



Create Partnership Trust

(A Company Limited by Guarantee)

Annual Report and Financial Statements
Year ended 31 August 2024

Company Registration Number
10318212 (England and Wales)

Feltons
Chartered Accountants

Birmingham
B1 3JR

**Create Partnership Trust
(A Company Limited by Guarantee)**

**Report and Financial Statements
Year ended 31 August 2024**

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**Create Partnership Trust
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Stella Blackmore (Appointed 04.08.16) Sue Egersdorff (Appointed 04.08.16) Justin Gray (Appointed 04.08.16) Mary Higgins (Appointed 04.08.16) Sarah Smith (Appointed 04.08.16) (ended 31.08.24)
Trustees	Sophie Garner (Appointed 24.03.21) Hana Haq (Appointed 24.03.21) Mary Higgins (Appointed 08.08.16) Jubayeth Hussain (Appointed 04.03.20) Julian Miller (Appointed 04.03.20) – Chair Jonathan Moore (Appointed 19.10.20 – resigned 18.10.24) Becky Perkes (Appointed 24.03.21 – resigned 08.10.24) Paul Taylor (Appointed 19.06.23) Alison Kriel (appointed 12.09.23) Prof. Tim O'Brien (appointed 20.03.24) Sangeeta Walia (appointed 16.09.24)
CEO and Accounting Officer	Mark Unwin (Appointed 1 September 2022)
Company secretary	Janine Gardner (Appointed 13 February 2017)
MAT Leadership Group	
<ul style="list-style-type: none">• Chief Executive Officer• Deputy CEO• Deputy CEO• Finance Manager• Human Resources Manager• Strategic Operations Manager• Headteacher, Brookfields Primary• Headteacher, Conway Primary• Headteacher, Greet Primary• Headteacher, Hodge Hill Primary	Mark Unwin Kiran Vithal (resigned 31.08.24) Chris Dyson Lu Fan Collette O'Connell Janine Gardner Leanne Mahony Rebecca Eaton (resigned 31.08.24) Tania Yasmin Clare Lucas
Company name	Create Partnership Trust
Principal and registered office	C/o Greet Primary School Percy Road Sparkhill Birmingham B11 3ND
Company registration number	10318212

**Create Partnership Trust
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REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor	Feltons 8 Sovereign Court 8 Graham Street Birmingham B1 3JR
Bankers	Lloyds Bank PLC

Create Partnership Trust (A Company Limited by Guarantee)

Trustees' report for the year ended 31 August 2024

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a Trustees' report and a Directors' report (incorporating a strategic report) under company law.

The multi academy operates 4 primary schools serving catchment areas in Birmingham which are:

- Brookfields Primary School (from 1 November 2018)
- Conway Primary School (from 1 September 2016)
- Greet Primary School (from 1 September 2016)
- Hodge Hill Primary School (from 1 January 2017)

They have a combined pupil capacity of 2397 (including 104 FTE Nursery places) and had a combined roll of 2250 in the school census in October 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Create Partnership 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 multi academy trust. The Trustees of Create Partnership Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Create Partnership Trust.

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

Members' liability

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

Trustees' indemnities

In accordance with normal commercial practice the multi academy trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on multi academy business. Insurance is covered through the RPA scheme.

Method of recruitment and appointment or election of Trustees

Where recruitment of new Trustees is required, the Trust adheres to the Articles of Association and implements the following rigorous procedures:

The role is advertised locally, with DfE recommended agencies and on the websites of the Trust and the schools. Trustees also use their extensive networks to obtain applications. Candidates are required to complete an application form and submit a biography. Applications are reviewed by Members' who make the appointments.

Skills-based Trustees may be appointed by the Members provided that the person who is appointed as a Trustee:

- Is a skilled professional
- Is committed to the governance and success of the Trust
- Subscribes to the Trust's vision and values

Create Partnership Trust (A Company Limited by Guarantee)

Trustees' report for the year ended 31 August 2024 (continued)

The term of office for any Trustee is four years. The Chief Executive Officer (CEO) is not a Trustee and has an ex-officio role. Subject to remaining eligible to be a particular type of Trustee, a Trustee may be reappointed or re-elected.

The Trust's Articles of Association allow for up to 12 Trustees to be appointed by ordinary resolution.

Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees depends on their existing experience and is tailored specifically to the individual. Induction includes training on child safeguarding and, where necessary, educational, legal and financial matters. All new Trustees are normally given the opportunity to have a tour of the schools within the Trust and to meet with staff and pupils.

Trustees are provided with copies of key documents, such as policies, procedures, accounts, budgets, plans and any other documents they need in order to undertake their role. The Trust has a service level agreement for a governance professional. The Trust also receives HR legal advice from Browne Jacobson.

Organisational structure

Create Partnership Trust was set up with an organisational structure to support the needs and aspirations of the Trust and its schools. It consists of three levels of governance - the Members, the Trustees (or Directors) and a Local Governing Bodies (LGB) for each school.

There are currently five Members and ten Trustees, with provision over time for twelve Trustees. One Member is also a Trustee and provides a link between the two groups. The Members are the custodians of the Trust, ensuring that its vision and values are reflected in its work. The Members appoint the Trustees. The Board of Directors (Trustees) is fully accountable for the performance of the Trust, including its schools. During the financial period, all four schools constituted Local Governing Bodies.

The current Board includes knowledge of education, finance, audit, school improvement, social emotional and mental health and safeguarding.

Decisions relating to financial structures and financial data and reporting requirements are reserved for the Board of Trustees which takes advice and recommendations from the Finance, Resources, Risk and Audit Committee. Those responsibilities delegated to the Executive Team include the daily operation of financial controls along with compliance with the Academy Trust Handbook, reporting of financial data in accordance with ESFA guidelines and the production of annual accounts and financial reports.

The Members and Trustees ensure that governance at all levels is of the highest quality in order to secure the confidence of its stakeholders and to fulfil the seven Nolan principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership. During the Financial Year, the Directors ensured that all four schools constituted Local Governing Bodies for the first time. This is the culmination of a two-year project to ensure stronger Governance and local representation. All arrangements fulfil the requirements expected by the Department for Education (DfE) and the Education & Skills Funding Agency (ESFA).

The Terms of Reference has a detailed scheme of delegation for governance functions which clarifies decision-making at various levels – for Members, Trustees, CEO/DCEO, Local Governing Bodies (LGBs) and Headteachers. The scheme is reviewed at least annually and sits alongside the financial scheme of delegation.

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Trustees' report for the year ended 31 August 2024 (continued)

During 2023/2024 the Board has had eight Committees, with approved terms of reference:

- Finance, Resources, Risk & Audit Committee
- Quality of Education Committee
- The Pay Committee
- The CEO Appraisal Committee
- Brookfields Local Governing Body
- Greet Local Governing Body
- Hodge Hill Local Governing Body
- Conway Local Governing Body

The Committees have detailed terms of reference to ensure that all appropriate business is conducted. Committee Chairs report to the full Board.

Other matters may be dealt with by the formation of a single purpose panel and adherence to the appropriate policy and procedures. These include:

- Appeals
- Complaints
- Staff and pupil discipline
- Staff capability

The Board of Trustees also appoints a responsible officer (CEO/Accounting Officer) whose role has been fully implemented in accordance with the Trust's financial procedures. The CEO has overall responsibility for the Trust's strategic direction and the implementation of its policies and practices.

The CEO is supported by the Create Executive Team (CEO and 2 X DCEOs) in providing a centralised business function for its schools. It works closely with the Headteachers in the Create Group Executive which is the primary decision-making group for the operations of the Trust in terms of its relationships with the schools and is chaired by the CEO.

This year, the Create Group Executive has focused on:

- Developing and communicating the Vision, Mission and Values of the Trust
- Developing and implementing the 3-year Operational Implementation Plan which aligns the Trust's 3-Year objectives with the Department for Education's (DfE's) "Pillars of a Strong Trust" and brings all Trust Business under four strategic plans:
 - o Education Strategy
 - o Finance & Operations Strategy
 - o Governance & Complain Strategy
 - o People Strategy
- Evolving the structure of support for the Headteachers and schools to include strong quality assurance principles in the areas of:
 - o Safeguarding
 - o Teaching & Learning
 - o Achievement

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Trustees' report for the year ended 31 August 2024 (continued)

- Behaviour and Attendance
 - Curriculum
 - SEND
 - Finance
 - Human Resources
 - Site & Premises
-
- Using the new quality assurance data to ensure more nuanced analytics reporting to the Board to support strategic decision making
 - Ensuring that all four schools are offering at least a "Good" education to their pupils as judged by the Ofsted Evidence Inspection Framework (EIF)
 - Carefully deploying the financial resources of the Trust, despite significant financial pressures, while also ensuring investment in the estate for the benefit of the children
 - Improving the academic results of the children across the Trust such that their results are broadly in-line with pupils' nationally and whole Trust results improve significantly
 - Further developing the Curricula across the Trust to help to secure Good Ofsted judgements at all four schools
 - Further developing the Trust CPD offer to include two whole-Trust Continuous Professional Development (COD) days

The majority of operational business/finance decisions are delegated to the Create Executive team and the Create Central Team (CEO, DCEO, DCEO, Finance Manager, HR Manager, Strategic Operations Manager, Marketing & Compliance Business Partner). Each of the Central team, work as a Business Partner in the Trust schools. The Business Partners carry out half termly visits to the schools. During the visits the Central Team provide Quality Assurance to the Board and its committees; recommend and/or implement Board policy, work collaboratively to make joint decisions to improve their Business Partner area; and agree various plans and strategies for implementation in each school.

The day-to-day leadership and management of a school is delegated to its Headteacher who is supported by the school's Senior Leadership Team (senior leaders) and Wider Leadership Team (middle leaders). The Headteacher is responsible for the provision of the best possible education for its pupils within the agreed budgets and scheme of delegation approved by Trustees.

The Board and its Committees receive regular reports from the CEO and DCEO, supported by Create Central leaders.

Arrangements for setting pay and remuneration of key management personnel

The CEO, DCEOs, Headteachers and other senior leaders on the leadership scale have salaries commensurate with the scope and responsibilities of their post. Salary ranges are approved by the Board to ensure Trust-wide pay parity and consistent structures and expectations.

The appraisal and pay of the CEO is determined by the Trustee's Pay Committee as a result of the annual appraisal review. The pay of the DCEOs, Headteachers and their senior teams is also determined by the Pay Committee, taking recommendations from the CEO, following appraisal reviews. The Pay Committee agrees the pay and reports to the Board. All pay uplifts remain within the agreed ranges.

The Trust is committed to pay parity for staff and leaders at various levels but recognises that schools may join the Trust with different legacies. The achievement of pay parity may take 12-24 months, bearing in mind that formal staff restructuring may be required and subsequent salary safeguarding may be required.

All staff in Create Central are paid on the approved staff pay scales, with the exception of the CEO who is paid a spot salary.

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Trustees' report for the year ended 31 August 2024 (continued)

No Trustees are in receipt of any remuneration, other than the refund of out-of-pocket expenses incurred in the line of performing their duties for the Trust. Trustees have not claimed any expenses this year.

Trade union facility time

Information in accordance with Schedule 2 of the Trade Union (Facility Time Publication Requirements) Regulations 2017 is as follows:

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent number
2023/2024	3

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	0
1% - 50%	3
51% - 99%	0
100%	0

Percentage of pay bill spent on facility time

Total cost of facility time	£10,157
Total pay bill	£12,245,948
Facility time as percentage of total pay bill	0.08%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	0
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Related parties and other Connected Charities and Organisations

There are no related party transactions during the financial year 2023/2024.

The Board's terms of reference include the statement:

Any member of the (Board or Committee) who has any duty or personal interest which conflicts with or may conflict with the duties of membership, must disclose the information to the (Board or Committee) immediately and must give apologies and withdraw from meetings while any potentially conflicting matters are discussed.

The Trust is involved with a range of school networks across the country including other multi-academy trusts where the CEOs collaborate on specific projects (e.g. peer review). It also generates income for the Trust through, for example speaking engagements.

The schools are also involved in different consortia and networks and have partnerships with arts or sports organisations and National Teaching Hubs, in order to create the best education in line with the Trust's Vision.

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Trustees' report for the year ended 31 August 2024 (continued)

Objectives and activities

Objectives and aims

Our Vision: Why we exist...

Our vision, is to "Create the BEST Education" for every child, in every school, every day.

Our schools serve areas that are experiencing significant deprivation, and we are driven by a moral purpose to provide an education based on our Trust Values of Innovation, Collaboration, Aspiration & Integrity and to develop children's confidence, adaptability, self-worth, emotional intelligence and communication skills so that they can thrive in a modern, international world.

Our Mission: What we do...

Our ongoing Mission is to 'create the best staff' at all levels, in every school

We aim to support all our staff in the personal and professional aspirations. Our high-quality CPD pathways and professional Network Groups develop our staff to better educate our children. Supporting and developing our staff is at the heart of everything that we do.

Our Values: Why we do what we do...

***Our values are derived from our name: Create. Partnership. Trust.
They are: Innovation, Aspiration, Collaboration and Integrity.***

We want to be a creative organisation, so we value Innovation.

We want to work in partnership, so we value Collaboration.

We know that our children and their families trust us to have the highest Aspiration.

We want to be a trusted organisation, so we value Integrity.

Agency and alignment

At Create Partnership Trust, we believe that great leaders and teachers make great schools.

We intend to support our schools now and, in the future, to be aspirational and innovative, in line with our values – whilst also ensuring that we are compliant with the Academies Trust Handbook. At the Trust Board Annual Strategy Day 2023, the Directors of Create Partnership Trust articulated a vision for agency within our school and alignment with our values and processes – and not control.

Objectives 2023 / 2024

PRIORITY 1: Implement Operational Implementation Plan 2023/2026 based on the DfE Pillars of a Strong Trust

PRIORITY 2: Secure Ofsted Good judgments as a minimum at all schools

PRIORITY 3: Continue to improve representation and efficacy of the Trust Board

PRIORITY 4: Continue to grow reserves; invest in infra-structure and implement innovative solutions across the Trust administration

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Trustees' report for the year ended 31 August 2024 (continued)

Public benefit

In setting our objectives and planning our activities, the Board of Trustees has given careful consideration to the general guidance on public benefit published by the Charity Commission on their website at www.gov.uk/topic/running-charity/managing-charity in exercising their powers or duties.

Create Partnership Trust is an equal opportunity employer and strives to give full and fair consideration to all applicants for employment, training and promotions, irrespective of disability, gender, race, colour or sexual orientation.

The Trust oversees four large primary schools and all associated support functions.

Strategic Report

Achievements and Performance

The academic year 2023/2024 focused on developing the school's within the Trust; developing their Governance; developing their finances and implementing a three-year strategic operations plan to govern the strategic development of the Trust.

The Trust's four objectives for the year were aligned with the updated Trust Vision to "create the best education for every child, in every school, every day" and the renewed Mission to "create the best staff".

Driving all the work of the Board, the Executive and the Central teams throughout the year are the Trusts values of creativity, collaboration, aspiration and integrity.

The Trustees pay tribute to our Headteachers and their staff teams for their diligence, care and professionalism in working with the Executive and Central team constructively to implement the changes and in working towards the Trust's four objectives throughout the year so successfully.

Some examples of our work in relation to our four key objectives

2023 / 2024 PRIORITY 1: Implement Operational Implementation Plan 2023/2026 based on the DfE Pillars of a Strong Trust

Review of 2023/24

- The Trust rolled-out a whole-Trust Operational Implementation Plan based on 4 Key Areas:
 - Education Plan
 - Finance and Operations Plan
 - Governance and Compliance Plan
 - Workforce Plan
- The Trust Central Team structure now aligns with the Operational Implementation Plan ensuring equity and providing a structure for growth over the next three years

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Trustees' report for the year ended 31 August 2024 (continued)

- The Trust ensured that the four operational plans remain on-track to meet their agreed, high-level, three-year objectives:
 - Education Plan: Creating aspirational learners through collaborative education at Create Partnership Trust.
 - The performance of children in Key Stage 2 assessments across the Trust improved markedly such that:
 - Key Stage 2 Reading, Writing and Mathematics combined across the Trust improved by 12%
 - Key Stage 2 Reading improved by 11%
 - Key Stage 2 Writing improved by 9%
 - Key Stage 2 Mathematics improved by 12%
 - Key Stage 2 Grammar, Punctuation and Spelling improved by 6%
 - Finance & Operations Plan: To deliver service excellence, by optimising resources, ensuring quality, and efficiency to enhance the outcomes of all children in our partnership, positively impacting the broader education system.
 - The Trust undertook significant investment in the fabric of the Trust estates and financial performance was close to the budgeted expectation despite significant financial headwinds caused by:
 - Unfunded increase in pupil numbers
 - Unfunded pay rises
 - Increased Energy costs
 - Significant increased requirements for short-term staff cover through supply agencies
 - Governance & Compliance Plan: A Trust with the highest standards of corporate governance, risk management and compliance where our stakeholders know who we are; what we stand for and what we do.
 - All four schools now have a Local Governing Body (LGB) for the first time
 - These LGBs are sub-committees of the Trust Board with representation from staff, parents and wider stakeholders in the local community
 - The LGBs increase support, challenge and community engagement in the schools.
 - People Strategy: A Trust where everyone feels cared for and valued: an 'employer of choice.'
 - All staff are now aligned across the Trust with agreed Job Descriptions and equity in role
 - All staff have access to a CPD pathway for their role
 - All staff have access to a SharePoint page with CPD and support for their role
 - All staff benefited from two Whole Trust CPD days during the year
 - Most staff are now in a formal or informal Trust network for peer support
 - All staff have access to an AI Assistant to assist them in their day-to-day duties and to assist them with their workload and wellbeing
- Ensure that the four operational plans meet their agreed, first year Key Performance Indicators from the three-year timeline
 - All KPIs for the four strategies are in-line, or out performing, expectations.

2024 / 2025 PRIORITY 1: Ensure that the children within the Trust outperform national comparisons

Plans for 2024/25

In-line with the Trust Value of Aspiration, the Trust Board, the Executive and the schools are setting ambitious and aspirational targets for continued school improvement. The Trust recognises that:

- children within Create Partnership Trust enter schools with age-related development well below national comparisons.
- Over time, their performance in comparison to all pupils nationally has been lower.

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Trustees' report for the year ended 31 August 2024 (continued)

This year, the Trust aims to out-perform national comparisons for the first time in areas including:

- 1) The attainment of children in statutory assessments at Key Stage 2 for Reading, Writing and Mathematics combined
- 2) Children's attendance and rates of persistent absence
- 3) The attainment of disadvantaged children

2023 / 2024 PRIORITY 2: To ensure that all schools deliver an education that is at least Good (as defined by Ofsted)

Review of 2023 / 2024

- o External review to triangulate leadership's priorities for improvement
 - o All Business Partner Areas were reviewed / supported by external partners including:
 - Oxley Safeguarding – Safeguarding
 - Birmingham Education Partnership – Achievement, Teaching & Learning, Behaviour, Curriculum
 - Inclusive Attendance – Attendance
 - The Wherry Trust – SEND
 - MLG – Finance
 - IAMCompliant – Site and Compliance
- o Implement collaboration partner structure to offer enhanced Trust support for curriculum; SEND and Personal Development
 - o All areas have a new Quality Assurance framework as a foundation for each Business Partner visit
 - o The Quality Assurance Framework provides an objective view of the performance of the schools in each business partner area to assist with targeted support
 - o The results of the quality assurance framework provide the Trust Board with nuanced, detailed school and Trust data allowing for more strategic decision making
- o Provide enhanced Internal Support from DCEO in advance of inspection
 - o In addition to the Core Offer of 0.5 Days per Business Partner area, every school has the opportunity to 'call-off' additional support time up to double that amount.
 - o In anticipation of inspection in Autumn 2024, Greet Primary School took advantage of this service and are therefore well-prepared in advance of any upcoming inspection
- o Provide external support for Attendance via partnership with Inclusive Attendance Ltd.
 - o The Trust Core Offer is for 0.5 days per half term of support for attendance from the DCEO
 - o This was supplemented during the financial year through a Trust-Wide partnership with Inclusive Attendance
 - o This partnership gained each school an additional 1 day support per term and a DfE accredited CPD online course for all staff
 - o As a result of this combination of support approaches attendance rose across the Trust by 4% and Persistent Absence dropped by 10.2%
- o Provide enhanced CPD pathways for all staff as part of the introduction of the People Strategy
 - o As a result of the people strategy HR all leaders with line management responsibility have received training with a focus on Effective leadership and management, Creating effective environments and positive culture and wellbeing and duty of care to employees. Staff also have access to online training course for all roles, apprenticeship courses, postgraduate qualifications and National Professional Qualifications.

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Trustees' report for the year ended 31 August 2024 (continued)

- o Complete site improvements at Greet Primary School and Conway Primary School to further enhance quality of education
 - o Greet Primary School benefitted from investment into the Estate with regard to:
 - Playground
 - Provision of bespoke Music and Languages classrooms
 - A new entrance
 - New Library
 - New Senior Leadership Team room
 - New Office
 - New conference / training room
 - Expanded School Hall
 - LED lighting
 - New carpet in upper phase
 - Hive toilet alternations and fencing to Hive
 - Reception & EYFS Vinyl
 - o Conway Primary School benefited from:
 - Completed upper phase of school replacement roof
 - Painting and Decorating
 - Replacement of fire doors and up to date fire protection
 - Lighting completion excluding sports hall
 - Car Park fencing

2024 / 2025: PRIORITY 2: To provide an outstanding Personal Development offer for children across the Trust

Plans for 2024 / 2025

Over the next 3 years Ofsted Inspection cycle, the Trust and the schools will implement an outstanding Personal Development structure for all children in line with our Vision to "Create the Best Education for every child, in every school, every day." And our Value of Aspiration.

Our children – living in areas experiencing some of the most significant deprivation in the country, require an education with extra levels of Personal Development activities in order to improve their Social Capital and Cultural Capital.

The Trust and the schools will develop:

- 1) A comprehensive Personal Development plan across every age range within school:
 - a. EYFS-age children (3-5 years)
 - b. Key Stage 1 age children (5-7 years)
 - c. Lower Key Stage 2 age children (7-9 years)
 - d. Upper Key Stage 2 children (9-11 years)
- 2) The Trust, and schools, Personal Development plan will break down the Trust and School's offer in:
 - a. Sports
 - b. Music
 - c. The Arts
 - d. Outdoor Education
 - e. Oracy
 - f. Some schools will supplement this offer with further experiences
- 3) Every child within the Trust will have access – within this plan - to:
 - a. In-school curricula activities
 - b. Extra-curricula activities
 - c. Opportunities linked to external providers and local clubs
 - d. Opportunities for representation and performance (where applicable)

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Trustees' report for the year ended 31 August 2024 (continued)

- 4) In addition, every child will have access to:
 - a. A Trust-Wide character development programme
 - b. A comprehensive programme of trips
 - c. Residential experiences
- 5) The Trust, and schools, will monitor and report on:
 - a. The offer available to children in their schools at all ages
 - b. Take-up of participation in each activity
 - c. Take up of participation of groups based on, but not limited to:
 - i. Gender
 - ii. Disadvantage
 - iii. Ethnicity
 - iv. Faith
 - v. SEND status

2023 / 2024 PRIORITY 3: Continue to improve representation and efficacy of the Trust Board

Review of 2023 / 2024

- o Embed all four Local Governing Boards
 - The Trust Board approved new Terms of Reference for Local Governing Bodies
 - The Trust Board approved a new Code of Conduct for Governors
 - All four schools now have Local Governing Bodies formed
 - All four schools appointed Chairs for their Local Governing Bodies
 - The minutes of Local Governing Body meetings were presented by year end within the Trust reporting structure as fully-formed sub-committees of the main Trust Board
- o Continue to recruit high-quality Directors to add to Paul Taylor and Alison Kriel
 - The Trust Board recruited Professor Tim O'Brien to serve as a Director bringing a wealth of experience in education at all levels and links to UCL and the University of Limerick
 - The Trust Board recruited Sangeeta Walia to serve as a Director bringing financial and operational experience of the NHS within Birmingham for academic year 2024 / 2025
- o Align Trust Board structure with Operational Implementation Plan areas for oversight and challenge
 - All reporting to the Trust Board now follows the structure of the Operational Implementation Plan
- o New Collaboration Partner structure to report to Committees
 - External Business Partner began reporting to Committees including:
 - Curriculum Business Partner
 - SEND Business Partner
 - Finance External Review Partner
 - SEND External Review Partner
- o Implement new Governor Code of Conduct arrangements
 - All four schools advertised for Local Governors, interviewed and inducted according to the new Code of Conduct

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Trustees' report for the year ended 31 August 2024 (continued)

- o Implement consistent structure of Local Governing Board agendas across the Trust
 - The Trust Board tendered for support from a new Governance Professional during the Financial Year
 - The new Governance Professional will implement a consistent structure for agendas and minutes across the relevant sub-committees and of the Board.
- o Align support for Local Governing Bodies and the Trust Board with the Governance and Compliance Plan and Central Team function to better support with clerking, agenda-setting, training and operational support
 - As above

2024 / 2025 PRIORITY 3: To continue to provide a stable financial platform for School Improvement and invest in infrastructure across the Trust

The Trust Board will continue to ensure Financial Stability in order to ensure the long-term sustainability of the Trust at a time of continuing political and economic uncertainty, by:

- 1) Providing the children with high-quality staffing recruited to, and be committed to, the schools and the Trust
- 2) Ensuring through budgeting that children have a high-quality curriculum by ensuring that the proportion of budget spent on staffing allows from a rich curriculum experience
- 3) Continuing investment in the estate for the benefit of children, staff and the wider community
- 4) Strengthening financial controls to ensure that short-term staffing costs in particular, stay within agreed levels
- 5) Implement quarterly budget reforecasting
- 6) Improve strategic forecasting for the Board

2023 / 2024 PRIORITY 4: Continue to grow reserves; invest in infra-structure and implement innovative solutions across the Trust administration

Review of 2023 / 2024

- Grow reserves
 - o The Trust – along with many other Multi-Academy Trusts – experienced significant financial headwinds during the Financial Year caused by:
 - Inflationary pressure across the budget
 - Increased staffing costs
 - An partially unfunded Central Pay Award
 - Increased short-term staffing costs through supply agencies caused by increased staff absence
 - As a result, the Executive Team and the Board had to implement:
 - Strict Financial Controls related to spending on short-term staffing cover
 - Budget reforecasting
 - The in-year projections for financial year 2023/2024 without in-year controls were for an in-year deficit of £150k-£300k
 - As a result of the spending controls and budget re-forecasting, the in-year deficit was significantly reduced to only £27K

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Trustees' report for the year ended 31 August 2024 (continued)

- Invest in People Strategy
 - The Trust introduces a new, whole-Trust Inset Day in February based on the People Strategy which:
 - Launched the People Strategy to all staff
 - Aligned the staff at all levels into consistent strata for support and networking
 - Provided high-quality CPD for:
 - Leadership Network: Line Management training from Browne Jacobsen
 - Teaching & Learning and Pupil Support Networks: SEND and Reading CPD from Amjad Ali
 - Operations Network: Compliance training from Bromcom and IAMCompliant

- Invest in school estates to further improve quality of education
 - The Trust was able to continue to invest in the Estate from Reserves including:
 - Greet Primary School benefitted from investment into the Estate with regard to:
 - Playground
 - Provision of bespoke Music and Languages classrooms
 - A new entrance
 - New Library
 - New Senior Leadership Team room
 - New Office
 - New conference / training room
 - Expanded School Hall
 - LED lighting
 - New carpet in upper phase
 - Hive toilet alternations and fencing to Hive
 - Reception & EYFS Vinyl
 - Conway Primary School benefitted from:
 - Completed upper phase of school replacement roof
 - Painting and Decorating
 - Replacement of fire doors and up to date fire protection
 - Lighting completion excluding sports hall
 - Car park fencing
 - Brookfields Primary School
 - Replacement carpet and Vinyl throughout
 - Painting and decorating throughout
 - LED lighting installation
 - Playground development
 - New Ceiling
 - Library and hall re-design
 - Hodge Hill Primary School benefitted from:
 - Replacement perimeter fence – Improved safeguarding

- Invest in new Management Information System (MIS)
 - The Trust successfully transitioned the Trust and all schools from Arbor to Bromcom during the Financial Year, leading to:
 - Reduced cost
 - Improved reporting
 - Reduced workload

Create Partnership Trust (A Company Limited by Guarantee)

Trustees' report for the year ended 31 August 2024 (continued)

- Invest in digital and technology infrastructure to better support Edtech
 - The Trust and Schools benefitted from a partnership with AskKira.com to provide all staff with:
 - An AI Assistant and Coach
 - An AI Marking tool
 - AI Test creation
 - Reporting to the Trust Board based on sentiment analysis formed by AI
 - In addition, schools benefitted from:
 - Additional Clevertouch whiteboards

2024 / 2025 PRIORITY 4: to explore and develop opportunities for growth of the Multi-Academy Trust

Plans for 2024 / 2025

The Trust Board recognise the opportunities for growth caused by:

- The improved Ofsted ratings of all Trust schools
- The improved outcomes at all Trust schools
- The stable Governance arrangements across the Trust

The Trust Board recognise the benefits of prudent, well-planned growth of the Trust to:

- Widen the network within the family of schools for greater collaboration
- Access to greater levels of capital improvement funding should the Trust grow to 3000+ children
- Opportunities for wider staff development
- Opportunities for more schools to benefit from the Trust's School Improvement and Quality Assurance model

Over the course of the financial year, the Trust will:

- 1) Improve external communications to ensure more schools are aware of the Trust and of the benefits of joining Create Partnership Trust
- 2) Increased networks of professionals and referrals to develop a wider network of schools to work with
- 3) Improve communication with external agencies and stakeholders (for instance Birmingham City Council) to develop wider networks for school support and dialogue
- 4) Present the benefits of the Trust to at least two Local Governing Bodies
- 5) Seek at least one application for Trust membership from the DfE Regional Directors office
- 6) Explore any other options for further growth of the family of schools

Trust Key Performance Indicators

Each *outstanding* school:

- demonstrates annually that it remains *outstanding*

Each *good* school:

- demonstrates annually that it is at least *good*

**Create Partnership Trust
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Trustees' report for the year ended 31 August 2024 (continued)

Each school *requiring improvement* on joining the Trust:

- demonstrates increasing *good* practice within 1 year
- demonstrates significant aspects of *good* practice within 2 years
- gains a Good Ofsted judgment within 3 years

Each school judged to be *inadequate* on joining the Trust:

- demonstrates increasing *good* practice within 1 year
- demonstrates significant aspects of *good* practice within 2 years
- gains a *good* Ofsted judgement within 5 years

All schools in the Trust:

- evidence high-quality leadership at all levels which promotes rapid school improvement and inclusive pupil management
- reduce gaps against national figures for pupils' standards and progress, aiming for above national averages
- evidence that teaching is consistently at least good and, if not, that robust action is being taken to ensure rapid improvement
- evidence that the curriculum is high-quality; well-planned; well-sequenced; with precise knowledge and vocabulary and clear assessment for learning opportunities; is quality-assured regularly and well-led
- demonstrate accurate school self-evaluation
- ensure that the school is solvent and submit plans which are financially realistic and robust, whilst meeting the school's challenges over time
- demonstrate significant contributions to the Trust's Vision, Mission and Values
- ensure that the Trust's values are reflected in school life: Creativity, Collaboration, Aspiration and Integrity
- ensure that leaders work within the Trust structure, collaborating with each other; with the Executive Team and respecting the directions of the Trust Board

The Trust as a whole:

- ensures that it is solvent and compliant in meeting all statutory and advisory expectations
- ensures that its four key objectives are addressed
- ensures that its Vision, Mission and Values are reflected in its work
- demonstrates on-going due diligence so that all schools function well in terms of safeguarding, finance, leadership and quality of education
- provides accurate quality assurance to the Trust Board and support for schools where necessary
- maintains a comprehensive risk register and identifies mitigation strategies for all risks in medium to high categories
- grows sustainably

**Create Partnership Trust
(A Company Limited by Guarantee)**

Trustees' report for the year ended 31 August 2024 (continued)

Financial key performance indicators:

Direct costs for 2023/24 as a percentage of total costs were 75.9% (2023: 72.8%)

Support costs as a percentage of total costs were 24.1% (2023: 27.2%)

Total payroll costs as a percentage of recurring income were 77.0% (2023: 75.7%)

Going concern

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

The Trust is monitoring pupil numbers in its schools to ensure that budgets are not adversely affected by the general decline in birth rates affecting nursery classes and primary schools.

Financial Review

The financial results of Create Partnership Trust are detailed in the following pages. It is considered that the finances are based on sound and well-established structures. The principal financial management policies adopted are laid down by the Academy Trust Handbook published by the ESFA and requirements as laid down by the Trust' Financial Regulations Handbook.

Over the past two years, the Trust has undertaken a root and branch review of its finance systems, procedures and controls and now has centralised systems in place and a clear set of protocols for schools to follow. Feedback from the central team, the schools and auditors has been positive and the Trust is now in a much stronger position.

The principal funding source is grant income from the ESFA. All expenditure of this grant income is planned to fulfil the objectives and strategies of the multi academy.

During the year ended 31 August 2024 total resources expended were £15,925,646 and the deficit of income over expenditure was £14,121 which included depreciation of £830,720

Reserves Policy

The Trustees continually monitor the reserves of the charitable company. This process encompasses the nature of income and expenditure streams and the need to match commitments with income and nature of reserves.

It is the general policy of the Board of Trustees to continue to build reserves which can be used for future educational purposes and a cushion to enable the Trust to deal with unexpected emergencies.

The Trust had total funds at 31 August 2024 of 26,159,553

The balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds was a surplus of £1,371,843.

Create Partnership Trust (A Company Limited by Guarantee)

Trustees' report for the year ended 31 August 2024 (continued)

In addition, the deficit on the restricted pension £1,052,000 from an actuarial deficit on the local government pension scheme which will be dealt with as advised by the actuary.

The Trustees regularly review the level of reserves and aim to maintain them at a minimum of 3 months of expenditure.

The Board will review the Reserves policy during 2024/2025

Investment Policy

The Trust has invested £1,253,910 of the Multi Academy Trust's funds in a high interest bank account with Lloyds Bank. These funds have been invested until a strategy has been decided upon as to the best use of the funds.

These investments are carried out in accordance with the powers vested in the Board of Trustees.

The Board will review the Investment policy as required.

Principal risks and uncertainties

Principal Risks and Uncertainties

The Trustees have considered the major risks and uncertainties facing the charitable company which include changes in legislation and regulations and cash flow management and have put in place procedures to deal with these matters.

Attention has also been focussed on non-financial risks arising from fire, health and safety. These risks are managed by ensuring accreditation is up to date, having robust policies in place, and regular awareness training for staff working in these operational areas.

The Trust's Risk Register identifies risk in the following categories:

- Strategic
- Asset
- Education
- Finance
- Health & Safety
- Operational
- Personnel
- Political
- Reputation
- Safeguarding

The Trust's Risk management policy will be reviewed in 2024 / 2025

**Create Partnership Trust
(A Company Limited by Guarantee)**

Trustees' report for the year ended 31 August 2024 (continued)

Fundraising

Each school may develop fund-raising activities (summer fayres, non-uniform days etc) and are not bound by any voluntary scheme. Participants in these activities are staff, parents and pupils and not professional fundraisers, commercial participants or the general public. All participants do so on a voluntary basis and are not subject to intrusive, persistent or undue pressure from the schools or the Trust.

Streamlined Energy and Carbon Reporting

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for 1 September 2023 to 31 August 2024

Energy consumption used to calculate emissions (kWh)	2,583,964
Gas (kWh)	1,991,452
Oil (kWh)	0
LPG (kWh)	0
Biomass (kWh)	0
Electricity (kWh)	191,617
Electricity Renewables (kWh)	396,124
Transport Fuel (kWh)	4,367
Scope 1 emissions in metric tonnes CO₂e	403.55
Gas consumption	403.55
Oil consumption	0.00
LPG consumption	0.00
Biomass consumption	0.00
Owned transport – mini-buses	0.00
Scope 2 emissions in metric tonnes CO₂e	39.67
Purchased electricity	39.67
Purchased electricity renewables	0.00
Scope 3 emissions in metric tonnes CO₂e	1.17
Business travel in employee owned vehicles (petrol / diesel)	1.17
Business travel in employee owned vehicles (electric)	0.00
Total gross emissions in metric tonnes CO₂e	444.40
Total number of students within the trust	2,343.00
Intensity ratio Tonnes CO₂e per pupil	0.19

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 2023 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

The intensity measure we are using as a trust assessed the Tonnes of CO₂e emitted per pupil

Measures planned to improve energy efficiency

**Create Partnership Trust
(A Company Limited by Guarantee)**

Trustees' report for the year ended 31 August 2024 (continued)

Plans for Future Periods

Plans are in place to address all four key objectives (as above). Our aim is to grow cautiously but with ambition, ensuring that we build capacity wherever possible before growth. Our ambition above all else is for our pupils in creating secure futures for them through achieving the best they can.

The Trust is developing a longer-term strategic review which will include risk/growth and a continued upward trajectory in terms of educational performance.

Funds Held as Custodian Trustee on Behalf of Others

(Where the Multi Academy Trust or its trustees are acting as custodian trustee, include the name and objects of the charity on whose behalf funds are being held and how this activity falls within their own objective.)

Auditor

Insofar as the Trustees are aware:

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

Trustees' report, incorporating a strategic report, was approved by order of the Board of Directors (Trustees), as the company directors, on 11 December 2024 and signed on the Board's behalf by:



..... Julian Miller – Chair of the Board of Trustees

**Create Partnership Trust
(A Company Limited by Guarantee)**

Governance statement for the year ended 31 August 2024

Scope of Responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Create Partnership Trust 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 CEO 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 Create Partnership Trust and the Secretary of State for Education. The CEO is 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 and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met four times during the year. Attendance during the year at meetings of the Board of Trustees was as follows :

		Trust Board Meeting 25 Oct 2023	Trust Board 07 Nov 2023	Trust Board Meeting 13 Dec 2023	Trust Board Meeting 20 Mar 2024	Trust Board Meeting 22 May 2024	Trust Board Meeting 17 Jul 2024
Governor	Governor Type						
Chris Dyson	DCEO	Y	Y	Y	Y	Y	Y
Sophie Garner	Trustee	NS	Y	N	Y	Y	N
Mrs Hana Haq	Trustee	N	N	Y	N	N	N
Mary Higgins	Member	Y	Y	Y	Y	N	Y
Mr Jay Hussain	Trustee	N	Y	Y	N	Y	N
Alison Kriel	Trustee		Y	Y	N	Y	Y
Mr Julian Miller	Trustee	Y	Y	Y	Y	Y	Y
Jonathan Moore	Trustee	NS	Y	Y		Y	N
Becky Perkes	Trustee	Y	Y	Y	Y	Y	Y
Paul Taylor	Trustee	NS	Y	Y	Y	Y	N
Mark Unwin	CEO	Y	Y	Y	Y	Y	Y
Mr Kiran Vithal	DCEO	Y	Y	Y	Y	Y	Y
Jeannette Weir	Clerk	Y	Y	Y	Y	Y	Y

The Trust Board formally met five times during the year, the subcommittees of the board, Finance & Resources, Audit & Risk, met several times in the year. These subcommittees meetings have allowed the trustees to maintain significant oversight. Furthermore, management accounts have been sent to trustees every month and provided another mechanism of oversight and challenge.

**Create Partnership Trust
(A Company Limited by Guarantee)**

Governance statement for the year ended 31 August 2024 (continued)

The **Finance, Resources, Risk and Audit Committee** is a Committee of the main Board of Trustees.

The main purpose is to:

- review and monitor expenditure and the financial performance of the Trust at least termly in line with the approved budget
- review and monitor the management of the Trust's resources including premises and assets
- oversee matters relating to HR
- receive and review internal and external audit reports
- ensure the Trust is adhering to health and safety procedures
- have oversight of risk management and its mitigation
- evaluate the effectiveness of financial controls

The **Education Committee** is a Committee of the main Board of Trustees. Its main purpose is to:

- have oversight of each school's performance in relation to
 - Safeguarding
 - Teaching & Learning
 - Achievement
 - Behaviour and Attendance
 - Curriculum
- hold direct discussions with Headteachers and make recommendations to the schools and the Board

The **CEO Appraisal Committee** is a Committee of the main Board of Trustees. Its purpose is to:

- review the performance of the CEO supported by an External Adviser

The **Pay Committee** is a Committee of the main Board of Trustees. Its purpose is to:

- receive reports from the CEO with regard to staff appraisal and recommendations for pay awards

**Create Partnership Trust
(A Company Limited by Guarantee)**

Governance statement for the year ended 31 August 2024 (continued)

The attendance of the Directors and Members at the Trust Board and Sub-Committee meetings was as follows:
 Y = Attended, N = Apologies Accepted, NA = Apologies not Accepted, NS = No Apologies sent, ? = Attendance Not Marked, Blank = Not Required, CA = Consent for absence, - = Not applicable

Governor	Governor Type	Quality of Education Meeting 11 Oct 2023	Finance, Resources, Audit & Risk Meeting 11 Oct 2023	Trust Board Meeting 25 Oct 2023	Trust Board 07 Nov 2023	Quality of Education Meeting 29 Nov 2023	Finance, Resources, Audit & Risk Meeting 29 Nov 2023	Trust Board Meeting 13 Dec 2023	Quality of Education Meeting 06 Mar 2024	Finance, Resources, Risk & Audit Meeting 06 Mar 2024	Trust Board Meeting 20 Mar 2024	Quality of Education Meeting 08 May 2024	Finance, Resources, Audit & Risk Meeting 01 May 2024	Trust Board Meeting 22 May 2024	Quality of Education Meeting 26 Jun 2024	Finance, Resources, Audit & Risk Meeting 26 Jun 2024	Trust Board Meeting 17 Jul 2024
Chris Dyson	DCEO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Sophie Garner	Trustee		Y	NS	Y		Y	N		Y	Y		Y	Y		Y	N
Mrs Hana Haq	Trustee		Y	N	N		Y	Y		Y	N		Y	N		N	N
Mary Higgins	Member	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y		Y
Mr Jay Hussain	Trustee		Y	N	Y		Y	Y		Y	N		N	Y		N	N
Alison Kriel	Trustee				Y	Y		Y	Y		N	Y		Y	Y		Y
Mr Julian Miller	Trustee		Y	Y	Y		N	Y		Y	Y		Y	Y		Y	Y
Jonathan Moore	Trustee	NS		NS	Y	NS		Y	NS			NS		Y	NS		N
Becky Perkes	Trustee	Y		Y	Y	N		Y	N		Y	Y		Y	N		Y
Paul Taylor	Trustee	Y		NS	Y	Y		Y	Y		Y	Y		Y	Y		N
Mark Unwin	CEO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Mr Kiran Vilhal	DCEO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Jeannette Weir	Clerk	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Review of value for money

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

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

- Reviewing staffing requirements when opportunities have arisen through staff turnover or attrition. The Trust has not replaced staff with like for like roles but has sought to create roles which best suit the changing needs of the Trust. A number of support staff roles have not been replaced during the year and, increasingly there is consideration of whether and how administrative and financial roles should be carried out centrally or in schools.
- Non automatic renewal of Service Level Agreements and review to ensure they meet the needs of the Trust. Joint procurement at Trust level has allowed for cost saving efficiencies.
- Keeping under close monitoring and review the key contracts for asset management, cleaning, HR legal advice and IT infrastructure. This monitoring has been undertaken by the DCEO. Feedback from the schools is also received and regular collective reviews undertaken. For 2024 / 2025, the Trust aims to continue the monitoring of these contracts to ensure efficiency, quality and value for money.
- Ensuring robust performance management systems

**Create Partnership Trust
(A Company Limited by Guarantee)**

Governance statement for the year ended 31 August 2024 (continued)

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Trust's 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 Create Partnership Trust for the period to 31 August 2024 and up to the date of approval of the Trust Annual Report and Financial Statements, with additional changes made to be compliant with the updated Academy Trust Handbook.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Trust is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks which has been in place for the year to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

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

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

The Board of Trustees considered the need for a specific internal audit function and decided to appoint S4S as internal auditors this year. The Trust appointed Feltons as the external auditor, to perform additional checks.

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

Finance elements

- School level purchasing since Xero
- School level income
- Review of the Trusts comments from the last review for finance

HR elements

- Personnel files at schools

On a termly basis, the DCEO reported to the Board of Trustees, through the Finance, Resources, Risk & Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

**Create Partnership Trust
(A Company Limited by Guarantee)**

Governance statement for the year ended 31 August 2024 (continued)

Internal controls, reports to Trustees and feedback from external auditors all demonstrate the Trust's increasing financial stability. This is the direct result of good internal management and the impact of cost savings during the previous year.

Review of Effectiveness

As Accounting Officer, the CEO 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 external auditor
- the work of the internal auditor
- Discussions by and recommendations from Trustees at the Finance and Audit Committee and the Board
- the work of the Create Executive team within the Trust who have responsibility for the
- development and maintenance of the internal control framework.

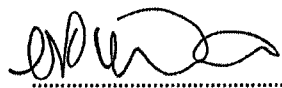
The Accounting Officer is advised of the implications of the result of their review of the system of internal control by the external auditor and plans to address any weaknesses and ensure continuous improvement of the system are put in place.

Approved by order of the members of the Board of Trustees on 11 December 2024 and signed on its behalf by:



.....

Julian Miller
Chair of Trustees



.....

Mark Unwin
Accounting Officer

**Create Partnership Trust
(A Company Limited by Guarantee)**

**Statement of regularity, propriety and compliance
for the period ended 31 August 2024**

As accounting officer of Create Partnership Trust, I have considered my responsibility to notify the multi academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the multi academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management.

I confirm that I and the multi academy trust board of trustees are able to identify any material irregular or improper use of funds by the multi academy trust, or material non-compliance with the terms and conditions of funding under the multi academy trust's funding agreement and the Academy Trust Handbook 2023.

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.



..... Mark Unwin – Accounting Officer

11 December 2024

**Create Partnership Trust
(A Company Limited by Guarantee)**

**Statement of Trustees' responsibilities
for the period ended 31 August 2024**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 11 December 2024 and signed on its behalf by:



..... Julian Miller – Chair of the Board of Trustees

**Create Partnership Trust
(A Company Limited by Guarantee)**

**Independent Auditor's Report on the Financial Statements to the Members of
Create Partnership Trust**

Opinion

We have audited the financial statements of Create Partnership Trust (the 'multi academy trust') for the year to 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements :

- give a true and fair view of the state of the multi academy trust's affairs as at 31 August 2024, and of its incoming resources and application of resources, including its income and expenditure, for the period then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency

Basis for opinion

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

Conclusions relating to going concern

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

- Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the multi academy trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
- Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Create Partnership Trust
(A Company Limited by Guarantee)**

Independent Auditor's Report on the Financial Statements to the Members of Create Partnership Trust

(continued)

Other information

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

We have nothing to report in this regard.

Opinion on other matter 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 (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Multi Academy and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' 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
- 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.

**Create Partnership Trust
(A Company Limited by Guarantee)**

Independent Auditor's Report on the Financial Statements to the Members of Create Partnership Trust

(continued)

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 28], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- We reviewed the multi academy trust's control and risk management procedures and planned our work based on our assessment of those controls and procedures;
- This review included an assessment of the risk of material misstatement due to errors, fraud and management override of controls for all material areas in the financial statements;
- We made enquiries of management and the multi academy trust's lawyers regarding any actual or potential litigation and/or claims;
- Financial statements disclosures were reviewed and checked for compliance with applicable laws;
- Detailed testing was conducted on balances and transactions including unusual items and those of individual significance to the financial statements;
- Data analytics were used in order to identify unusual or significant trends;
- Communications with management and those charged with governance regarding relevant matters was undertaken throughout the audit and on completion.

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

**Create Partnership Trust
(A Company Limited by Guarantee)**

Independent Auditor's Report on the Financial Statements to the Members of Create Partnership Trust

(continued)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

Auditor's responsibilities for the audit of the financial statements (continued)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Use of our report

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

David W Farnsworth FCA (Senior Statutory Auditor)

For and on behalf of Feltons, Statutory Auditor

8 Sovereign Court

8 Graham Street

Birmingham B1 3JR

Date :

**Create Partnership Trust
(A Company Limited by Guarantee)**

**Independent Reporting Accountant's Assurance Report on Regularity to Create Partnership Trust
and the Education and Skills Funding Agency**

In accordance with the terms of our engagement letter dated 30 March 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Create Partnership Trust during the year 1 September 2023 to 31 August 2024 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 Create Partnership Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Create Partnership Trust 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 Create Partnership Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Create Partnership Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Create Partnership Trust's funding agreement with the Secretary of State for Education dated 30 August 2016 and the Academy Trust Handbook, extant from 1 September 2023, 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 2023 to 2024. 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 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw our conclusion includes :

- Consideration of the applicable legislation and the multi academy trust's funding agreement
- Review and evaluation of the Multi Academy Trust's system of internal controls
- Examination and assessment of the Accounting Officer's statement on Regularity, Propriety and Compliance
- Examination, on a test basis, of third party evidence supporting income and expenditure
- Review of exceptional and unusual items

**Create Partnership Trust
(A Company Limited by Guarantee)**

**Independent Reporting Accountant's Assurance Report on Regularity to Create Partnership Trust
and the Education and Skills Funding Agency (continued)**

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

David W Farnsworth FCA (Reporting Accountant)
For and on behalf of Feltons, Statutory Auditor
8 Sovereign Court
8 Graham Street
Birmingham B1 3JR

Date :

Create Partnership Trust
(A Company Limited by Guarantee)

Statement of financial activities for the year ended 31 August 2024
(including income and expenditure account)

	Notes	Unrestricted funds £	Restricted pension fund £	Restricted general funds £	Restricted fixed asset funds £	Total 2023/24 £	Total 2022/23 £
Income from :							
Donations and capital grants	2	-	-	-	698,636	698,636	516,502
Charitable activities :	3						
Funding for the academy trust's educational operations		287,681	-	14,876,209	-	15,163,890	14,305,470
Other trading activities	4	-	-	-	-	-	1,042
Investments	5	48,999	-	-	-	48,999	34,559
Total		336,680	-	14,876,209	698,636	15,911,525	14,857,573
Expenditure on :							
Charitable activities:							
Academy trust educational operations	6	336,680	(147,000)	14,905,245	830,721	15,925,646	14,918,309
Total		336,680	(147,000)	14,905,245	830,721	15,925,646	14,918,309
Net income/(expenditure) before transfers		-	147,000	(29,036)	(132,085)	(14,121)	(60,736)
Transfers between funds	15	-	-	(292,031)	292,031	-	-
Net income/(expenditure) after transfers		-	147,000	(321,067)	159,946	(14,121)	(60,736)
Other recognised gains/(losses)							
Actuarial gains on defined benefit pension schemes	15, 25	-	296,000	-	-	296,000	1,546,000
Net movement in funds		-	443,000	(321,067)	159,946	281,879	1,485,264
Reconciliation of funds							
Total funds brought forward	16	-	(1,495,000)	1,692,910	25,679,764	25,877,674	24,392,410
Total funds carried forward		-	(1,052,000)	1,371,843	25,839,710	26,159,553	25,877,674

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

All of the multi academy trust's activities derive from continuing operations during the above two financial periods.

**Create Partnership Trust
(A Company Limited by Guarantee)**

**Company number : 10318212
Balance sheet as at 31 August 2024**

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	12		25,846,953		25,688,043
Current assets					
Debtors	13	857,845		711,839	
Cash at bank and in hand		<u>2,288,069</u>		<u>2,331,748</u>	
		3,145,914		3,043,587	
Liabilities					
Creditors: amounts falling due within one year	14(a)	<u>1,775,105</u>		<u>1,351,712</u>	
Net current assets			1,370,809		1,691,875
Total assets less current liabilities			<u>27,217,762</u>		<u>27,379,918</u>
Creditors: amounts falling due after more than one year	14(b)		(6,209)		(7,244)
Net assets excluding pension liability			<u>27,211,553</u>		<u>27,372,674</u>
Defined benefit pension scheme liability	25		(1,052,000)		(1,495,000)
Total net assets			<u><u>26,159,553</u></u>		<u><u>25,877,674</u></u>
Funds of the academy trust :					
Restricted funds					
Fixed asset fund	15	25,839,710		25,679,764	
Restricted income fund	15	1,371,843		1,692,910	
Pension reserve	15	<u>(1,052,000)</u>		<u>(1,495,000)</u>	
Total restricted funds			26,159,553		25,877,674
Unrestricted income funds	15		-		-
Total funds			<u><u>26,159,553</u></u>		<u><u>25,877,674</u></u>

The financial statements on pages 35 to 57 were approved by the trustees, and authorised for issue on 11 December 2024 and are signed on their behalf by:



..... Julian Miller - Chair of the Board of Trustees

Create Partnership Trust
(A Company Limited by Guarantee)

Statement of cash flows for the year ended 31 August 2024

	Notes	2023/24	2022/23
		£	£
Cash flows from operating activities			
Net cash provided by / (used in) operating activities	19	199,351	(1,584,381)
Cash flows from investing activities	20	(241,995)	(296,281)
Cash flows from financing activities	21	(1,035)	-
		<u>(43,679)</u>	<u>(1,880,662)</u>
Cash and cash equivalents at 1 September 2023		2,331,748	4,212,410
Cash and cash equivalents at 31 August 2024	22	<u>2,288,069</u>	<u>2,331,748</u>

**Create Partnership Trust
(A Company Limited by Guarantee)**

Notes to the financial statements for the year ended 31 August 2024

1. Accounting policies

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

1.1 Basis of preparation

The financial statements of the multi academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical 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 (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company 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 multi academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the multi academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

All incoming resources are recognised when the multi academy trust 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 year is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

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

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

• **Donations**

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

**Create Partnership Trust
(A Company Limited by Guarantee)**

Notes to the financial statements for the year ended 31 August 2024 (continued)

1. Accounting policies (continued)

1.3 Income (continued)

- **Other income**
Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the multi academy trust has provided the goods or services.
- **Donated goods, facilities and services**
Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in 'Stocks' and 'Income from Other Trading Activities'. Upon sale, the value of the stock is charged against 'Income from Other Trading Activities' and the proceeds are recognised as 'Income from Other Trading Activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from Other Trading Activities'.
- **Donated fixed assets**
Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the multi academy trust's accounting policies.

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.

- **Expenditure on raising funds**
This includes all expenditure incurred by the multi academy trust 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 multi academy trust's educational operations, including support costs and costs relating to the governance of the multi academy trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

1.5 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.

**Create Partnership Trust
(A Company Limited by Guarantee)**

Notes to the financial statements for the year ended 31 August 2024 (continued)

1. Accounting policies (continued)

1.5 Tangible fixed assets (continued)

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 over its expected useful life as follows:

Long leasehold buildings	- straight line over 50 years
Long leasehold improvements	- straight line between 5 to 30 years
Fixtures and fittings	- straight line between 3 to 10 years
Computer hardware	- 33% straight line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered.

1.7 Cash at bank and in hand

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

1.8 Liabilities

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

**Create Partnership Trust
(A Company Limited by Guarantee)**

Notes to the financial statements for the year ended 31 August 2024 (continued)

1. Accounting policies (continued)

1.9 Financial instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

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

1.10 Leased assets

Rentals under operating leases are charged on a straight line basis over the lease term.

1.11 Taxation

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

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

1.12 Pension benefits

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

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

**Create Partnership Trust
(A Company Limited by Guarantee)**

Notes to the financial statements for the year ended 31 August 2024 (continued)

1. Accounting policies (continued)

1.12 Pension benefits (continued)

The LGPS is a funded multi-employer scheme, and the assets are held separately from those of the multi academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income/(expenditure) 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 year by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

1.13 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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 Education and Skills Funding Agency or Department for Education.

1.14 Critical accounting estimates and areas of judgement

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. 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.

Create Partnership Trust
(A Company Limited by Guarantee)

Notes to the financial statements for the year ended 31 August 2024 (continued)

2. Donations and capital grants

	Unrestricted funds £	Restricted general fund £	Restricted fixed asset funds £	2023/24 Total £	2022/23 Total £
Capital grants	-	-	698,636	698,636	516,502
	-	-	698,636	698,636	516,502
2023 total	-	-	516,502	516,502	

3. Funding for the multi academy trust's educational operations

	Unrestricted funds £	Restricted general fund £	Restricted fixed asset funds £	2023/24 Total £	2022/23 Total £
DfE/ESFA grants					
General Annual Grant (GAG)	-	11,516,680	-	11,516,680	11,025,260
Other DfE/ESFA grants					
- Pupil premium	-	1,397,719	-	1,397,719	1,361,513
Mainstream grant	-	381,096	-	381,096	158,789
UIFSM	-	236,986	-	236,986	245,894
Teachers pay grant	-	198,396	-	198,396	2,826
Recovery premium	-	138,192	-	138,192	159,665
Teachers pension grant	-	101,535	-	101,535	7,983
Sports premium	-	83,740	-	83,740	83,880
Supplementary grant	-	-	-	-	316,757
Others	-	72,812	-	72,812	166,199
	-	14,127,156	-	14,127,156	13,528,766
Other government grants					
Local authority grants	-	749,053	-	749,053	619,746
	-	749,053	-	749,053	619,746
Other income from the academy trust's educational operations	287,681	-	-	287,681	156,958
	287,681	749,053	-	1,036,734	776,704
	287,681	14,876,209	-	15,163,890	14,305,470
2023 total	156,958	14,148,512	-	14,305,470	

Create Partnership Trust
(A Company Limited by Guarantee)

Notes to the financial statements for the year ended 31 August 2024 (continued)

4. Other trading activities

	Unrestricted funds £	Restricted funds £	2023/24 Total £	2022/23 Total £
Hire of facilities	-	-	-	1,042
	-	-	-	1,042
2023 total	1,042	-	1,042	

5. Investment income

	Unrestricted funds £	Restricted funds £	2023/24 Total £	2022/23 Total £
Short term deposits	48,999	-	48,999	34,559
2023 total	48,999	-	48,999	

6. Expenditure

	Staff costs £	Non pay expenditure Premises £	Other £	2023/24 Total £	2022/23 Total £
Academy's educational operations					
Direct costs	10,641,684	592,542	845,458	12,079,684	10,856,269
Allocated support costs	1,604,264	1,347,813	893,885	3,845,962	4,062,040
	<u>12,245,948</u>	<u>1,940,355</u>	<u>1,739,343</u>	<u>15,925,646</u>	<u>14,918,309</u>
2023 total	11,250,249	1,705,085	1,962,975	14,918,309	

Net income/(expenditure) for the period includes :

		2023/24 £	2022/23 £
Operating leases	- plant and machinery	27,136	109,029
	- other	3,366	29,509
Depreciation		830,720	746,443
Fees payable to auditor	- audit	16,100	16,100
	- other services	2,800	2,800

Create Partnership Trust
(A Company Limited by Guarantee)

Notes to the financial statements for the year ended 31 August 2024 (continued)

7. Charitable activities

	Unrestricted funds £	Restricted pension fund £	Other restricted funds £	2023/24 Total £	2022/23 Total £
Educational operations					
Direct costs					
Educational operations	163,011	-	11,916,673	12,079,684	10,856,269
Support costs					
Educational operations	173,669	(147,000)	3,819,293	3,845,962	4,062,040
	<u>336,680</u>	<u>(147,000)</u>	<u>15,735,966</u>	<u>15,925,646</u>	<u>14,918,309</u>
2023 total	<u>192,559</u>	<u>171,000</u>	<u>14,554,750</u>	<u>14,918,309</u>	

Analysis of support costs

	Educational operations £	2023/24 Total £	2022/23 Total £
Support staff costs	1,604,264	1,604,264	1,942,363
Depreciation	238,179	238,179	218,151
Technology costs	157,612	157,612	87,793
Premises costs	1,135,579	1,135,579	1,097,179
Legal costs - other	7,475	7,475	10,153
Other support costs	677,903	677,903	681,671
Governance costs	24,950	24,950	24,730
Total support costs	<u>3,845,962</u>	<u>3,845,962</u>	<u>4,062,040</u>
2023 total	<u>4,062,040</u>	<u>4,062,040</u>	

8. Staff

a) Staff costs

Staff costs during the year were:

	2023/24 £	2022/23 £
Wages and salaries	8,457,129	7,785,566
Social security costs	853,618	774,346
Pension costs	1,811,371	1,785,102
	<u>11,122,118</u>	<u>10,345,014</u>
Agency staff costs	1,095,789	905,235
Staff restructuring costs	28,041	-
	<u>12,245,948</u>	<u>11,250,249</u>
Staff restructuring costs comprise:		
Severance payments	28,041	-
	<u>28,041</u>	<u>-</u>

**Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

8. Staff (continued)

b) Severance payments

The academy trust paid two severance payments in the year, disclosed in the following bands:

	2023/24 Number	2022/23 Number
£0 - £25,000	2	-

c) Special staff severance payments

Included in staff restructuring costs is one special severance payment of £8,853 (2023 : £nil).

d) Staff numbers

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

	2023/24 Number	2022/23 Number
Teachers	121	122
Administration and support	155	151
Management	10	11
	286	284

e) Higher paid staff

	2023/24 Number	2022/23 Number
The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was :		
£60,001 - £70,000	9	5
£70,001 - £80,000	-	1
£80,001 - £90,000	1	2
£90,001 - £100,000	3	1
£100,001 - £110,000	2	-
£120,001 - £130,000	-	1
£140,001 - £150,000	1	-

f) Key management personnel

The key management personnel of the multi academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the multi academy trust was £1,168,867 (2023 : £976,365).

**Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

9. Central services

The academy trust has provided the following central services to its academies during the year :

Category	Basis
Brookfields Primary School	6.5% general annual grant
Conway Primary School	6.5% general annual grant
Greet Primary School	6.5% general annual grant
Hodge Hill Primary School	6.5% general annual grant

The actual amounts charged during the year were as follows :

	2023/24	2022/23
	£	£
Brookfields Primary School	113,600	102,107
Conway Primary School	147,867	131,850
Greet Primary School	260,252	247,086
Hodge Hill Primary School	226,865	226,316
	<u>748,584</u>	<u>707,359</u>

10. Related Party Transactions - Trustees' remuneration and expenses

No trustees have been paid remuneration or have received other benefits from employment with Create Partnership Trust during the current or previous year.

There were no travel and subsistence expenses paid to any trustee during current or previous year.

Other related party transactions involving the trustees are set out in note 26.

11. Trustees' and officers' insurance

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance 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.

Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

12. Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Computer hardware £	Total £
Cost or valuation				
At 1 September 2023	28,890,005	751,464	623,230	30,264,699
Additions	<u>687,230</u>	<u>228,504</u>	<u>73,896</u>	<u>989,630</u>
At 31 August 2024	<u>29,577,235</u>	<u>979,968</u>	<u>697,126</u>	<u>31,254,329</u>
Depreciation				
At 1 September 2023	3,632,854	453,687	490,115	4,576,656
Charge for the year	<u>600,346</u>	<u>138,735</u>	<u>91,639</u>	<u>830,720</u>
At 31 August 2024	<u>4,233,200</u>	<u>592,422</u>	<u>581,754</u>	<u>5,407,376</u>
Net book values				
At 31 August 2024	<u>25,344,035</u>	<u>387,546</u>	<u>115,372</u>	<u>25,846,953</u>
At 31 August 2023	<u>25,257,151</u>	<u>297,777</u>	<u>133,115</u>	<u>25,688,043</u>

13. Debtors

	2024 £	2023 £
Debtors from operations	15,381	540
VAT recoverable	117,120	38,684
Prepayments and accrued income	<u>725,344</u>	<u>672,615</u>
	<u>857,845</u>	<u>711,839</u>

14. Creditors

	2024 £	2023 £
(a) Amounts falling due within one year :		
Creditors from operations	1,145,347	952,700
Accruals and deferred income	599,556	367,056
Other creditors	<u>30,202</u>	<u>31,956</u>
	<u>1,775,105</u>	<u>1,351,712</u>
Deferred income		
Deferred income at 1 September 2023	155,278	185,544
Resources deferred in the year	143,562	155,278
Amounts released from previous years	<u>(155,278)</u>	<u>(185,544)</u>
Deferred income at 31 August 2024	<u>143,562</u>	<u>155,278</u>

At the balance sheet date the multi academy trust was holding funds received in advance for universal infant free school means and for expenditure expected to be incurred in the year to 31 August 2025.

Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

14. Creditors (continued)

	2024	2023
	£	£
(b) Amounts falling due after more than one year :		
Loans	6,209	7,244
	<u>6,209</u>	<u>7,244</u>

Loans due after more than one year represent a loan of £6,209 (2023: £7,244) from the ESFA repayable in six monthly installments. The loan is not interest bearing. The amount repayable due within one year is £1,035 (2023: £1,035) and is shown in other creditors in note 14(a). The amount repayable over 5 years is £2,070 (2023: £4,140).

15. Funds

	Balance at 1 September 2023	Income	Expenditure	Gains, losses and transfers	Balance at 31 August 2024
	£	£	£	£	£
Restricted general funds					
General Annual Grant (GAG)	1,692,910	11,516,680	(11,545,716)	(292,031)	1,371,843
UIFSM	-	236,986	(236,986)	-	-
Pupil premium	-	1,397,719	(1,397,719)	-	-
Other grants	-	1,724,824	(1,724,824)	-	-
	<u>1,692,910</u>	<u>14,876,209</u>	<u>(14,905,245)</u>	<u>(292,031)</u>	<u>1,371,843</u>
Restricted fixed asset funds					
Transfer on conversion	23,363,112	-	(639,527)	-	22,823,585
DfE Group capital grants	1,419,444	698,636	(148,596)	-	1,969,484
Capital expenditure from GAG	784,544	-	(128,655)	292,031	947,920
Local authority funding	41,912	-	(6,464)	-	35,448
Donations	70,752	-	(7,479)	-	63,273
	<u>25,679,764</u>	<u>698,636</u>	<u>(830,721)</u>	<u>292,031</u>	<u>25,839,710</u>
Pension reserve	<u>(1,495,000)</u>	-	147,000	296,000	<u>(1,052,000)</u>
Total restricted funds	<u>25,877,674</u>	<u>15,574,845</u>	<u>(15,588,966)</u>	<u>296,000</u>	<u>26,159,553</u>
Unrestricted funds					
Other income	-	336,680	(336,680)	-	-
Total unrestricted funds	<u>-</u>	<u>336,680</u>	<u>(336,680)</u>	<u>-</u>	<u>-</u>
Total funds	<u>25,877,674</u>	<u>15,911,525</u>	<u>(15,925,646)</u>	<u>296,000</u>	<u>26,159,553</u>

Create Partnership Trust
(A Company Limited by Guarantee)

Notes to the financial statements for the year ended 31 August 2024 (continued)

15. Funds (continued)

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

Restricted general funds

These comprise all restricted funds other than restricted fixed asset funds and include grants from The Education and Skills Funding Agency and Birmingham City Council.

Under the funding agreement with the Secretary of State, the multi academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2024.

Unrestricted funds

These comprise resources that may be used towards meeting any of the charitable objects of the multi academy trust at the discretion of the trustees.

Restricted fixed asset funds

These comprise resources which are to be applied to specific capital purposes imposed by the ESFA and Birmingham City Council where the asset acquired or created is held for a specific purpose.

Comparative information in respect of the preceding period is as follows :	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	1,574,977	11,025,260	(10,685,054)	(222,273)	1,692,910
UIFSM	-	245,894	(245,894)	-	-
Pupil premium	-	1,361,513	(1,361,513)	-	-
Recovery premium	-	159,665	(159,665)	-	-
Other grants	-	1,356,180	(1,356,180)	-	-
	<u>1,574,977</u>	<u>14,148,512</u>	<u>(13,808,306)</u>	<u>(222,273)</u>	<u>1,692,910</u>
Restricted fixed asset funds					
Transfer on conversion	23,900,885	-	(537,773)	-	23,363,112
DfE Group capital grants	1,016,121	516,502	(113,179)	-	1,419,444
Capital expenditure from GAG	646,382	-	(84,111)	222,273	784,544
Local authority funding	46,328	-	(4,416)	-	41,912
Donations	77,717	-	(6,965)	-	70,752
	<u>25,687,433</u>	<u>516,502</u>	<u>(746,444)</u>	<u>222,273</u>	<u>25,679,764</u>
Pension reserve	<u>(2,870,000)</u>	<u>-</u>	<u>(171,000)</u>	<u>1,546,000</u>	<u>(1,495,000)</u>
Total restricted funds	<u>24,392,410</u>	<u>14,665,014</u>	<u>(14,725,750)</u>	<u>1,546,000</u>	<u>25,877,674</u>
Unrestricted funds					
Other income	-	192,559	(192,559)	-	-
Total unrestricted funds	<u>-</u>	<u>192,559</u>	<u>(192,559)</u>	<u>-</u>	<u>-</u>
Total funds	<u>24,392,410</u>	<u>14,857,573</u>	<u>(14,918,309)</u>	<u>1,546,000</u>	<u>25,877,674</u>

Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

15. Funds (continued)

Total funds analysis by academy

	2023/24	2022/23
	Total	Total
	£	£
Fund balances at 31 August 2024 were allocated as follows :		
Brookfields Primary School	246,122	416,845
Conway Primary School	491,295	424,096
Greet Primary School	161,712	319,962
Hodge Hill Primary School	285,975	346,937
Trust	186,739	185,070
Total before fixed assets and pension reserve	1,371,843	1,692,910
Restricted fixed asset fund	25,839,710	25,679,764
Pension reserve	(1,052,000)	(1,495,000)
Total funds	26,159,553	25,877,674

Total cost analysis by academy

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

	Teaching & educational support staff costs	Other support staff costs	Educational supplies	Other costs (excluding depreciation)	Total 2023/24
	£	£	£	£	£
Brookfields Primary School	1,723,262	228,604	17,738	457,687	2,427,291
Conway Primary School	2,004,397	214,917	20,442	500,960	2,740,716
Greet Primary School	3,476,207	496,587	56,045	829,850	4,858,689
Hodge Hill Primary School	2,940,830	462,210	29,120	803,014	4,235,174
Trust	496,988	201,946	22	134,100	833,056
Academy trust	10,641,684	1,604,264	123,367	2,725,611	15,094,926
2023 total	9,307,886	1,942,363	203,296	2,718,321	14,171,866

16. Analysis of net assets between funds

Fund balances at 31 August 2024 are represented by:

	Unrestricted funds	Restricted pension funds	Restricted general funds	Restricted fixed asset funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	25,846,953	25,846,953
Current assets	-	-	3,145,914	-	3,145,914
Current liabilities	-	-	(1,774,071)	(1,034)	(1,775,105)
	-	-	1,371,843	25,845,919	27,217,762
Non-current liabilities	-	-	-	(6,209)	(6,209)
Pension scheme liability	-	(1,052,000)	-	-	(1,052,000)
Total net assets	-	(1,052,000)	1,371,843	25,839,710	26,159,553

Create Partnership Trust
(A Company Limited by Guarantee)

Notes to the financial statements for the year ended 31 August 2024 (continued)

16. Analysis of net assets between funds (continued)

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

	Unrestricted funds £	Restricted pension funds £	Restricted general funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	-	-	-	25,688,043	25,688,043
Current assets	-	-	3,043,587	-	3,043,587
Current liabilities	-	-	(1,350,677)	(1,035)	(1,351,712)
	-	-	1,692,910	25,687,008	27,379,918
Non-current liabilities	-	-	-	(7,244)	(7,244)
Pension scheme liability	-	(1,495,000)	-	-	(1,495,000)
Total net assets	-	(1,495,000)	1,692,910	25,679,764	25,877,674

17. Capital commitments

There were no capital commitments at 31 August 2024 nor at 31 August 2023.

18. Commitments under operating leases

At 31 August 2024 the total of the multi academy trust's future minimum lease payments under non-cancellable operating leases was:

	Total 2024 £	Total 2023 £
Amounts due within one year	14,970	27,136
Amounts due between one and five years	14,475	26,992
	29,445	54,128

19. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023/24 Total £	2022/23 Total £
Net income/(expenditure) for reporting year (as per the SoFA)	(14,121)	(60,736)
Adjusted for :		
Depreciation (note 12)	830,720	746,443
Capital grants from DfE and other capital income	(698,636)	(516,502)
Interest receivable (note 5)	(48,999)	(34,559)
Defined benefit pension scheme cost less contributions payable (note 25)	(219,000)	46,000
Defined benefit pension scheme finance cost (note 25)	72,000	125,000
(Increase) / decrease in debtors	(146,006)	474,448
Increase / (decrease) in creditors	423,393	(2,364,475)
Net cash provided by / (used in) operating activities	199,351	(1,584,381)

Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

20. Cash flows from investing activities

	2023/24	2022/23
	Total	Total
	£	£
Interest received	48,999	34,559
Purchase of tangible fixed assets	(989,630)	(847,342)
Capital grants from DfE Group	698,636	516,502
Net cash used in investing activities	(241,995)	(296,281)

21. Cash flows from financing activities

	2023/24	2022/23
	Total	Total
	£	£
Loan repayments in period	(1,035)	-
Net cash used in financing activities	(1,035)	-

22. Analysis of cash and cash equivalents

	At 31 August 2024	At 31 August 2023
	£	£
Cash at bank and in hand	2,288,069	2,331,748
	<u>2,288,069</u>	<u>2,331,748</u>

23. Analysis of changes in net debt

	At 31 August 2023	Cash flows	Other non-cash changes	At 31 August 2024
	£	£	£	£
Cash at bank and in hand	2,331,748	(43,679)	-	2,288,069
Loans falling due within one year	(1,035)	-	-	(1,035)
Loans falling due after more than one year	(7,244)	1,035	-	(6,209)
	<u>2,323,469</u>	<u>(42,644)</u>	<u>-</u>	<u>2,280,825</u>

24. Members' liability

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

**Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

25. Pension and similar obligations

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

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

Teachers' Pension Scheme

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

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

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 ensure scheme costs are recognised and managed appropriately and the review specifies 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 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £1,261,834 (2023 : £988,031).

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 multi academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the multi academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The multi academy trust has set out above, the information available on the scheme.

**Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

25. Pension and similar obligations (continued)

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 2024 was £858,000 (2023 : £678,000) of which employer's contributions totalled £702,000 (2023 : £527,000) and employees' contributions totalled £156,000 (2023 : £151,000). The agreed contribution rates for future years are 28.4% for employers and between 5.5% and 11.4% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

The trustees have agreed that the trust will make additional contributions in addition to normal funding levels over the next 25 years.

Principal actuarial assumptions

	At 31 August 2024	At 31 August 2023
Rate of increase in salaries	3.65%	3.95%
Rate of increase for pensions in payment / inflation	2.65%	2.95%
Discount rate for scheme liabilities	5.00%	5.20%
Inflation assumption (CPI)	2.65%	2.95%
Commutation of pensions to lump sums	50.00%	50.00%

Sensitivity analysis

	At 31 August 2024 £'000s	At 31 August 2023 £'000s
Discount rate +0.1%	(268)	(245)
Discount rate -0.1%	268	245
Mortality assumption 1 year increase	263	120
Mortality assumption 1 year decrease	(263)	(120)
CPI rate +0.1%	447	302
CPI rate -0.1%	(447)	(302)

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

	At 31 August 2024	At 31 August 2023
Retiring today		
Males	17.1	20.6
Females	21.8	21.6
Retiring in 20 years		
Males	20.5	20.6
Females	24.5	24.0

**Create Partnership Trust
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Notes to the financial statements for the year ended 31 August 2024 (continued)

25. Pension and similar obligations (continued)

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

	31 August 2024	31 August 2023
	£	£
Equities	5,262,000	5,909,000
Bonds	3,542,000	1,825,000
Property	607,000	608,000
Cash and other liquid assets	708,000	347,000
Total market value of assets	<u>10,119,000</u>	<u>8,689,000</u>

The actual return on scheme assets was 8.6% (2023 : 1.2% negative).

	2023/24	2022/23
	£	£
Amount recognised in the statement of financial activities		
Current service cost	483,000	573,000
Interest income	(469,000)	(383,000)
Interest cost	541,000	508,000
Total amount recognised in the SOFA	<u>555,000</u>	<u>698,000</u>

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

	2023/24	2022/23
	£	£
At 1 September 2023	10,184,000	11,671,000
Current service cost	483,000	573,000
Interest cost	541,000	508,000
Employee contributions	156,000	151,000
Actuarial gains/(losses) - financial assumptions	(297,000)	(2,947,000)
Actuarial gains/(losses) - demographic assumptions	(21,000)	(688,000)
Actuarial gains/(losses) - experience gains/losses	329,000	1,090,000
Benefits paid	(204,000)	(174,000)
At 31 August 2024	<u>11,171,000</u>	<u>10,184,000</u>

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

	2023/24	2022/23
	£	£
At 1 September 2023	8,689,000	8,801,000
Interest income	469,000	383,000
Other experience adjustments	-	(510,000)
Return on assets less interest	307,000	(489,000)
Employer contributions	702,000	527,000
Employee contributions	156,000	151,000
Benefits paid net of transfers in	(204,000)	(174,000)
At 31 August 2024	<u>10,119,000</u>	<u>8,689,000</u>
Net pension scheme liability	<u>(1,052,000)</u>	<u>(1,495,000)</u>

**Create Partnership Trust
(A Company Limited by Guarantee)**

Notes to the financial statements for the year ended 31 August 2024 (continued)

26. Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest.

No related party transactions took place in the year of account other than certain trustees' remuneration and expenses already disclosed in note 10.