational operations 2020 £</b>	<b>Total funds 2020 £</b>
Staff costs	2,797,970	<b>2,797,970</b>
Premises costs	1,077,157	<b>1,077,157</b>
Technology costs	70,888	<b>70,888</b>
Other support costs	1,176,129	<b>1,176,129</b>
Governance costs	323,885	<b>323,885</b>
	<u>5,446,029</u>	<u><b>5,446,029</b></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs (continued)**

	<i>Educational operations 2019 £</i>	<i>Total funds 2019 £</i>
Staff costs	1,988,879	1,988,879
Premises costs	749,854	749,854
Technology costs	193,476	193,476
Other support costs	775,646	775,646
Governance costs	254,733	254,733
	<u>3,962,588</u>	<u>3,962,588</u>

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

Net income/(expenditure) for the year includes:

	<b>2020 £</b>	<i>As restated 2019 £</i>
Operating lease rentals	<b>58,918</b>	79,249
Depreciation of tangible fixed assets	<b>516,461</b>	445,712
Fees paid to auditors for:		
- audit	<b>18,000</b>	18,000
- other services	<u><b>18,961</b></u>	<u>18,121</u>



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**10. Staff costs**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2020</b> <b>£</b>	<b>2019</b> <b>£</b>
Wages and salaries	<b>9,696,066</b>	9,096,160
Social security costs	<b>892,124</b>	836,748
Pension costs	<b>2,594,804</b>	2,072,505
	<b><u>13,182,994</u></b>	<b><u>12,005,413</u></b>

	<b>2020</b> <b>£</b>	<b>2019</b> <b>£</b>
Agency staff costs	<b>411,612</b>	561,118
Severance payments	<b>33,698</b>	29,227
Other restructuring costs	<b>14,847</b>	46,491
	<b><u>460,157</u></b>	<b><u>636,836</u></b>

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

During the year a total of £17,943 was paid to 2 members of staff for loss of office (2019 - £22,893) and £15,755 was paid to 4 members of staff in respect of post employment notice pay (2019 - £6,334).

**c. Staff numbers**

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

	<b>2020</b> <b>No.</b>	<b>2019</b> <b>No.</b>
Teachers	<b>146</b>	142
Administration and support	<b>221</b>	216
Management	<b>29</b>	26
	<b><u>396</u></b>	<b><u>384</u></b>

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

**d. Higher paid staff**

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

	<b>2020</b>	<i>2019</i>
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>9</b>	<i>7</i>
In the band £70,001 - £80,000	<b>2</b>	<i>-</i>
In the band £80,001 - £90,000	<b>1</b>	<i>-</i>
In the band £90,001 - £100,000	<b>-</b>	<i>1</i>
In the band £100,001 - £110,000	<b>-</b>	<i>1</i>
In the band £110,001 - £120,000	<b><u>1</u></b>	<i><u>-</u></i>

Of the employees above, nine (2019 - seven) participated in the Teachers' Pension Scheme and during the period pension contributions for these members of staff amounted to £144,541 (2019 - £57,216).

**e. Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £1,121,106 (2019 - £966,779).

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**11. Trustees' remuneration and expenses**

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

		<b>2020</b>	<b>2019</b>
		<b>£</b>	<b>£</b>
Peter Ashworth, Chief Executive	Remuneration	<b>115,000 - 120,000</b>	<i>110,000 - 115,000</i>
	Pension contributions paid	<b>10,000 - 15,000</b>	<i>10,000 - 15,000</i>
Graham Warnock, Trustee	Remuneration	<b>95,000 - 100,000</b>	<i>100,000 - 105,000</i>
	Pension contributions paid	<b>20,000 - 25,000</b>	<i>10,000 - 15,000</i>
Helen Thomas, Trustee	Remuneration	<b>20,000 - 25,000</b>	<i>65,000 - 70,000</i>
	Pension contributions paid	<b>0 - 5,000</b>	<i>5,000 - 10,000</i>
Michaela Underwood, Trustee	Remuneration	<b>60,000 - 65,000</b>	
	Pension contributions paid	<b>15,000 - 20,000</b>	

During the year, retirement benefits were accruing to 4 Trustees (2019 - 3) in respect of defined contribution pension schemes.

During the year ended 31 August 2020, expenses totalling £3,166 were reimbursed or paid directly to 2 Trustees (2019 - £1,719 to 1 Trustee).

**12. Trustees' and Officers' insurance**

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

**13. Central services**

During the year, a total of £858,831 was recharged between central services and the academies. These amounts have been eliminated on consolidation.

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2020**

**14. Tangible fixed assets**

	Leasehold land and buildings £	Fixtures and equipment £	Computer hardware £	Total £
<b>Cost or valuation</b>				
At 1 September 2019	16,855,035	680,877	1,156,168	18,692,080
Additions	72,004	52,926	125,508	250,438
At 31 August 2020	<u>16,927,039</u>	<u>733,803</u>	<u>1,281,676</u>	<u>18,942,518</u>
<b>Depreciation</b>				
At 1 September 2019	1,642,152	190,830	912,568	2,745,550
Charge for the year	308,580	71,623	136,258	516,461
At 31 August 2020	<u>1,950,732</u>	<u>262,453</u>	<u>1,048,826</u>	<u>3,262,011</u>
<b>Net book value</b>				
At 31 August 2020	<u><u>14,976,307</u></u>	<u><u>471,350</u></u>	<u><u>232,850</u></u>	<u><u>15,680,507</u></u>
At 31 August 2019	<u><u>15,212,883</u></u>	<u><u>490,047</u></u>	<u><u>243,600</u></u>	<u><u>15,946,530</u></u>

**Expensed capital grant funding**

It is the Trust's policy not to capitalise assets relating to Church buildings that are leased on a supplemental agreement. During the year, £43,689 was expensed in the SOFA and this was not Condition Improvement Funding.

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**15. Stocks**

	2020 £	2019 £
Stock	<u>29,954</u>	<u>51,265</u>

**16. Debtors**

	2020 £	2019 £
<b>Due within one year</b>		
Trade debtors	38,300	32,359
Other debtors	70,956	164,894
Prepayments and accrued income	908,330	637,147
	<u>1,017,586</u>	<u>834,400</u>

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

	2020 £	2019 £
Trade creditors	363,888	609,492
Pensions payable	66,289	63,244
Other creditors	73,445	130,506
Accruals and deferred income	604,021	465,053
	<u>1,107,643</u>	<u>1,268,295</u>

	2020 £	2019 £
Deferred income at 1 September 2019	220,707	247,568
Resources deferred during the year	230,924	220,707
Amounts released from previous periods	(220,707)	(247,568)
	<u>230,924</u>	<u>220,707</u>

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

	2020 £	2019 £
Trade creditors	29,693	29,693
Other creditors	276,041	301,685
	<u><b>305,734</b></u>	<u><b>331,378</b></u>

**19. Financial instruments**

	2020 £	2019 £
<b>Financial assets</b>		
Financial assets measured at fair value through income and expenditure	<u><b>1,423,985</b></u>	<u><b>1,543,124</b></u>

	2020 £	2019 £
<b>Financial liabilities</b>		
Financial liabilities measures at amortised cost	<u><b>305,734</b></u>	<u><b>331,378</b></u>

Financial assets measured at fair value through income and expenditure comprise cash and bank.

Financial liabilities measured at amortised cost comprise trade creditors and other creditors.

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**20. Statement of funds**

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
General Funds	<u>636,452</u>	<u>373,489</u>	<u>(77,233)</u>	<u>(261,622)</u>	<u>-</u>	<u>671,086</u>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	14,365,381	(14,319,473)	115,768	-	161,676
Other DfE/ESFA grants	-	1,318,566	(1,318,566)	-	-	-
Other grants	-	949,703	(949,703)	-	-	-
Pension reserve	(8,915,000)	-	(639,000)	-	(254,000)	(9,808,000)
	<u>(8,915,000)</u>	<u>16,633,650</u>	<u>(17,226,742)</u>	<u>115,768</u>	<u>(254,000)</u>	<u>(9,646,324)</u>
<b>Restricted fixed asset funds</b>						
Transfer on conversion	14,941,409	-	(331,976)	-	-	14,609,433
DfE/ESFA capital	827,350	130,888	(103,420)	17,000	-	871,818
Capital expenditure from GAG	360,582	-	(100,777)	128,854	-	388,659
Private sector capital sponsorship	9,853	50,107	(23,977)	-	-	35,983
	<u>16,139,194</u>	<u>180,995</u>	<u>(560,150)</u>	<u>145,854</u>	<u>-</u>	<u>15,905,893</u>
<b>Total Restricted funds</b>						
	<u>7,224,194</u>	<u>16,814,645</u>	<u>(17,786,892)</u>	<u>261,622</u>	<u>(254,000)</u>	<u>6,259,569</u>
<b>Total funds</b>						
	<u>7,860,646</u>	<u>17,188,134</u>	<u>(17,864,125)</u>	<u>-</u>	<u>(254,000)</u>	<u>6,930,655</u>

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

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

**Restricted funds**

Restricted balances carried forward are for funding (cash) to be spent on charitable activities of the Trust in accordance with the grant agreements.

**General Annual Grant (GAG)**

Funds received from the ESFA are applied to the charitable activities of the Trust as defined in the funding agreements. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to limits on the amount of General Annual Grants (GAG) that it could carry forward at 31 August 2020.

**Pension reserve**

The pension reserve is the liability due to the deficit on the Local Government Pension Scheme overseen by Your Pension Scheme (YPS) – Lancashire. In the current financial year, the deficit on the fund has decreased to £9,808,000 (2019 - £8,915,000). The charge to the Income & Expenditure Account in the year was £639,000 (2019 - £743,000) and other recognised losses were £254,000 (2019 - £2,388,000). In 2019, a further £701,000 was recognised as an expense in the SOFA for business combinations relating to the acquisition of St Silas.

**Restricted fixed asset funds**

Incoming resources have been spent on capital expenditure, resources expended are depreciation and amortisation on fixed assets purchased in previous academic years (as per the Trust's fixed assets policy) and transfers are represented by capital expenditure funded by revenue income. Therefore balances carried forward on these have been committed in future years for depreciation and amortisation.

**Unrestricted funds**

Any unspent funds (cash) can be used at the discretion of the Board of Trustees to meet the charitable objectives of the Academy Trusts.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.



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

**Total funds analysis by academy**

Fund balances at 31 August 2020 were allocated as follows:

	2020 £	2019 £
Baines' Endowed Primary School & Children's Centre	<b>300,603</b>	350,625
Great Marsden St John's Primary School	<b>(37,287)</b>	(41,325)
St Aidan's Primary School	<b>105,362</b>	71,033
Darwen, St Barnabas CofE Primary Academy	<b>137,500</b>	70,483
St George's School	<b>837,949</b>	570,727
Darwen St James CofE Primary Academy	<b>33,251</b>	15,866
St Luke and St Philips Church of England Primary School	<b>(45,761)</b>	(69,796)
Newchurch-In-Pendle St Mary's Church of England Primary School	<b>(18,085)</b>	(3,557)
St Silas CofE Primary School	<b>(73,474)</b>	71,101
Central Services	<b><u>(407,296)</u></b>	<u>(398,705)</u>
Total before fixed asset funds and pension reserve	<b>832,762</b>	636,452
Restricted fixed asset fund	<b>15,905,893</b>	16,139,194
Pension reserve	<b>(9,808,000)</b>	(8,915,000)
<b>Total</b>	<b><u>6,930,655</u></b>	<u>7,860,646</u>

The following academies are carrying a net deficit on their portion of the funds as follows:

	<b>Deficit £</b>
Great Marsden St John's Primary School	<b>37,287</b>
St Luke and St Philips Church of England Primary School	<b>45,761</b>
Newchurch-In-Pendle St Mary's Church of England Primary School	<b>18,085</b>
St Silas CofE Primary School	<b>73,474</b>
Central Services	<b><u>407,296</u></b>

The academy is taking the following action to return the academies to surplus:

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

Great Marsden St John's is carrying a deficit of £37,287 (2019 £41,325) on these funds due to legacy expenditure and agency costs.

The Trust is working with the academy to implement cost efficiencies and expects the academy to return to surplus over the next 2 – 3 years.

St Luke's and St Phillip's is carrying a deficit of £45,761 (2019 £69,796) on these funds due to legacy expenditure and funding changes.

The Trust is working with the academy to implement cost efficiencies and expects the academy to return to surplus over the next 2 – 3 years.

Newchurch St Mary's is carrying a deficit of £18,085 (2019 £3,557) on these funds due to a reduction in pupil numbers and funding.

The Trust is working with the academy to implement cost efficiencies and expects the academy to return to surplus over the next 2 – 3 years.

St Silas is carrying a deficit of £73,474 (2019 surplus £71,101) on these funds due to falling pupil numbers and COVID costs.

The Trust is working with the academy to implement cost efficiencies and expects the academy to return to surplus.

Central Services is carrying a net deficit of £407,296 (2019 £398,705) on these funds due to initial costs incurred on the set up of the trust and COVID related income.

Central Services has been structured to provide a small in year surplus and is planning and forecasting to reduce the deficit without impacting on the services provided to the academies.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**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 £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £
Baines' Endowed Primary School & Children's Centre	1,654,555	642,264	186,315	305,330	<b>2,788,464</b>
Great Marsden St John's Primary School	728,189	77,224	60,865	196,333	<b>1,062,611</b>
St Aidan's Primary School	654,578	180,862	126,629	182,698	<b>1,144,767</b>
Darwen, St Barnabas CofE Primary Academy	499,369	147,873	91,181	124,188	<b>862,611</b>
St George's School	4,068,623	670,274	447,180	589,324	<b>5,775,401</b>
Darwen St James CofE Primary Academy	602,841	236,493	96,858	198,315	<b>1,134,507</b>
St Luke and St Philips Church of England Primary School	758,759	154,152	54,892	142,185	<b>1,109,988</b>
Newchurch-In-Pendle St Mary's Church of England Primary School	226,489	41,526	39,232	58,537	<b>365,784</b>
St Silas CofE Primary School	1,352,334	219,394	189,177	248,361	<b>2,009,266</b>
Central Services	-	587,732	74,445	388,398	<b>1,050,575</b>
<b>Academy</b>					
	<u>10,545,737</u>	<u>2,957,794</u>	<u>1,366,774</u>	<u>2,433,669</u>	<u><b>17,303,974</b></u>

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

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

	<i>Teaching and educational support staff costs £</i>	<i>Other support staff costs £</i>	<i>Educational supplies £</i>	<i>Other costs excluding depreciation £</i>	<i>Total 2019 £</i>
Baines' Endowed Primary School & Children's Centre	1,512,322	751,976	129,515	281,591	2,675,404
Great Marsden St John's Primary School	675,820	111,355	51,716	198,411	1,037,302
St Aidan's Primary School	632,557	154,721	41,078	185,335	1,013,691
Darwen, St Barnabas CofE Primary Academy	548,925	144,944	47,673	131,594	873,136
St George's School	3,907,083	581,633	448,078	609,866	5,546,660
Darwen St James CofE Primary Academy	605,726	168,846	29,434	189,841	993,847
St Luke and St Philips Church of England Primary School	769,157	155,962	47,969	124,135	1,097,223
Newchurch-In-Pendle St Mary's Church of England Primary School	210,337	30,109	14,211	81,425	336,082
St Silas CofE Primary School	978,185	192,889	64,588	171,817	1,407,479
Central Services	-	638,923	32,324	384,299	1,055,546
<b>Academy</b>					
	<u>9,840,112</u>	<u>2,931,358</u>	<u>906,586</u>	<u>2,358,314</u>	<u>16,036,370</u>

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

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

	<i>Balance at 1 September 2018 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2019 £</i>
<b>Unrestricted funds</b>						
General Funds - all funds	<u>606,948</u>	<u>509,744</u>	<u>(120,989)</u>	<u>(359,251)</u>	<u>-</u>	<u>636,452</u>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	12,535,418	(12,604,090)	68,672	-	-
Pupil premium	-	1,117,294	(1,117,294)	-	-	-
Start up grant	-	42,000	(42,000)	-	-	-
Other DfE/ESFA grants	-	615,162	(615,162)	-	-	-
Other grants	-	92,835	(793,835)	701,000	-	-
Pension reserve	(5,083,000)	-	(743,000)	(701,000)	(2,388,000)	(8,915,000)
	<u>(5,083,000)</u>	<u>14,402,709</u>	<u>(15,915,381)</u>	<u>68,672</u>	<u>(2,388,000)</u>	<u>(8,915,000)</u>
<b>Restricted fixed asset funds</b>						
Transfer on conversion	15,209,658	59,953	(328,202)	-	-	14,941,409
DfE/ESFA capital	966,779	262,426	(392,985)	(8,870)	-	827,350
Capital expenditure from GAG	180,763	-	(119,630)	299,449	-	360,582
Private sector capital sponsorship	10,988	3,089	(4,224)	-	-	9,853
	<u>16,368,188</u>	<u>325,468</u>	<u>(845,041)</u>	<u>290,579</u>	<u>-</u>	<u>16,139,194</u>
<b>Total Restricted funds</b>	<u>11,285,188</u>	<u>14,728,177</u>	<u>(16,760,422)</u>	<u>359,251</u>	<u>(2,388,000)</u>	<u>7,224,194</u>
<b>Total funds</b>	<u>11,892,136</u>	<u>15,237,921</u>	<u>(16,881,411)</u>	<u>-</u>	<u>(2,388,000)</u>	<u>7,860,646</u>

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

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

	<b>Unrestricted funds 2020 £</b>	<b>Restricted funds 2020 £</b>	<b>Restricted fixed asset funds 2020 £</b>	<b>Total funds 2020 £</b>
Tangible fixed assets	-	-	15,680,507	<b>15,680,507</b>
Current assets	1,329,129	892,290	250,106	<b>2,471,525</b>
Creditors due within one year	(352,309)	(730,614)	(24,720)	<b>(1,107,643)</b>
Creditors due in more than one year	(305,734)	-	-	<b>(305,734)</b>
Provisions for liabilities and charges	-	(9,808,000)	-	<b>(9,808,000)</b>
<b>Total</b>				
	<u>671,086</u>	<u>(9,646,324)</u>	<u>15,905,893</u>	<u><b>6,930,655</b></u>

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

	<i>Unrestricted funds 2019 £</i>	<i>Restricted funds 2019 £</i>	<i>Restricted fixed asset funds 2019 £</i>	<i>Total funds 2019 £</i>
Tangible fixed assets	-	-	15,946,530	<b>15,946,530</b>
Current assets	2,047,589	-	381,200	<b>2,428,789</b>
Creditors due within one year	(1,079,759)	-	(188,536)	<b>(1,268,295)</b>
Creditors due in more than one year	(331,378)	-	-	<b>(331,378)</b>
Provisions for liabilities and charges	-	(8,915,000)	-	<b>(8,915,000)</b>
<b>Total</b>				
	<u>636,452</u>	<u>(8,915,000)</u>	<u>16,139,194</u>	<u><b>7,860,646</b></u>

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

	2020 £	2019 £
Net expenditure for the period (as per Statement of Financial Activities)	<b>(675,991)</b>	<b>(1,643,490)</b>
Depreciation	<b>516,461</b>	445,712
Capital grants from DfE and other capital income	<b>(180,995)</b>	(325,468)
Interest receivable	<b>(1,014)</b>	(1,274)
Defined benefit pension scheme obligation inherited	-	701,000
Defined benefit pension scheme cost less contributions payable	<b>484,000</b>	587,000
Defined benefit pension scheme finance cost	<b>155,000</b>	156,000
Decrease/(increase) in stocks	<b>21,311</b>	(23,879)
Increase in debtors	<b>(183,186)</b>	(175,850)
(Decrease)/increase in creditors	<b>(186,301)</b>	388,777
<b>Net cash (used in)/provided by operating activities</b>	<b><u>(50,715)</u></b>	<b><u>108,528</u></b>

**23. Cash flows from investing activities**

	2020 £	2019 £
Dividends, interest and rents from investments	<b>1,019</b>	1,274
Purchase of tangible fixed assets	<b>(250,438)</b>	(591,075)
Capital grants from DfE Group	<b>180,995</b>	265,515
<b>Net cash used in investing activities</b>	<b><u>(68,424)</u></b>	<b><u>(324,286)</u></b>

**24. Analysis of cash and cash equivalents**

	2020 £	2019 £
Cash in hand	<b>1,423,985</b>	1,543,124
<b>Total cash and cash equivalents</b>	<b><u>1,423,985</u></b>	<b><u>1,543,124</u></b>

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

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	1,543,124	(119,139)	1,423,985
Debt due within 1 year	(63,244)	(3,045)	(66,289)
	<u>1,479,880</u>	<u>(122,184)</u>	<u>1,357,696</u>

**26. Pension commitments**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016. Contributions amounting to £66,289 were payable to the schemes at 31 August 2020 (2019 - £63,244) 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 and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

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

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury 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% employer administration charge)



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- 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
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- 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

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 £1,216,742 (2019 - £930,505).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £836,000 (2019 - £710,000), of which employer's contributions totalled £658,000 (2019 - £555,000) and employees' contributions totalled £ 178,000 (2019 - £155,000). The agreed contribution rates for future years are 14.6 per cent for employers and 5.5 - 12.5 per cent for employees.

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

**Principal actuarial assumptions**

	<b>2020</b>	<b>2019</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>3.8</b>	3.5
Rate of increase for pensions in payment/inflation	<b>2.4</b>	2.1
Discount rate for scheme liabilities	<b>1.8</b>	1.8
Inflation assumption (CPI)	<b><u>2.3</u></b>	<u>2.0</u>

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

	<b>2020</b> <b>Years</b>	<i>2019</i> <i>Years</i>
<i>Retiring today</i>		
Males	<b>22.3</b>	22.8
Females	<b>25</b>	25.5
<i>Retiring in 20 years</i>		
Males	<b>23.8</b>	25.1
Females	<b>26.8</b>	28.2
<b>Sensitivity analysis</b>		

	<b>2020</b> <b>£000</b>	<i>2019</i> <i>£000</i>
Discount rate +0.1%	<b>9,443</b>	8,556
Mortality assumption - 1 year increase	<b>10,284</b>	9,169
CPI rate +0.1%	<b>10,182</b>	9,284
Pay growth +0.1%	<b>9,855</b>	8,985

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

	<b>At 31 August</b> <b>2020</b> <b>£</b>	<i>At 31 August</i> <i>2019</i> <i>£</i>
Equities	<b>3,170,000</b>	2,561,000
Debt instruments	<b>480,000</b>	86,000
Property	<b>945,000</b>	472,000
Cash and other liquid assets	<b>125,000</b>	96,000
Other	<b>2,232,000</b>	2,143,000
<b>Total market value of assets</b>	<b>6,952,000</b>	5,358,000

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The actual return on scheme assets was £-48,000 (2019 - £577,000).

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

	2020 £	2019 £
Current service cost	(1,098,000)	(749,000)
Past service cost	(27,000)	(380,000)
Interest cost	(155,000)	(156,000)
Administrative expenses	(17,000)	(13,000)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b><u>(1,297,000)</u></b>	<b><u>(1,298,000)</u></b>

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

	2020 £	2019 £
<b>At 1 September</b>	<b>14,273,000</b>	<b>8,330,000</b>
Transferred in on existing academies joining the trust	-	1,592,000
Current service cost	1,098,000	749,000
Interest cost	258,000	281,000
Employee contributions	178,000	155,000
Actuarial losses	997,000	2,840,000
Benefits paid	(71,000)	(54,000)
Past service costs	27,000	380,000
<b>At 31 August</b>	<b><u>16,760,000</u></b>	<b><u>14,273,000</u></b>

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

	2020 £	2019 £
<b>At 1 September</b>	<b>5,358,000</b>	<b>3,247,000</b>
Conversion of academy trusts	-	891,000
Interest income	103,000	125,000
Actuarial gains	743,000	452,000
Employer contributions	658,000	555,000
Employee contributions	178,000	155,000
Benefits paid	(71,000)	(54,000)
Admin expenses	(17,000)	(13,000)
<b>At 31 August</b>	<b><u>6,952,000</u></b>	<b><u>5,358,000</u></b>

**27. Operating lease commitments**

At 31 August 2020 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than 1 year	56,740	69,353
Later than 1 year and not later than 5 years	105,262	142,174
Later than 5 years	-	7,493
	<b><u>162,002</u></b>	<b><u>219,020</u></b>

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	2020 £	2019 £
Operating lease rentals	<b><u>58,918</u></b>	<b><u>79,249</u></b>

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**28. Members' liability**

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

**29. Related party transactions**

Trustees' remuneration has been disclosed in note 11.

Upon the schools being converted to academy trust status under the Academies Act 2010 all the operations and assets and liabilities were transferred to Cidari Education Limited for £nil consideration.

The transfers have been accounted for using the acquisition method. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as net incoming resources and resources expended in the Statement of Financial Activities as voluntary income and other resources expended.

During the year the trust incurred costs of £27,938 (2019 - £40,597) from the Blackburn Diocesan Board of Education, an entity with common ultimate control for the cost of secondments, due diligence and office overheads. At the year end, a balance of £309,608 (2019 - £320,158) was due to the Blackburn Diocesan Board of Education. All transactions were made in accordance with the trust's financial regulations.

During the year the trust incurred costs of £10,579 (2019 - £10,845) from the Blackburn Diocesan Board of Finance, an entity with common ultimate control for the cost of secondments, due diligence and office overheads. At the year end, a balance of £21,126 (2019 - £26,220) was due to the Blackburn Diocesan Board of Finance. All transactions were made in accordance with the trust's financial regulations.

During the year the trust incurred costs of £1,251 from Blackburn Cathedral Council, an entity of which Jo Venn is a member. These were in relation to Blackburn Cathedral's 'Sing Together' project and a workshop visit. Nothing was outstanding at the year end. All transactions were made in accordance with the trust's financial regulations.

Owing to the nature of the academy's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a trustees has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.