

Report of the Trustees and  
Financial Statements for the Year Ended 31 August 2021  
for  
The Enquire Learning Trust

Ribchesters Group Ltd  
Finchale House  
Belmont Business Park  
Durham  
DH1 1TW

Contents of the Financial Statements  
for the Year Ended 31 August 2021

	Page
Reference and Administrative Details	1 to 4
Report of the Trustees	5 to 21
Governance Statement	22 to 27
Statement on Regularity, Propriety and Compliance	28
Statement of Trustees' Responsibilities	29
Report of the Independent Auditors	30 to 33
Independent Auditor's Report on Regularity	34 to 35
Statement of Financial Activities	36 to 37
Balance Sheet	38 to 40
Cash Flow Statement	41
Notes to the Cash Flow Statement	42
Notes to the Financial Statements	43 to 73



The Enquire Learning Trust

Reference and Administrative Details  
for the Year Ended 31 August 2021

<b>MEMBERS:</b>	C Holland S Graham J Rathburn (resigned 29.3.21) T Cutler J Harrison
<b>TRUSTEES</b>	D Holmes J Harrison J Cassidy R Kirk G McCourt R Hildyard J Foster (resigned 16.1.21) J Denholm R Preston S Smith D Borthwick (appointed 20.4.21) D Turrell (appointed 24.9.21)
<b>COMPANY SECRETARY</b>	E Thompson
<b>REGISTERED OFFICE</b>	18 Appleton Court Wakefield West Yorkshire WF2 7AR
<b>REGISTERED COMPANY NUMBER</b>	08056907 (England and Wales)
<b>SENIOR STATUTORY AUDITOR</b>	David Holloway BA FCA DChA
<b>AUDITORS</b>	Ribchesters Group Ltd Finchale House Belmont Business Park Durham DH1 1TW

**KEY MANAGEMENT PERSONNEL**

Darren Holmes (CEO)  
Liz Thompson (Director of Governance)  
Jaimie Holbrook (Director of School  
Improvement)  
Paul Kennedy (Director of Operations)  
Jodie Younger (Director of Finance)  
Rebecca Clayton (Director of School  
Improvement)

**Directory of Academies**

Bradley Green Primary  
Academy  
Bradley Green Road  
Newton  
Cheshire  
SK14 4NA  
Principal: Vicky Cameron

East Whitby Academy  
Stainsacre Lane  
Whitby  
North Yorkshire  
YO22 4HU  
Principal: Simon Smith

Elliston Primary Academy  
Elliston Street  
Cleethorpes  
DN35 7HT  
Principal: Caroline Patterson

Flowery Field Primary School  
Off Old Road  
Hyde  
Cheshire  
SK14 4SQ

Principal: Claire Silk

Harrowgate Academy  
Piper Knowle Road  
Stockton on Tees  
TS19 8DE  
Principal: Vicky Galt

Laceby Acres Primary  
Academy  
Swiftsure Crescent  
Grimsby  
North East Lincolnshire  
DN34 5QN  
Principal: Sharon Clapson

Buckingham Primary  
Academy  
Buckingham Street  
Hull  
HU8 8UG  
Principal: Paula Hillman

Easterside Academy  
Erith Grove  
Easterside  
Middlesborough  
TS4 3RG  
Principal: Delyth Linacre

Endeavour Academy  
Walker Lane  
Hyde  
Cheshire  
SK14 5PL  
Principal: Carol Rhodes

Godley Community Primary  
Academy  
St Johns Drive  
Godley, Hyde  
Cheshire  
SK14 2QB  
Principal: Suzanne  
Clawley-Welton

Humberston Cloverfields  
Academy  
St Thomas Close  
Humberston  
Grimsby  
DN36 4HS  
Principal: Carole Spruce

Linden Road Academy  
Linden Road  
Denton  
Manchester  
M34 6EF  
Principal: Peter Greaves

Dowson Primary Academy  
Marlborough Road  
Hyde  
Cheshire  
SK14 5HU  
Principal: Kat Thornburn

Eastfield Primary Academy  
Margaret Street  
Immingham  
South Humberside  
DN40 1LD  
Principal: Kerry Thompson

Enfield Academy of New  
Waltham  
Enfield Avenue  
New Waltham  
Grimsby  
DN36 4RB  
Principal: Amanda Scott

Hardwick Green Primary  
Academy  
Tithe Barn Road  
Stockton on Tees  
Cleveland  
TS19 8WF

Principal: Chris Story

Keelby Primary School  
Manor Street  
Keelby  
Grimsby  
DN41 8EF  
Principal: Annabel Cowling

Manchester Road Primary  
Manchester Road  
Droylsden  
Manchester  
M43 6GD  
Principal: Jo Taylor



Reference and Administrative Details  
for the Year Ended 31 August 2021

Middlethorpe Primary  
Academy  
Highthorpe Crescent  
Cleethorpes  
North East Lincolnshire  
DN35 9PY  
Principal: Rachel Simpson

Moorside Primary School  
Market Street  
Droylsden  
Manchester  
M43 7DA  
Principal: Mandy Taylor

Oakfield Primary  
St Marys Road  
Hyde  
Cheshire  
SK14 4EZ  
Principal: Heather Farrell

Rose Wood Primary Academy  
The Garth  
Coulby Newham  
Middlesborough  
TS8 0UG  
Executive principal: Paul  
Cowley

Roseberry Academy  
Roseberry Crescent  
Great Ayton  
TS8 6EP  
Principal: Helen Channing

Southcoates Primary  
Academy  
Southcoates Lane  
Hull  
HU9 3TW  
Principal: Tom Libera

Springfield Primary Academy  
Springwood Crescent  
Grimsby  
North East Lincolnshire  
DN33 3HG

Principal: Andrew Willett

Stakesby Primary Academy  
Byland Road  
Whitby  
North Yorkshire  
YO21 1HY

Principal: Emma Robson

Stokesley Primary Academy  
No 5 Springfield  
Stokesley  
North Yorkshire  
TS9 5EW  
Executive principal: Paul  
Cowley

Welholme Academy  
Welholme Road  
Grimsby  
DN32 9JD  
Principal: Ted Chamberlain

Yarm Primary School  
Spitalfields  
Yarm  
Teeside  
TS15 9HF  
Principal: Jill Wood



The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

## **OBJECTIVES AND ACTIVITIES**

### **Objectives, aims and significant activities**

The Enquire Learning Trust is a Multi Academy Trust serving the north of England, currently operating 29 primary schools in three distinctive geographical clusters.

We believe that all learners can be powerful learners given access to good learning experiences. We want pupils and the academies they attend to be confident, successful and ambitious.

We have created a Trust where well led, highly skilled and committed professionals collaborate, learn and innovate together to ensure that all academies are successful and where all learners have access to effective and innovative provision that meets their needs and aspirations.

We want to add value to achievement and raise standards. We also want to change lives. We know this requires our provision and our practice to be world class and that are developing a shared appreciation of excellence which is enacted every day. While this is a work in progress, we have made significant inroads into this during the past three years.

We take learning seriously and work together to create a vibrant culture in which this can happen. Pupils are at the forefront of all that we do and aspire to do. We take serious steps to engage them, to hear their voice in authentic ways and then to use their insight and expertise to develop pedagogies that tap into their passions and interests and use the potential of technologies. Since 2016, all schools within the Trust have worked together to create a knowledge rich curriculum that builds pupils capabilities and ensures that they are well equipped to meet the challenges of the next phase of their educational experiences.

Our ambition is to ensure that across the Trust;

- Every academy strives for excellence and demonstrates pride and ambition for all pupils,
- Every pupil attends an academy that is outstanding (or convincingly preparing to be so),
- All leaders - at all levels - are relentless in the pursuit of excellence, and know how this can be achieved,
- All pupils have access to a world class curriculum and all classrooms are as good as the world's best
- Every pupil makes good or better progress in learning and personal development.

### **Public benefit**

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's objectives and aims and in planning future activities for the year. The Trustees consider that the Trust's aims are demonstrably to the public benefit.



## **STRATEGIC REPORT**

### **Achievement and performance**

#### **Academy overview**

#### **Significant developments during 2020/2021**

The Trust has implemented the business and growth plan. We have:

- Consolidated existing clusters and extended collaborative advantage,
- Expanded each cluster to a maximum of 12 academies,
- Embedded a Trust wide operational service platform,
- Extended Early Years provisions,
- Consolidated good or better education for all pupils within the Trust,
- Consolidated good or better leadership in all schools and built additional leadership capacity across the Trust,
- Implemented the Trust Curriculum Framework in all academies,
- Redesigned leadership arrangements in 4 academies,
- Increased attendance and reduced exclusions across the Trust so that this is better than the national average,
- Improved outcomes for pupils so that attainment across the Trust is broadly in line with 2019 national average,
- Maintained a Trust self-evaluation process,
- Continued to develop the effectiveness of local governance,
- Consolidated a Trust wide assessment and data management system,
- Implemented an in house catering service,
- Reviewed and implemented systems and procedures to ensure compliance with UKGDPR,
- Continued to strengthen and diversify the Trust board,
- Restructured business and financial administration across the Trust,
- Added to Trust capacity through the Five Day Contribution for principals and a Three Day Contribution for vice principals,
- Centralised provision for statutory CPD,
- Consolidated and strengthened the central support team,
- Consolidated infrastructure for oversight, challenge, development and support,
- Embedded and developed regional support structures,
- Created and/or upgraded immersive classrooms in 5 academies,
- Maintained a secure platform for sharing information across the Trust,
- Implement and developed a Trust Managed Service,
- Improved and developed the effectiveness of the Board of Trustees and Members,
- Developed partnerships and relationships with strategic partners,
- Continued to prioritise provision for pupils with SEND,
- Embedded and agreed approach to SEND and EP deployment,
- Developed regional support for ICT and invested significantly in infrastructure and hardware to enable curriculum delivery and effective business processes,
- Created a robust and reliable remote learning offer for all children affected by school closure.

#### **Curriculum development**

All schools within the Trust have a comprehensive, coherent and well-planned statement of curriculum intent. This sets out what children will study and learn in each year group. All academy leaders have reviewed their curriculum in accordance with the Trust Framework. This emphasises:



Report of the Trustees  
for the Year Ended 31 August 2021

- the primacy of development of key skills - reading, writing, speaking and listening and mathematics,
- the importance of knowledge acquisition and application,
- a carefully sequenced approach to meeting the demands of the National Curriculum and the EY framework,
- rich connections between subjects and areas of study,
- a curricular design that accounts for context and locality,
- approaches for lasting and memorable learning.

Relationships and Sex Education policies are in place in academies. Parents have been consulted on all proposals.

**Notable episodes from 2020/21**

There were no national tests in 2021. However, the Trust's investment in assessing the tracking of pupil level data means that we have a robust understanding of pupil achievement during this academic year. This illustrates that while standards have been affected by the hiatus in face to face schooling, the Trust remote learning offer has done much to mitigate this and ensure that pupils are able to make rapid progress. There are high degrees of confidence in this data given the investment of time and energy in the Trust assessment system.

2021 has been dominated by the coronavirus pandemic. Much of the Trust's resource and energy has been focused on supporting our academies in meeting the significant challenges that have been presented by this international crisis. Throughout this period, we have followed DfE guidance with a high degree of fidelity. Specifically, the Trust has:

- Established access to high quality curriculum offer via a remote learning platform,
- Ensured that all pupils who could be at school attend throughout the pandemic,
- Developed effective online home learning,
- Created over 20 online Professional Learning Communities to support the ongoing development of schools and the Trust,
- Supported families with meals,
- Supported colleagues who are not required to be at work to volunteer to help across our communities,
- Helped colleagues in other schools - and beyond our Trust - to provide a good service to their learners by making our facilities available to them.

It is anticipated that the C-19 pandemic - and the associated economic downturn - will impact on the Trust for some years. In the short term we expect the effects on achievement to be greater in those localities where disadvantage is highest. This was compounded by a need to close schools to some pupils because of C-19 infections or contacts between January and July 2021. The DfE has committed catch up funding and each school has published plans for how this is being used.

Report of the Trustees  
for the Year Ended 31 August 2021

A summary of academy inspection outcomes

	On conversion			Current judgement		
	Number of academies	Number of children	% of children	Number of academies	Number of children	% of children
<b>Inadequate</b>	<b>1</b> Buckingham	<b>324</b> 324	<b>3.6%</b>	<b>0</b>	<b>0</b>	<b>0% (-3.6%)</b>
<b>Requires improvement</b>	<b>7</b> Elliston Harrow gate Linden Road Rose Wood Southcoates Springfield Welholme	<b>2748</b> 357 472 264 383 368 359 545	<b>30.1%</b>	<b>0</b>	<b>0</b>	<b>0% (-30.1%)</b>
<b>Good</b>	<b>20</b> Bradley Green Dowson Easterside Eastfield East Whitby Endeavour Enfield Flowery Field Godley Hardwick Green Humberston Keelby Lacey Acres Manchester Road Moorside Middlethorpe Oakfield Roseberry Stakesby Stokesley	<b>5909</b> 215 487 336 258 224 302 166 651 270 288 291 190 210 436 461 218 229 225 166 286	<b>61.8%</b>	<b>25</b> Bradley Green Buckingham Dowson Easterside Eastfield East Whitby Endeavour Enfield Flowery Field Godley Hardwick Green Harrowgate Humberston Keelby Linden Road Manchester Road Moorside Oakfield Roseberry Rose wood Stakesby Springfield Stokesley Welholme Yarm	<b>8236</b> 215 324 487 336 258 224 302 166 651 270 288 472 291 190 264 436 461 229 225 383 166 359 286 545 408	<b>88% (+25.9%)</b>
<b>Outstanding</b>	<b>1</b> Yarm (2008 judgement)	<b>408</b> 408	<b>4.5%</b>	<b>4</b> Elliston Eastfield Lacey Acres Middlethorpe	<b>1043</b> 357 258 210 218	<b>11.1% (+6.8%)</b>
<b>TOTAL</b>	<b>29</b>	<b>9389</b>	<b>100%</b>	<b>29</b>	<b>9389</b>	<b>100%</b>
<b>Children in good or better schools</b>		<b>6045 (67.3%)</b>			<b>9389 (100%)</b>	



## **Trust Self Evaluation**

The Trust completes a self-evaluation exercise annually and uses the tool developed by RSC SW region as the basis for judgements.

The current summary of this evaluation is:

<b>Area of focus</b>	<b>Evaluative judgement</b>	<b>Next steps</b>
<b>Overall performance</b>	Embedding	Improving EY, reading and all subjects at GDS
<b>Vision and strategy</b>	Leading	Improve the representation and reporting of plans
<b>Accountability</b>	Leading	Embed processes in newly incorporated academies
<b>Quality assurance</b>	Leading	Embed processes in newly incorporated academies
<b>Governance</b>	Embedding	Further develop the skills of the AIC members Bring additional diversity to Trust board
<b>Academy improvement</b>	Leading	Ensure all academies are improving and committed to becoming outstanding institutions
<b>Academy to academy support</b>	Embedding	Widen the pool of colleagues engaged in peer-to-peer support and challenge
<b>Managing risk</b>	Embedding	Systematic resilience testing of measures
<b>Succession</b>	Embedding	Maintain succession plans for Directors and Trustees
<b>Wider contribution</b>	Embedding	Continue to offer system wide support in RSC North region and to Trusts across the region

## **Trust operational environment**

The DfE have earmarked the Trust for growth and this is broadly supported by the policy environment: the Trust has worked with several schools and single academies Trusts with a view to eventual incorporation.

There has been a shift in the focus of Ofsted inspections. The emphasis is now upon the overall quality of education and there is additional scrutiny of the curriculum and the way this is implemented. Academies within the Trust have not been subject to inspection during 2020/21.

## **STRATEGIC REPORT**

### **Achievement and performance**

#### **Key financial performance indicators**

The Trust has identified the following key measures which will determine financial performance across all our academies:

- Annual Budget - all academies set a balanced budget, based on allocated funding, and work within its agreed cash limit
- Staffing - all academies are to set a budget with staffing at or below 75% of total income
- Budget monitoring - all academies monitor income and expenditure in line with Trust procedures
- Cash Flow - all academies manage cash flow at an operational level
- Maximise Income - all academies strive to maximise income generation
- Outturn - all academies have a surplus balance
- Business planning - all academies plan activities and developments in line with school improvement plans
- Investment - the Trust invests and maximises surplus funds in line with the Investment Policy

#### **Promoting the success of the company**

The Enquire Learning Trust actively considers - and acts in accordance with - the best interests of all stakeholders in its primary endeavour. This involves maximising the achievements and overall personal development of all pupils within the Trust, working closely with community stakeholders to add value to the localities in which the Trust operates and acting in the best interests of employees (including promoting their well-being). In this period, the global pandemic has highlighted the Trust's contribution our wider commitments.

Additionally, the Trust fosters high quality relations with a wide range of external partners including business suppliers and local government. These are key business responsibilities that form a significant element of reputational management.

The Trust has adopted policies and practices that reflect a commitment to environmental sustainability including low carbon installations and minimising non-essential travel.



## **STRATEGIC REPORT**

### **Financial review**

#### **Overall financial review**

Financial Report for financial year ended 31st August 2021

The vast majority of the Trusts income is received from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2021 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities. Detail of all grants and income received can be found in Note 3 to the financial statements.

The Trustees main financial responsibilities are:

- o To ensure that grants from the ESFA are used only for the purposes intended
- o To monitor income and expenditure across the academies and track variances
- o To ensure that all Trust operations are viable
- o To routinely undertake internal audit procedures.
- o To regularly review financial risks across the Trust
- o To review national and local policy changes and assess potential impacts.
- o To ensure statutory compliance across the Trust
- o To ensure financial competency is embedded across the Trust at the appropriate level

These responsibilities were achieved in the period ended 31 August 2021.

During the year ended 31 August 2021, total expenditure of £57,436,123 was covered by recurrent grant funding from the ESFA and other minor income sources, excess of expenditure over income for the year was £4,144,579, after actuarial losses on defined benefit pension schemes the net movement in funds was a deficit of £10,166,579.

At 31 August 2021 the net book value of fixed assets was £80,590,521 and movements in tangible fixed assets are shown in Note 11 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the member academies.

As a limited company, the Trust has taken on the deficit in relation to its staff that are members of the Local Government Pension Scheme (LGPS). This is incorporated into the Balance Sheet and shown in detail in Note 18 to the financial statements. Trustees are aware of the extent and the potential impact that the transferred pension deficits could have on the financial viability of the Trust. Having undertaken a comprehensive review of Local Government Pension arrangements across the Trust, Trustees have agreed to consolidate and pool the disparate pension funds within the Teesside Pension Fund. Trustees have set aside a reserve of £20,000 to complete the associated work.

The Trust held total fund balances at 31 August 2021 of £41,615,848. These comprise £2,423,733 of restricted funds allocated to individual academies within the Trust, £79,801,561 restricted fixed asset funds, £897,747 of capital funding and £222,807 of unrestricted funds. There is a deficit on the pension reserve of £41,730,000.

During the year various planned works in the academies was postponed due to restrictions as a result of the pandemic. The reserves at the end of the year were therefore higher than budgeted. Forecasts were continually updated at a local and central level to assess the financial impacts of COVID.



## **STRATEGIC REPORT**

The Trustees are satisfied with the financial position and performance of the charitable company.

### **Investment policy and objectives**

The aim of this policy is to ensure that any contingency funds held across the Trust are invested in such a way as to maximise income but with minimal risk. As Trustees, we will endeavour to spend public monies with which we are entrusted for the direct educational benefit of all our students as is prudent. We do not consider the investment of surplus funds as a primary activity but as good practice in the pursuit of maximisation of income. Currently, surplus funds are held in low risk interest bearing current accounts. This arrangement will be reviewed annually as the Trust grows.

### **Reserves policy**

As the number of academies within the Trust increases so will the level of reserves, although not proportionately to the level of funding. A detailed review of the reserves policy was carried out during 2019/2020, as the trust has a responsibility to ensure viability it is felt that the appropriate minimum level of reserves should be equal to 2.5% of annual income. The level of reserves and the policy will be reviewed annually.

At 31st August 2021 the level of reserves was in excess of the 2.5% minimum requirement at 4.5%. Work continues to ensure the reserves are maintained at a sustainable level.

This policy will be monitored regularly for any changes in legislation or directions from the DFE which may have an effect and evaluated in the light of any comments made by the DFE, EFA, auditors and any other interested parties. The level of reserves will be monitored throughout the year and any problematic variances against the level set or potential issues given the current expansion of member academies will be dealt with appropriately.

### **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 a period in excess of 12 months from the date of the approval of these financial statements. 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.

Three year financial forecasts are prepared and continually updated. Forecasts are monitored against monthly management accounts and updated accordingly. Throughout the pandemic any financial implications have been considered and adjusted for and continue to be post year end.

### **Fundraising**

The academy trust does not carry out significant fundraising activities. External fundraisers are not used. Any fundraising activities carried out are monitored by Trustees.



## **STRATEGIC REPORT**

### **Principal risks and uncertainties**

#### **Assessing and managing risks to the Trust**

The Trust maintains a matrix which captures the significant risks to Trust operations and the controls that are in place to manage and mitigate against them. There are a number of external pressures and conditions that create an additional level of risk and around which we will need to be responsive.

The national policy environment is currently positively disposed to Academies. The Trust is committed to working with the DfE to secure the best possible outcomes for pupils in all academies.

Funding issues continue to represent a risk in a number of ways. While the overall position remains a healthy one, there is a need to ensure future sustainability. Some financial risks are beyond our direct control - for example, increases in employer pension contributions for teachers, the fiscal impacts of Brexit and movement of funds from the school's block to the high needs block in some localities served by the Trust - has required a considered response.

The Trust continues its preparation for external evaluation of its work and note the broadening of Ofsted's remit to undertake Summary Evaluations of MATs. This follows the Secretary of State's call for greater transparency and public accountability of MATs following a number of high profile Trust failures. Preparations have included the development of self-evaluation using an iteration of the EFQM Excellence model, use of the South West Region MAT audit tool and participation in the DfE MAT peer review process. All recommendations from self-evaluation exercises are acted upon with pace and urgency. The Trust has invested in a robust knowledge management process that ensures that insight into schools is shared across the Central Team and between Trustees.

Keeping children safe is an ongoing Trust priority. In this year we have reviewed and revised the monitoring of safeguarding issues in Academies and implemented a Trust wide reporting system. The Trust has apportioned the role of Lead Safeguarding Officer to a member of the Trust Leadership group. He reports to the CEO and to the Trust Board. All personnel across the Trust have attended certificated training in Safeguarding and child protection that is relevant to their role and position. The Trust has procured the services of third party expertise to strengthen its work in safeguarding pupils and has well developed plans to recruit a dedicated specialist to support safeguarding across the Trust.

There has been a significant investment in systems and processes designed to ensure compliance with UKGDPR. This investment strengthens the Trust's data controls. Inevitably, it also represents a diversion of resource from the core business of educating pupils.

## **STRATEGIC REPORT**

### **Future plans**

The Trust's future plans (published in our 2021 growth plan) include:

- All classrooms as good as today's best (and today's best as good as any in the world)?
- Excellent curriculum provision for every child.
- All schools either outstanding or striving to be so.
- Achievement above national average in all areas.
- Minimum of 8 academies to be outstanding.
- All academies at capacity.
- Continue to build central support infrastructure in line with growth - develop capacity and improve effectiveness and efficiency - and utilise the DfE TCF
- Improve the quality of Trust estates and develop the facilities to support learning - with a focus on EY settings, a new school in Great Ayton and the creation of a Trust Field Studies Centre in Whitby.
- Develop the use of immersive classrooms in 5 schools and link to the curriculum.
- Install sixth immersive classroom in Stokesley academy
- Harmonisation of terms and conditions, job roles and pay structures across the Trust.
- Improve and develop the effectiveness of the Board of Trustees and Members.
- Implement and embed the Trust ICT Curriculum.
- Create a Teaching School Hub based around Laceby Acres Academy.
- Review and further develop local governance.
- Mitigate the ongoing risks around COVID.
- Embed an in house catering provision and enhance food quality and services
- Develop the use of the Office 365 cloud environment through Digital Learning with a gradual approach to being 'serverless', having data available 24/7, from any device, yet being completely secure.



## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Constitution**

The academy trust is a company limited by guarantee (registration number 08056907) and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Trust.

The Trustees of The Enquire Learning Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as The Enquire Learning 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.

During 2018/2019 the Memorandum and Articles of Association were reviewed and updated.

### **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 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 cease to be a member.

### **Trustees' Indemnities**

There are no qualifying third party indemnity provisions in respect of trustees.

### **Principal activities**

The Enquire Learning Trust is a company limited by guarantee with charitable objectives. It is a multi-academy trust providing primary level education in a number of academies throughout the North of England.

### **Organisational structure**

The Trust has three layers of governance;

- o Trust members
- o Board of Trustees
- o Trust committees
  - Audit and Risk
  - Standards
  - Finance
  - Academy Improvement Committees

This is supported by a number of standing professional groups whose work directly informs that of Trustees and members. These include;

- o Trust Leadership Team - CEO and all executive Directors of the Trust
- o Data Protection Group - Data Protection Officer, DBO, Director of Human Resources

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Induction and training of new trustees**

The increasingly effective governance of the Enquire Learning Trust relies on robust structures - which have been reformed and strengthened through this period - and the ongoing commitment of a diverse range of skilled and knowledgeable people who are prepared to offer their time and expertise. During this period the Trust has secured the services of a number of new Trustees who bring a judicious blend of expertise to strategic decision making and to their duty to offer effective challenge and hold officers of the Trust to account. Members have been deliberate in seeking to appoint colleagues from a range of backgrounds as well as modifying the gender balance of the Board. Further work is required to further enhance diversity.

The Trust has adopted a binding protocol that:

- Meetings of Trustees will be to help with the The Enquire Learning Trust academies
- Meetings will focus on aspects of the Trust core business and develop the strategic direction of the Trust
- Meetings of Trustees provide a forum in which executive directors and other officers can be challenged, supported and held to account
- Academy principals are invited to Trustee meetings to articulate and disseminate their work and invite scrutiny
- Trustees will engage in a schedule of Academy visits to garner a deeper insight into the work of the Trust and aid strategic decision making
- Trustees will be drawn into the detail of our strategic planning as their expertise allows

### **Key management remuneration**

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

Arrangements for pay and remuneration of senior staff are set out in the Trust Scheme of Delegation. This establishes the oversight and approval role for the Trust Board for any increases to pay for Executive Directors and Academy Principals. Awards are made in accordance with the Trust Appraisal Policy and require robust evidence of sustained high performance. Trustees and Directors work with reference to the DfE guidance on Setting executive salaries: guidance for academy trusts and with reference to the CST salaries benchmarking document.

### **Trade union facility time**

This information is published in accordance with the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017 because the charitable company had a full-time equivalent employee number of more than 49 throughout the entirety of any seven of the months within the year ended 31 August 2021.



## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	1

### **Percentage of time spent on facility time**

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

### **Percentage of pay bill spent on facility time**

	£
Total cost of facility time	Nil
Total pay bill	41,925,889

Percentage of the total pay bill spent on facility time calculated as:

$$(\text{total cost of facility time} \div \text{total pay bill}) \times 100 \quad 0\%$$

### **Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:

$$(\text{total hours spent on paid trade union activities by relevant union officials during the relevant period} \div \text{total paid facility time hours}) \times 100 \quad 0\%$$

### **Related parties**

Transactions with related parties are disclosed in note 20 to the accounts

Other significant partnerships that we enter into in pursuance of our aims are: DfE Academies brokerage division and Local Education Authorities and other Academies Trusts. The Trust is accountable to the Secretary of State through the Office of the Schools Commissioner. The DfE have connected The Enquire Learning Trust to the Regional Schools Commissioner in the north region.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

### **Instances of non compliance**

While there were no instances of material non-compliance with law, a review of the Trust finances and governance by the ESFA in early 2019 revealed a high level of assurances in the Trust's financial management. No additional risks were identified by the ESFA. The Trust is fully compliant with the Academies Financial Handbook.

### **Assessment of, and response to risks of irregularity, impropriety and regulatory non compliance**

The trust has robust systems for ensuring that all operations are regular and properly implemented. These include making arrangements for frequent and regular audit completed by appropriately qualified and independent professionals. Trustees are diligent in the undertaking of their duties and exercise their challenge and support function effectively. They have a range of perspectives upon the trusts work-drawn informed by the range of expertise they hold-and are able to scrutinise Trust activities and inform collective strategic decision making. The Trust Finance, Audit and Risk Committee supplements, complements and augments the work of the Trust board. During 2021/22 the structure of governance has been reviewed and seperate Finance and Audit and Risk committees formed with a revised remit.

The Trust has developed quality assurance processes - reported regularly to trustees - to keep all aspects of the Trust's work under sharp review. This focuses upon key aspects of the operation including the outcomes that we achieve for pupils, the use of finance and resource, the upkeep of trust assets governance structures operate across the trust, improvement processes by which we seek to transform the lives of young people, our professional development and the arrangements leadership development.

### **Instances of fraud and management of risks of fraud**

Risk of fraud is actively managed across the Trust through regular scrutiny of financial records and clear processes within our academies and at central level. Trust also has a clear Whistleblowing Policy to enable members of staff to inform the Trust Board should any impropriety be suspected. The trust has worked diligently throughout the year to address potential breaches in data systems particularly in relation to all banking arrangements.

During the year no instances of fraud have been identified.



## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Employees and disabled persons**

We communicate with our employees in a variety of ways to ensure they are provided with all relevant information. Many of the communications we need to distribute amongst our colleagues are shared with academy leaders and shared through staff briefings that generally take place weekly. Additionally we publish a Trust newsletter that is circulated on a regular basis, providing updates across the organisation and any good news stories. We hold a national JCC with recognised trade unions and this meeting is used to consult and negotiate on any matters pertaining to our employees and their actual employment. Key messages from this meeting (if required) are then distributed through the key communication channels mentioned previously.

We stand firm in our beliefs that no individual should be denied access to employment, training, career development or progression, on the basis of any protected characteristics, including disability. We ensure that our recruitment processes are non-discriminatory to enable any individual to attend an interview with us. Employee disability status is referred to only to support them in their role and to ensure that we put in place any reasonable adjustments or support that they might need that may differ from what we would ordinarily have in place. All of our employees are offered a performance management review annually and this review seeks to explore any career progression wishes of the employee, at which point we would discuss any training needs and additional support required.



## STREAMLINED ENERGY AND CARBON REPORTING

### GHG emissions and energy use data for period 1 September 2020 to 31 August 2021

#### Current reporting year 2020-2021 UK GHG Emission and Energy Data

Energy consumption used to calculate emissions (kWh); all mandatory energy sources are included	10,671,752.20
Scope 1: Emissions from the combustion of Natural Gas (tCO <sub>2</sub> e)	1,317.74
Scope 1: Emissions from combustion of Kerosene/Gas Oil Fuel for heating (tCO <sub>2</sub> e)	181.50
Scope 1: Emissions of Biomass Pellets (tCO <sub>2</sub> e)	NA
Scope 3: Emissions from business travel in employee owned vehicles, where the company repaid mileage claims (tCO <sub>2</sub> e) (average vehicle/fuel source unknown)	38.1
Scope 2: Emissions from purchased electricity (tCO <sub>2</sub> e)	549.7
Total gross CO <sub>2</sub> e based on above (tCO <sub>2</sub> e)	2,087.0
Intensity ratio: (kg CO <sub>2</sub> e) gross based on mandatory fields above per square metre of gross internal area: 62,612.6 square metre	33.3kg CO <sub>2</sub> e per square metre

#### Methodology

An evidence-based methodology was adopted in accordance with BS EN ISO 14064-3:2019, Section 4.3; verifiable data has been collected from the following sources:

Energy Data: Energy Metering, Invoices, Supply Summaries / Statements, Repayment Claims for business mileage, Fuel Cards, and correspondence with suppliers.

Previous Audit Data: SECR Baseline Reporting Year, Display Energy Certificates for ELT Schools

Emission Conversions: All emission factors for CO<sub>2</sub>e, have been calculated using Defra Conversions 2021, as the period covers four-months of 2020 and eight-months of 2021, in accordance with Defra guidelines.

#### Third Party Verification

The energy data has been compiled and audited by Sean Midgley (ESOS Lead Assessor) of Powerful Allies Limited, CIBSE Registration No: ESOS185262.

#### Energy Efficiency Action

The Enquire Learning Trust (ELT) have started a process of decarbonisation of the school estate as follows:

- During the financial year 100% of electricity supplied to the directly contracted ELT schools was from 100% REGO Backed Renewable Zero Carbon Generation, those schools which were previously in legacy contracts are now also supplied with Renewable Electricity.

Report of the Trustees  
for the Year Ended 31 August 2021

b. ELT have centralised all their Half-Hourly AMR Energy metering data, implementing a program of upgrading to AMR Gas metering, and SMART Metering under the SMART Meter Rollout, for qualifying meters. The improved visibility and granularity will assist in identifying possible waste, control issues, and promote energy efficient behaviour across the portfolio of schools.

c. ELT was successful in a Public Sector Decarbonisation Scheme (PSDS) bid to upgrade two schools to ASHP, the Oil-Fired Heating at Eastfield was decommissioned and replaced by ASHP August 2021, Stakesby is currently being converted from Natural Gas to ASHP, work is due to be completed November 2021. The combined CO<sub>2</sub>e reduction is estimated to be approximately 106.8 tCO<sub>2</sub>e pa (based on 2021 conversions, and a COP of 4.2)

d. ELT are in the process of submitting a Phase 3 funding application under the PSDS, in a bid to replace more fossil fuel heating systems with ASHP, improve building fabric to reduce heat losses, increase heat recovery, and switch from fossil fuel heating to energy efficient Heat Pump technologies.


e. ELT have a rolling program of lighting upgrades to LED, as lighting in schools can account for approximately 30% of all electricity consumption. Switching to LED lighting should reduce consumption of electricity for lighting by approximately 50% or 15% of total electricity consumption/ 82.7 tCO<sub>2</sub>e per year.

f. ELT are actively investigation opportunities for self-generation from the increased deployment of Solar Photovoltaic Panels, this will assist the schools in the transition to low carbon heating, whilst protecting the schools from rising energy costs.

**AUDITORS**

The auditors, Ribchesters Group Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 10 December 2021 and signed on the board's behalf by:



D Holmes - Trustee



**Scope of Responsibility**

As Trustees we acknowledge we have overall responsibility for ensuring that The Enquire Learning 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.

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

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

Governance Statement  
for the Year Ended 31 August 2021

**Governance**

The information on governance included here supplements that described in the Report of the Trustees and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 6 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
D Holmes	6	6
J Harrison	6	6
J Cassidy	2	6
R Kirk	5	6
G McCourt	3	6
R Hildyard	5	6
J Denholm	6	6
R Preston	4	6
S Smith	3	6
D Borthwick (appointed 20.4.21)	0	1

Trust Governance is organised at three levels:

Trust members (Chair: Janet Rathburn)

Trustees (Chair: Jack Harrison)

Academy improvement committees

Last year the trust redesigned its governance arrangements. This has required reform and improvement at every level. Steps have been taken to ensure that processes, structures, membership and leadership are aligned. The intention is that the layers of governors compliment one another so that oversight and scrutiny are improved.

In September 2019 - following almost a year of consultation - the Trust revised its local governance arrangements. Academy Improvement Committees have been established to add to the Trust's oversight, challenge and support capability. The AICs, which replace Local Governing Bodies, meet regularly to consider and scrutinise the quality of education and effectiveness of leadership in academies and monitor the impact of improvement initiatives across a group of schools. The AIC benefit from refreshed membership: experienced and expert governors have been joined by new community and parental representatives.

This development provides significant benefits: the systems and processes of oversight and challenge have been harmonised to provide a higher level of consistent quality and governors with expertise are able to have an impact beyond a single institution.

The changes to governance are reflected in the Trust Scheme of Delegation, a formal review was due to be undertaken during the year, however, this was postponed due to Covid and will take place during the coming year.

**Audit and Risk Committee**

The Audit and Risk Committee is a sub-committee of the main Board of Trustees. Its purpose is to:

- o Review the body's internal and external financial statements and reports to ensure that they reflect best practice
- o Discuss with the external auditor the nature and scope of each forthcoming audit and to ensure that the external auditor has the fullest co-operation of staff
- o Consider all relevant reports by the Comptroller and Auditor General or the appointed external



- auditor, including reports on the body's accounts and achievement of value for money
- o Review the effectiveness of internal control system established to ensure that the aims, objectives and key performance targets of the organisation are achieved in the most economic, effective and environmentally preferable manner
  - o Ensure that the internal audit arrangements are conducted in line with recommendations outlined in the Finance Policy
  - o Consider and advise the board on the annual and long-term audit programme
  - o Consider internal audit reports from the Responsible Officer, including value-for-money reports and the arrangements for their implementation
  - o Review the operation of the Trust code of practice relating to Fraud and Whistleblowing
  - o Consider any other matters where requested to do so by the board
  - o Report at least once a year to the Board on the discharge of the above duties.

Attendance at meetings during the year was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
R Kirk (chair)	3	3
J Harrison	2	3
J Cassidy	2	3
R Preston	1	3
G McCourt	2	3
R Hildyard	3	3

### **Review of Value for Money**

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

The 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 available. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

### **Raising student attainment:**

The Trust places raising achievement of learners as its highest operational priority and has initiated a number of procedures and protocols that underpin this commitment. These include:

- o Initiating regular review of academy performance, including monitoring the quality of leadership, teaching and learning
- o Ensuring that all educational risks are known and that mitigating actions are planned by leaders
- o Requiring each Academy to robustly evaluate its own work and plan future improvement activity
- o Ensuring that academy based colleagues have access to collaborative opportunities for professional development across the Trust and beyond
- o Refocusing each Academy Improvement Committee with an emphasis on learning and pupil performance

### **Robust governance and oversight of Academy Trust finances:**

The Trust has set out its financial management requirements within the Finance Policy, the aim of which is to ensure that robust systems and rigorous practice is upheld across the organisation and that all academies conform to propriety and sound financial management. A Scheme of Delegation is set out within the Policy outlining clear levels of responsibility including approved spending limits. Within 3 months of conversion each academy will be subjected to a comprehensive audit undertaken by the Trust appointed Auditors in order to establish an operational baseline, ensure that adequate control measures are in place and identify areas for development. The audit report, along with its recommendations, is received by the Audit and Risk Committee.

During the year the Trust have appointed an external company to carry out the Internal Scrutiny requirements. They will report directly to the Audit and Risk Committee. Academies will benefit from regular visits throughout the academic year.

The Trust receives support and advice throughout the year from its appointed Auditors on compliance and accounting practices.

Academies will close-down the accounts each month and forward monthly financial monitoring reports to the Trust Finance Manager and Chief Finance Officer, CFO. The CFO will present timely consolidated financial management reports to the Chair of Trustees and the Finance committee. The CFO monitors cash flow and cash balances, ensuring that the level of reserves is maintained in line with the Reserves Policy.

The Trust approves the academy budgets each year and is mindful of the need to balance expenditure against income in order to ensure that the Trust as a whole remains a 'going concern'.

The Audit and Risk Committee receives the Annual Accounts and the External Auditors statutory report.

### **Ensuring the operation of the Trust demonstrates good value for money and efficient and effective use of resources:**

A Scheme of Delegation is set out within the Finance Policy outlining clear levels of responsibility including approved spending limits

- o At least 3 written quotations are obtained for purchases between £2,500 and £49,999
- o All purchases with a value in excess of £50,000 must be subject to formal tendering procedures
- o EU procurement rules are observed as part of the tendering process



o Any single item purchase in excess of £10,000 that is not identified within the School Development Plan is referred to the Trust CFO prior to purchase

The Trust benchmarks financial performance against other academy trusts in order to demonstrate its commitment to providing good value for money.

**Maximising income generation:**

The Trust and member academies are committed to maximising income and increasing available revenue and resources.

Academies are encouraged to identify and source additional grants to supplement delegated funding.

Trust surpluses are invested in line with the Investment Policy.

**Reviewing controls and managing risks:**

The Board of Trustees periodically review the Finance Policy and annually review other related policies. With the expansion of the Trust we will continue to develop systems of internal control and related regulatory policies. We have identified risks centrally and within our member academies and will continue to monitor and manage the risks across the Trust.

A risk register is established and maintained at both Academy and Trust level which is reviewed at least annually by the Academy Local Governing Body and by the Trust Board of Trustees. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the Academy/Trust and the actions which will need to be taken to reduce and mitigate the risks.

**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 charitable company policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Enquire Learning Trust for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

The Board of Trustees has reviewed the key risks to which the charitable company 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 charitable company's significant risks that has been in place for the period 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

### **The Risk and Control Framework**

The academy trust's system of internal financial control is based on a framework of regular management information and administrative procedures including 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 trustees;
- regular reviews by the trustees of reports which indicate financial performance against the forecasts and of major plans, capital works and expenditure programmes,
- setting targets to measure financial and other performance,
- clearly defined purchasing guidelines
- delegation of authority and segregation of duties,
- identification and management of risks

### **Review of Effectiveness**

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

- the work of the Internal Scrutiny Provider,
- the work of the external auditor,
- the financial management and governance self assessment process,
- the work of management within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer for the trust has been advised of the implications of the results of these reviews of the system and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Trust Board met 6 times during the year, in addition to this the audit, risk and finance committee met 3 times during the year and financial information is shared with the chair of trustees on a monthly basis to ensure effective and consistent oversight over the trust finances.

Approved by order of the members of the board of trustees on 10 December 2021 and signed on its behalf by:



J Harrison - Trustee



D Holmes - Accounting Officer



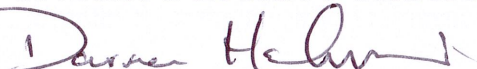
The Enquire Learning Trust

Statement on Regularity, Propriety and Compliance  
for the Year Ended 31 August 2021

As accounting officer of The Enquire Learning Trust I have considered my responsibility to notify the charitable company 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 received by the charitable company, under the funding agreement in place between the charitable company and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2021.

I confirm that I and the charitable company board of trustees are able to identify any material irregular or improper use of funds by the charitable company, or material non-compliance with the terms and conditions of funding under the charitable company's funding agreement and the Academies Financial Handbook 2021.

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.

  
D Holmes - Accounting Officer

10 December 2021

Statement of Trustees' Responsibilities  
for the Year Ended 31 August 2021

The trustees (who act as governors of The Enquire Learning Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with the Academies Accounts Direction issued 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 the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those 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 2020 to 2021;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

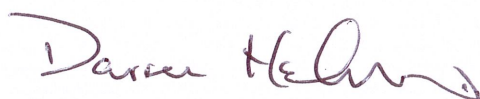
The trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

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 board of trustees on 10 December 2021 and signed on its behalf by:



D Holmes - Trustee



## **Opinion**

We have audited the financial statements of The Enquire Learning Trust (the 'charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency (ESFA).

In our opinion the financial statements:

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

## **Basis for opinion**

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



### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

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

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, 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.



### **Our 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 a Report of the Independent Auditors 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 misstatement in respect of irregularities, including fraud.

Our audit must be alert to the risk of manipulation of the financial statements and seek to understand the incentives and opportunities for management to achieve this.

We undertake the following procedures to identify and respond to these risks of non-compliance:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with Trustees and management;
- we focussed on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Acts, Charities Act and tax legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was a susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify and unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining any accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation claims;
- reviewing correspondence with HMRC, the Department for Education and the company's legal advisers.

Through these procedures, we did not become aware of actual or suspected non-compliance.



Report of the Independent Auditors to the Members of  
The Enquire Learning Trust

We planned and performed our audit in accordance with auditing standards but owing to the inherent limitations of procedures required in these areas, there is an unavoidable risk that we may not have detected a material misstatement in the accounts. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve concealment, collusion, forgery, misrepresentations, or override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and re

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

**Use of our report**

This report is made solely to the charitable company'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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



David Holloway BA FCA DChA (Senior Statutory Auditor)  
for and on behalf of Ribchesters Group Ltd  
Finchale House  
Belmont Business Park  
Durham  
DH1 1TW

10 December 2021



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

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

### **Respective responsibilities of The Enquire Learning Trust's accounting officer and the reporting auditor**

The accounting officer is responsible, under the requirements of The Enquire Learning Trust's funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2020 to 2021 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

## **Conclusion**

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



David Holloway BA FCA DChA (Senior Statutory Auditor)  
for and on behalf of Ribchesters Group Ltd  
Finchale House  
Belmont Business Park  
Durham  
DH1 1TW

10 December 2021



Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 August 2021

				31.8.21	31.8.20
		Unrestricted funds	Restricted funds	Restricted Fixed Asset funds	Total funds
	Notes	£	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and capital grants	2	-	24,676	218,360	243,036
<b>Charitable activities</b>					
Funding for the academy's educational operations	3	2,566,087	49,903,302	-	52,469,389
Other trading activities	4	-	38,119	-	38,119
Other income		-	541,000	-	541,000
<b>Total</b>		2,566,087	50,507,097	218,360	53,291,544
<b>EXPENDITURE ON Charitable activities</b>					
Academy's educational operations	6	2,568,181	53,176,066	1,691,876	57,436,123
<b>Total</b>	5	2,568,181	53,176,066	1,691,876	57,436,123
<b>NET INCOME/(EXPENDITURE)</b>		(2,094)	(2,668,969)	(1,473,516)	(4,144,579)
<b>Transfers between funds</b>	17	50,000	(50,000)	-	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains/(losses) on defined benefit schemes		-	(6,022,000)	-	(6,022,000)
<b>Net movement in funds</b>		47,906	(8,740,969)	(1,473,516)	(10,166,579)
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		174,898	(29,667,548)	81,275,077	51,782,427
					61,439,009

The notes form part of these financial statements

The Enquire Learning Trust

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 August 2021

				31.8.21	31.8.20
	Unrestricted	Restricted	Restricted	Total	Total
	funds	funds	Fixed	funds	funds
Notes	£	£	Asset	£	£
	£	£	funds	£	£
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>222,804</u>	<u>(38,408,517)</u>	<u>79,801,561</u>	<u>41,615,848</u>	<u>51,782,427</u>

**CONTINUING  
OPERATIONS**

The trust's activities derive from continuing operations in the current period.



Balance Sheet  
31 August 2021

	Notes	31.8.21 £	31.8.20 £
<b>FIXED ASSETS</b>			
Tangible assets	11	80,590,521	81,936,380
Investments	12	<u>20</u>	<u>20</u>
		80,590,541	81,936,400
<b>CURRENT ASSETS</b>			
Debtors	13	1,572,165	1,579,150
Cash at bank		<u>5,250,781</u>	<u>4,161,748</u>
		6,822,946	5,740,898
<b>CREDITORS</b>			
Amounts falling due within one year	14	<u>(4,067,639)</u>	<u>(3,344,871)</u>
<b>NET CURRENT ASSETS</b>		<u>2,755,307</u>	<u>2,396,027</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		83,345,848	84,332,427
<b>PENSION LIABILITY</b>	18	<u>(41,730,000)</u>	<u>(32,550,000)</u>
<b>NET ASSETS</b>		<u>41,615,848</u>	<u>51,782,427</u>

Balance Sheet - continued  
31 August 2021

	Notes	31.8.21 £	31.8.20 £
<b>FUNDS</b>	17		
Restricted funds:			
Fixed asset fund		79,801,561	81,275,077
Pension reserve		(41,730,000)	(32,550,000)
Hardwick Green Primary		41,661	76,165
Eastfield Primary		65,366	49,163
Laceby Acres		(7,741)	48,922
Southcoates Primary		162,181	97,848
Buckingham Primary		209,378	158,316
Humberston Cloverfields		76,047	168,750
Middlethorpe Primary		65,140	20,087
Welholme Academy		244,716	202,466
Harrow Gate Academy		122,215	301,933
Roseberry Academy		(29,709)	(90,178)
Manchester Road Primary School		137,610	83,807
Elliston Primary School		92,278	217,420
Keelby Primary School		96,868	58,772
Linden Road Academy		9,319	(27,063)
Condition Improvement Fund		897,747	756,475
Enfield Academy of New Waltham		69,545	100,138
Springfield Primary Academy		116,899	123,363
Yarm Primary School		19,963	10,365
Moorside Primary School		101,534	93,584
Godley Community Primary Academy		85,140	26,524
Oakfield Primary		107,959	65,987
Flowery Field Primary School		74,253	53,831
Bradley Green Primary Academy		104,412	68,132
Dowson Primary Academy		17,349	1,767
East Whitby Primary Academy		28,526	(14,737)
Stokesley Primary Academy		7,748	(45,111)
Endeavour Academy		154,018	83,169
Stakesby primary		3,147	10,435
Rose Wood Academy		147,791	138,880
Easterside Academy		100,120	43,242
		<u>41,393,041</u>	<u>51,607,529</u>
Unrestricted funds:			
General fund		102,080	13,858
Designated funds		<u>120,727</u>	<u>161,040</u>
		<u>222,807</u>	<u>174,898</u>
<b>TOTAL FUNDS</b>		<u>41,615,848</u>	<u>51,782,427</u>

The notes form part of these financial statements



Balance Sheet - continued  
31 August 2021

The financial statements were approved by the Board of Trustees and authorised for issue on 10 December 2021 and were signed on its behalf by:



D Holmes - Trustee

The Enquire Learning Trust

Cash Flow Statement  
for the Year Ended 31 August 2021

	Notes	31.8.21 £	31.8.20 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	(202,692)	(1,404,835)
Interest paid		<u>(924)</u>	<u>(955)</u>
Net cash used in operating activities		<u>(203,616)</u>	<u>(1,405,790)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(501,960)	(211,642)
Capital grants from DfE/EFA		1,794,609	1,284,611
Sale of tangible fixed assets		-	14
Interest received		<u>-</u>	<u>4</u>
Net cash provided by investing activities		<u>1,292,649</u>	<u>1,072,987</u>
		<u>                    </u>	<u>                    </u>
<b>Change in cash and cash equivalents in the reporting period</b>		1,089,033	(332,803)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>4,161,748</u>	<u>4,494,551</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u>5,250,781</u></u>	<u><u>4,161,748</u></u>

The notes form part of these financial statements



Notes to the Cash Flow Statement  
for the Year Ended 31 August 2021

**1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.8.21 £	31.8.20 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	(4,144,579)	(4,223,582)
<b>Adjustments for:</b>		
Depreciation charges	1,847,817	1,798,258
Capital grants from DfE/ESFA	(1,794,609)	(1,284,611)
Interest received	-	(4)
Interest paid	924	955
Decrease in debtors	6,985	132,815
Increase/(decrease) in creditors	722,768	(549,652)
Difference between pension charge and cash contributions	<u>3,158,002</u>	<u>2,720,986</u>
<b>Net cash used in operations</b>	<u>(202,692)</u>	<u>(1,404,835)</u>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.9.20 £	Cash flow £	At 31.8.21 £
<b>Net cash</b>			
Cash at bank	<u>4,161,748</u>	<u>1,089,033</u>	<u>5,250,781</u>
	<u>4,161,748</u>	<u>1,089,033</u>	<u>5,250,781</u>
<b>Total</b>	<u>4,161,748</u>	<u>1,089,033</u>	<u>5,250,781</u>

## **1. ACCOUNTING POLICIES**

### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS102) '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 (FRS102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Academies Accounts Direction 2020 to 2021 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value and long leasehold properties which are carried at valuation on acquisition less depreciation.

### **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 academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the 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.

### **Critical accounting estimates and areas of judgement**

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

### **Critical accounting estimates and assumptions**

The 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 18, 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 31st March 2016 has been used by the actuary in valuing the pensions liability at 31st August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The land and buildings transferred into the trust on conversion of an academy is recognised on the balance sheet at fair value. An expert valuer is appointed to determine the fair value on acquisition less depreciation using the depreciated replacement cost method.



## 1. ACCOUNTING POLICIES - continued

### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

### Grants

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

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

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

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

### Sponsorship income

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

### Donations

Donations are recognised on a receivable basis (where there are no performance related conditions), where it is probable that the income will be received and the amount can be measured reliably.

### Other income

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

### Transfer on conversion

Where assets and liabilities are received by the academy trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point of when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised as transfer on conversion within Donations and capital grant income to the net assets received.



**1. ACCOUNTING POLICIES - continued**

**Transfers of existing academies into the Trust**

Where assets and liabilities are received on the transfer of an existing academy into the academy trust, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised for the transfer of an existing academy into the academy trust within Donations and capital grant income to the net assets acquired.

**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 depreciate over the useful economic life in accordance with the academy trust's accounting policies.

**Transfer of property for no consideration**

Where the land and buildings are transferred when an academy converts to the trust an independent valuation is carried out to ascertain the cost recognised in the financial statements. The transfer is recognised as income from donations and capital grants and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the charity's accounting policies.

**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.

**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. 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.

All resources expended are inclusive of irrecoverable VAT.

**Charitable activities**

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

**Governance costs**

These include the costs attributable to the academy trust's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**1. ACCOUNTING POLICIES - continued**

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off the cost less estimated residual value of each asset over its estimated useful life.

Plant and machinery	- 20% on cost
Fixtures, fittings & equipment	- 20% on cost
ICT equipment	- 33% on cost

Other depreciation policies are as follows:

Long Leasehold Buildings	- up to 50 years straight line
Long Leasehold Land	- up to 125 years straight line

An independent valuation has been carried out on the land and buildings on conversion to ascertain the cost recognised in the financial statements. All land and buildings are being leased over 125 years from the local authorities. The valuation technique used for land and buildings is that of depreciated replacement cost.

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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.

**Financial instruments**

The academy trust only holds basic financial instruments as defined in FRS102. The financial assets and 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 as detailed in note 13. Prepayments are not financial instruments.

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



## **1. ACCOUNTING POLICIES - continued**

### **Financial instruments**

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 14. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

### **Taxation**

The 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 academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 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.

### **Fund accounting**

4.5% of GAG income received is retained centrally and is classified as unrestricted income, these funds represent those resources which may be used towards meeting any of the charitable objects of the 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 the Education Funding Agency where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Education Funding Agency.

### **Operating leases**

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

### **Pension costs and other post-retirement benefits**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy 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 quinquennial valuations using a prospective benefit method. As stated in Note 18, the TPS is a multi-employer scheme and the academy trust is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**1. ACCOUNTING POLICIES - continued**

**Pension costs and other post-retirement benefits**

The LGPS is a funded scheme and the assets are held separately from those of the 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 method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

**Investments**

The academy's shareholding in the subsidiary, Full3sixty Limited (formerly Interactive Immersive Classrooms Ltd), is included in the balance sheet at the cost of the share capital owned less any impairment. There is no readily available market value and the cost of valuation exceeds the benefits derived.

**2. DONATIONS AND CAPITAL GRANTS**

	31.8.21	31.8.20
	£	£
Donations	24,676	5,787
Grants	<u>218,360</u>	<u>235,147</u>
	<u>243,036</u>	<u>240,934</u>

Grants received, included in the above, are as follows:

	31.8.21	31.8.20
	£	£
Devolved Formula Capital Grants	<u>218,360</u>	<u>235,147</u>

**3. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds £	Restricted funds £	31.8.21 Total funds £	31.8.20 Total funds £
<b>DfE/ESFA grants</b>				
General Annual Grant(GAG)	1,642,789	34,302,342	35,945,131	34,857,823
Pupil Premium Grant	-	3,994,148	3,994,148	3,958,356
Other DfE / EFA grants	133,584	2,989,437	3,123,021	2,057,736
Sports Grant	-	537,152	537,152	538,676
Universal Infant Free School Meals	-	853,083	853,083	924,700
	<u>1,776,373</u>	<u>42,676,162</u>	<u>44,452,535</u>	<u>42,337,291</u>
<b>DfE/ESFA capital grant</b>				
Condition Improvement Fund	-	1,576,249	1,576,249	1,049,464
<b>Other Government grants</b>				
Early Years Funding	-	2,608,664	2,608,664	2,528,548
SEN	-	1,332,635	1,332,635	1,088,669
Local authority grants	-	454,790	454,790	22,458
	-	<u>5,972,338</u>	<u>5,972,338</u>	<u>4,689,139</u>
<b>Other income from the academy's educational operations</b>	<u>789,714</u>	<u>1,254,802</u>	<u>2,044,516</u>	<u>2,441,846</u>
	<u>2,566,087</u>	<u>49,903,302</u>	<u>52,469,389</u>	<u>49,468,276</u>

**4. OTHER TRADING ACTIVITIES**

	31.8.21 £	31.8.20 £
Hire of facilities	<u>38,119</u>	<u>53,685</u>

**5. EXPENDITURE**

	Non-pay expenditure			31.8.21	31.8.20
	Staff costs £	Premises £	Other costs £	Total £	Total £
<b>Charitable activities</b>					
<b>Academy's educational operations</b>					
Direct costs	31,894,466	-	2,871,600	34,766,066	33,581,847
Allocated support costs	<u>10,148,052</u>	<u>6,610,801</u>	<u>5,911,204</u>	<u>22,670,057</u>	<u>20,942,630</u>
	<u>42,042,518</u>	<u>6,610,801</u>	<u>8,782,804</u>	<u>57,436,123</u>	<u>54,524,477</u>



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**5. EXPENDITURE - continued**

Net income/(expenditure) is stated after charging/(crediting):

	31.8.21	31.8.20
	£	£
Auditors' remuneration	22,500	22,500
Other assurance	4,117	2,310
Depreciation - owned assets	1,847,819	1,798,244
Other operating leases	<u>441,576</u>	<u>576,778</u>

**6. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds	Restricted funds	31.8.21 Total funds	31.8.20 Total funds
	£	£	£	£
Direct costs	101,553	34,664,513	34,766,066	33,581,847
Support costs	<u>2,466,631</u>	<u>20,203,426</u>	<u>22,670,057</u>	<u>20,942,630</u>
	<u>2,568,184</u>	<u>54,867,939</u>	<u>57,436,123</u>	<u>54,524,477</u>

	31.8.21 Total	31.8.20 Total
	£	£
<b>Analysis of support costs</b>		
Support staff costs	10,148,052	9,663,544
Depreciation	374,301	324,742
Technology costs	13,443	71,886
Premises costs	6,610,801	5,691,445
Other support costs	5,496,843	5,166,203
Governance costs	<u>26,617</u>	<u>24,810</u>
Total support costs	<u>22,670,057</u>	<u>20,942,630</u>

**7. TRUSTEES' REMUNERATION AND BENEFITS**

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. Staff trustees only receive remuneration in respect of services they provide undertaking the roles under their contracts of employment.

The value of trustees' remuneration and other benefits was as follows:

D Holmes (CEO and trustee):

Remuneration £141,218 (2020: £137,573)  
Employers pension contributions paid £24,713 (2020: £24,075)  
Expenses £13,706 (2020: £14,048)  
Benefit in Kind £2,092 (2020: £3,068)

## 7. TRUSTEES' REMUNERATION AND BENEFITS - continued

### Trustees' expenses

No allowances were made to trustees during the year for expenses (2020: £201 to 1 trustee)

## 8. STAFF COSTS

	31.8.21	31.8.20
	£	£
Wages and salaries	29,484,185	28,542,346
Social security costs	2,522,205	2,417,585
Operating costs of defined benefit pension schemes	<u>9,120,019</u>	<u>8,643,130</u>
	41,126,409	39,603,061
Supply teacher costs	799,480	416,899
Compensation payments	<u>116,629</u>	<u>96,192</u>
	<u>42,042,518</u>	<u>40,116,152</u>

### Non statutory/non-contractual staff severance payments

Staff restructuring costs comprise of redundancy £107,420 (2020: £59,285) and settlement costs of £9,209 (2020: £38,628). Individually the payments were £2,248, £3,080 and £3,881.

Included within operating costs of defined benefit pension scheme is £16,585 of strain costs.

### Staff numbers

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	31.8.21	31.8.20
Teachers	887	915
Administration and support	466	482
Management	<u>8</u>	<u>8</u>
	<u>1,361</u>	<u>1,405</u>

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

	31.8.21	31.8.20
£60,001 - £70,000	13	19
£70,001 - £80,000	13	8
£80,001 - £90,000	4	4
£90,001 - £100,000	1	1
More than £100,000	<u>3</u>	<u>2</u>
	<u>34</u>	<u>34</u>



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**8. STAFF COSTS - continued**

The above employees participated in the Teachers' Pension Scheme and the Teesside Local Government Pension Scheme. During the year ended 31 August 2021 employer's pension contributions for these staff amounted to £587,847 (2020: £563,463). £499,774 related to the Teachers' Pension Scheme (2020: £477,294) and £88,073 to the Local Government Pension Scheme (2020: £86,169).

**Key management personnel**

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 2. The total amount of employee benefits received by key management personnel for their services to the academy trust was £651,042 (2020: £626,679).

**9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Restricted Fixed Asset funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and capital grants	-	240,934	-	240,934
<b>Charitable activities</b>				
Funding for the academy's educational operations	2,313,756	47,154,520	-	49,468,276
Other trading activities	2	53,683	-	53,685
Other income	-	538,000	-	538,000
<b>Total</b>	2,313,758	47,987,137	-	50,300,895
<b>EXPENDITURE ON</b>				
<b>Charitable activities</b>				
Academy's educational operations	2,597,356	50,453,605	1,473,516	54,524,477
<b>Total</b>	2,597,356	50,453,605	1,473,516	54,524,477
<b>NET INCOME/(EXPENDITURE)</b>	(283,598)	(2,466,468)	(1,473,516)	(4,223,582)
<b>Transfers between funds</b>	334,003	(334,003)	-	-
<b>Other recognised gains/(losses)</b>				
Actuarial gains/(losses) on defined benefit schemes	-	(5,433,000)	-	(5,433,000)
<b>Net movement in funds</b>	50,405	(8,233,471)	(1,473,516)	(9,656,582)

**9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued**

	Unrestricted funds £	Restricted funds £	Restricted Fixed Asset funds £	Total funds £
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	124,494	(21,434,078)	82,748,593	61,439,009
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>174,899</u>	<u>(29,667,549)</u>	<u>81,275,077</u>	<u>51,782,427</u>

**10. CENTRAL SERVICES**

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

- Human resources
- Payroll services
- Financial services
- IT support
- Legal services
- Educational support services

The trust charges for these services on the following basis:

- Flat percentage of GAG allocation at 4.5%

From 1st September 2020 the trust pooled the GAG. GAG is then allocated to the academies based on a standard Age Weighted Pupil Unit rate across the trust. The retention charges below are based on 4.5% of this allocation.

The actual amounts charged during the year were as follows:

	2021 £	2020 £
Hardwick Green Primary	62,779	57,172
Eastfield Primary	42,112	42,112
Lacey Acres	37,782	37,782
Southcoates Primary	68,562	64,614
Buckingham Primary	54,949	55,570
Humberston Cloverfields	44,953	44,123
Middlethorpe Primary	39,586	39,334
Welholme Academy	103,866	101,382
Harrow Gate Academy	81,672	80,893
Roseberry Academy	42,256	39,127
Manchester Road Primary School	73,246	72,813



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**10. CENTRAL SERVICES - continued**

Elliston Primary School	59,812	58,727
Keelby Primary School	34,321	32,080
Linden Road Academy	45,373	45,568
Enfield Academy of New Waltham	29,428	29,144
Springfield Primary Academy	53,791	53,791
Yarm Primary School	55,932	51,998
Moorside Primary Academy	74,005	71,789
Godley Community Primary Academy	43,409	42,675
Oakfield Academy	44,454	42,627
Flowery Field Academy	119,984	112,820
Dowson primary	74,167	71,583
Bradley Green Primary	40,432	38,524
East Whitby Primary Academy	37,972	35,439
Stokesley Primary	43,181	42,745
Endeavour Academy	55,112	53,089
Stakesby Academy	28,365	28,797
Rose Wood Academy	56,417	57,208
Easterside Academy	68,659	65,348
	<u>1,616,577</u>	<u>1,568,874</u>

**11. TANGIBLE FIXED ASSETS**

	Long leasehold land & buildings £	Improvements to property £	Plant and machinery £
<b>COST</b>			
At 1 September 2020	88,395,774	168,052	432,798
Additions	-	-	-
Disposals	-	-	-
At 31 August 2021	<u>88,395,774</u>	<u>168,052</u>	<u>432,798</u>
<b>DEPRECIATION</b>			
At 1 September 2020	7,120,697	2,100	346,238
Charge for year	1,473,516	6,698	86,560
Eliminated on disposal	-	-	-
At 31 August 2021	<u>8,594,213</u>	<u>8,798</u>	<u>432,798</u>
<b>NET BOOK VALUE</b>			
At 31 August 2021	<u>79,801,561</u>	<u>159,254</u>	<u>-</u>
At 31 August 2020	<u>81,275,077</u>	<u>165,952</u>	<u>86,560</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**11. TANGIBLE FIXED ASSETS - continued**

	Fixtures, fittings & equipment £	ICT equipment £	Totals £
<b>COST</b>			
At 1 September 2020	355,581	1,119,485	90,471,690
Additions	191,045	310,915	501,960
Disposals	-	(229,455)	(229,455)
At 31 August 2021	546,626	1,200,945	90,744,195
<b>DEPRECIATION</b>			
At 1 September 2020	179,413	886,862	8,535,310
Charge for year	67,698	213,347	1,847,819
Eliminated on disposal	-	(229,455)	(229,455)
At 31 August 2021	247,111	870,754	10,153,674
<b>NET BOOK VALUE</b>			
At 31 August 2021	299,515	330,191	80,590,521
At 31 August 2020	176,168	232,623	81,936,380

**12. FIXED ASSET INVESTMENTS**

	Unlisted investment £
<b>MARKET VALUE</b>	
At 1 September 2020 and 31 August 2021	20
<b>NET BOOK VALUE</b>	
At 31 August 2021	20
At 31 August 2020	20

There were no investment assets outside the UK.



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.21	31.8.20
	£	£
Trade debtors	64,367	34,371
Other debtors	25,018	11,689
VAT	224,408	323,234
Accrued income	806,754	765,167
Prepayments	451,618	444,689
	<u>1,572,165</u>	<u>1,579,150</u>

**14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.21	31.8.20
	£	£
Trade creditors	1,293,250	1,363,405
Social security and other taxes	1,349,800	654,137
Other creditors	24,576	54,380
Accrued expenses	625,348	458,948
Deferred income	774,665	814,001
	<u>4,067,639</u>	<u>3,344,871</u>

<b>Deferred income</b>	2021	2020
	£	£
Deferred Income at 1 September 2020	814,001	726,505
Resources deferred in the year	774,665	814,001
Amounts released from previous years	<u>(814,001)</u>	<u>(726,505)</u>
Deferred Income at 31 August 2021	<u>774,665</u>	<u>814,001</u>

At the balance sheet date the academy trust was holding £475,168 of funds received in advance relating to Universal Infant Free School Meals to be provided in the 2021/22 academic year. The remaining deferred income balance of £299,497 is grant funding received in advance and relates to the 2021/22 academic year.

**15. 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 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 cease to be a member.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

			31.8.21	
	Unrestricted	Restricted	Restricted	Total
	funds	funds	Fixed	funds
	£	£	Asset	£
	£	£	£	£
Fixed assets	155,889	633,071	79,801,561	80,590,521
Investments	20	-	-	20
Current assets	613,391	6,209,555	-	6,822,946
Current liabilities	(546,493)	(3,521,146)	-	(4,067,639)
Pension liability	-	(41,730,000)	-	(41,730,000)
	<u>222,807</u>	<u>(38,408,520)</u>	<u>79,801,561</u>	<u>41,615,848</u>

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

			31.8.20	
	Unrestricted	Restricted	Restricted	Total
	funds	funds	Fixed	funds
	£	£	Asset	£
	£	£	£	£
Fixed assets	288,635	372,668	81,275,077	81,936,380
Investments	20	-	-	20
Current assets	433,041	5,307,857	-	5,740,898
Current liabilities	(546,798)	(2,798,073)	-	(3,344,871)
Pension liability	-	(32,550,000)	-	(32,550,000)
	<u>174,898</u>	<u>(29,667,548)</u>	<u>81,275,077</u>	<u>51,782,427</u>



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

## 17. MOVEMENT IN FUNDS

	At 1.9.20 £	Net movement in funds £	Transfers between funds £	At 31.8.21 £
<b>Restricted general funds</b>				
Fixed asset fund	81,275,077	(1,473,516)	-	79,801,561
Pension reserve	(32,550,000)	(9,180,000)	-	(41,730,000)
Hardwick Green Primary	76,165	(34,504)	-	41,661
Eastfield Primary	49,163	16,203	-	65,366
Laceby Acres	48,922	(56,663)	-	(7,741)
Southcoates Primary	97,848	64,333	-	162,181
Buckingham Primary	158,316	51,062	-	209,378
Humberston Cloverfields	168,750	(42,703)	(50,000)	76,047
Middlethorpe Primary	20,087	45,053	-	65,140
Welholme Academy	202,466	42,250	-	244,716
Harrow Gate Academy	301,933	(179,718)	-	122,215
Roseberry Academy	(90,178)	60,469	-	(29,709)
Manchester Road Primary School	83,807	53,803	-	137,610
Elliston Primary School	217,420	(125,142)	-	92,278
Keelby Primary School	58,772	38,096	-	96,868
Linden Road Academy	(27,063)	36,382	-	9,319
Condition Improvement Fund	756,467	141,280	-	897,747
Enfield Academy of New Waltham	100,138	(30,593)	-	69,545
Springfield Primary Academy	123,363	(6,464)	-	116,899
Yarm Primary School	10,365	9,598	-	19,963
Moorside Primary School	93,584	7,950	-	101,534
Godley Community Primary Academy	26,524	58,616	-	85,140
Oakfield Primary and Moderate Learning Difficulties Resource Provision	65,987	41,972	-	107,959
Flowery Field Primary School	53,831	20,422	-	74,253
Bradley Green Primary Academy	68,140	36,272	-	104,412
Dowson Primary Academy	1,767	15,582	-	17,349
East Whitby Primary Academy	(14,737)	43,263	-	28,526
Stokesley Primary Academy	(45,111)	52,859	-	7,748
Endeavour academy	83,169	70,849	-	154,018
Stakesby Primary	10,435	(7,288)	-	3,147
Rose Wood Academy				
	138,880	8,911	-	147,791
Easterside Academy	43,242	56,878	-	100,120
	<u>51,607,529</u>	<u>(10,164,488)</u>	<u>(50,000)</u>	<u>41,393,041</u>
<b>Unrestricted funds</b>				
General fund	13,858	88,222	-	102,080
Designated funds	161,040	(90,313)	50,000	120,727
	<u>174,898</u>	<u>(2,091)</u>	<u>50,000</u>	<u>222,807</u>

**17. MOVEMENT IN FUNDS - continued**

<b>TOTAL FUNDS</b>	<u>51,782,427</u>	<u>(10,166,579)</u>	<u>-</u>	<u>41,615,848</u>
--------------------	-------------------	---------------------	----------	-------------------



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

# 17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
Fixed asset fund	218,360	(1,691,876)	-	(1,473,516)
Pension reserve	541,000	(3,699,000)	(6,022,000)	(9,180,000)
Hardwick Green Primary	1,966,918	(2,001,422)	-	(34,504)
Eastfield Primary	1,500,361	(1,484,158)	-	16,203
Lacey Acres	1,006,344	(1,063,007)	-	(56,663)
Southcoates Primary	1,975,418	(1,911,085)	-	64,333
Buckingham Primary	1,544,552	(1,493,490)	-	51,062
Humberston Cloverfields	1,342,671	(1,385,374)	-	(42,703)
Middlethorpe Primary	1,226,753	(1,181,700)	-	45,053
Welholme Academy	3,099,475	(3,057,225)	-	42,250
Harrow Gate Academy	2,586,956	(2,766,674)	-	(179,718)
Roseberry Academy	1,189,487	(1,129,018)	-	60,469
Manchester Road Primary School	2,084,815	(2,031,012)	-	53,803
Elliston Primary School	1,880,468	(2,005,610)	-	(125,142)
Keelby Primary School	951,227	(913,131)	-	38,096
Linden Road Academy	1,310,302	(1,273,920)	-	36,382
Condition Improvement Fund	1,576,250	(1,434,970)	-	141,280
Enfield Academy of New Waltham	777,833	(808,426)	-	(30,593)
Springfield Primary Academy	1,505,808	(1,512,272)	-	(6,464)
Yarm Primary School	1,699,282	(1,689,684)	-	9,598
Moorside Primary School	2,071,637	(2,063,687)	-	7,950
Godley Community Primary Academy	1,224,995	(1,166,379)	-	58,616
Oakfield Primary and Moderate Learning Difficulties Resource Provision	1,405,144	(1,363,172)	-	41,972
Flowery Field Primary School	3,453,488	(3,433,066)	-	20,422
Bradley Green Primary Academy	1,205,598	(1,169,326)	-	36,272
Dowson Primary Academy	2,372,244	(2,356,662)	-	15,582
East Whitby Primary Academy	1,361,651	(1,318,388)	-	43,263
Stokesley Primary Academy	1,384,917	(1,332,058)	-	52,859
Endeavour academy	1,555,778	(1,484,929)	-	70,849
Stakesby Primary	860,244	(867,532)	-	(7,288)
Rose Wood Academy				
	1,782,277	(1,773,366)	-	8,911
Easterside Academy	<u>2,063,205</u>	<u>(2,006,327)</u>	<u>-</u>	<u>56,878</u>
	<u>50,725,458</u>	<u>(54,867,946)</u>	<u>(6,022,000)</u>	<u>(10,164,488)</u>
<b>Unrestricted funds</b>				
General fund	2,566,086	(2,477,864)	-	88,222
Designated funds	<u>-</u>	<u>(90,313)</u>	<u>-</u>	<u>(90,313)</u>
	2,566,086	(2,568,177)	-	(2,091)

17. MOVEMENT IN FUNDS - continued

	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>TOTAL FUNDS</b>	<u><u>53,291,544</u></u>	<u><u>(57,436,123)</u></u>	<u><u>(6,022,000)</u></u>	<u><u>(10,166,579)</u></u>



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

## 17. MOVEMENT IN FUNDS - continued

## Comparatives for movement in funds

	At 1.9.19 £	Net movement in funds £	Transfers between funds £	At 31.8.20 £
<b>Restricted general funds</b>				
Fixed asset fund	82,748,593	(1,473,516)	-	81,275,077
Pension reserve	(24,396,000)	(8,154,000)	-	(32,550,000)
Hardwick Green Primary	125,916	(49,751)	-	76,165
Eastfield Primary	82,191	(33,028)	-	49,163
Lacey Acres	90,706	(14,784)	(27,000)	48,922
Southcoates Primary	56,275	41,573	-	97,848
Buckingham Primary	(5,019)	163,335	-	158,316
Humberston Cloverfields	256,123	(7,373)	(80,000)	168,750
Middlethorpe Primary	21,775	(1,688)	-	20,087
Welholme Academy	321,274	(18,808)	(100,000)	202,466
Harrow Gate Academy	251,871	50,062	-	301,933
Roseberry Academy	(88,097)	(2,081)	-	(90,178)
Manchester Road Primary School	130,011	(37,704)	(8,500)	83,807
Elliston Primary School	249,278	21,142	(53,000)	217,420
Keelby Primary School	109,511	7,261	(58,000)	58,772
Linden Road Academy	(57,228)	30,165	-	(27,063)
Condition Improvement Fund	314,905	341,570	100,000	756,475
Enfield Academy of New Waltham	70,167	29,971	-	100,138
Springfield Primary Academy	174,342	(50,979)	-	123,363
Yarm Primary School	36,934	(26,569)	-	10,365
Moorside Primary School	104,898	(11,314)	-	93,584
Godley Community Primary Academy	16,654	9,870	-	26,524
Oakfield Primary and Moderate Learning Difficulties Resource Provision	143,315	(77,328)	-	65,987
Flowery Field Primary School	17,171	36,660	-	53,831
Bradley Green Primary Academy	5,422	62,710	-	68,132
Dowson Primary Academy	21,555	(19,788)	-	1,767
East Whitby Primary Academy	(56,764)	42,027	-	(14,737)
Stokesley Primary Academy	(19,181)	(25,930)	-	(45,111)
Endeavour academy	55,351	27,818	-	83,169
Stakesby Primary	(48,564)	58,999	-	10,435
Rose Wood Academy				
	86,525	52,355	-	138,880
Easterside Academy	121,615	(78,373)	-	43,242
Devolved Capital Funding	372,990	(265,487)	(107,503)	-
	<u>61,314,515</u>	<u>(9,372,983)</u>	<u>(334,003)</u>	<u>51,607,529</u>
<b>Unrestricted funds</b>				
General fund	12,414	(6,059)	7,503	13,858
Designated funds	112,080	(277,540)	326,500	161,040

17. MOVEMENT IN FUNDS - continued

	<u>124,494</u>	<u>(283,599)</u>	<u>334,003</u>	<u>174,898</u>
<b>TOTAL FUNDS</b>	<u><u>61,439,009</u></u>	<u><u>(9,656,582)</u></u>	<u><u>-</u></u>	<u><u>51,782,427</u></u>



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**17. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Restricted general funds</b>				
Fixed asset fund	-	(1,473,516)	-	(1,473,516)
Pension reserve	538,000	(3,259,000)	(5,433,000)	(8,154,000)
Hardwick Green Primary	1,771,623	(1,821,374)	-	(49,751)
Eastfield Primary	1,467,946	(1,500,974)	-	(33,028)
Laceby Acres	970,055	(984,839)	-	(14,784)
Southcoates Primary	1,832,575	(1,791,002)	-	41,573
Buckingham Primary	1,574,231	(1,410,896)	-	163,335
Humberston Cloverfields	1,362,575	(1,369,948)	-	(7,373)
Middlethorpe Primary	1,144,934	(1,146,622)	-	(1,688)
Welholme Academy	3,059,121	(3,077,929)	-	(18,808)
Harrow Gate Academy	2,424,021	(2,373,959)	-	50,062
Roseberry Academy	1,049,205	(1,051,286)	-	(2,081)
Manchester Road Primary School	2,016,759	(2,054,463)	-	(37,704)
Elliston Primary School	1,828,775	(1,807,633)	-	21,142
Keelby Primary School	853,445	(846,184)	-	7,261
Linden Road Academy	1,301,147	(1,270,982)	-	30,165
Condition Improvement Fund	1,267,430	(925,860)	-	341,570
Enfield Academy of New Waltham	758,715	(728,744)	-	29,971
Springfield Primary Academy	1,491,378	(1,542,357)	-	(50,979)
Yarm Primary School	1,609,186	(1,635,755)	-	(26,569)
Moorside Primary School	2,018,487	(2,029,801)	-	(11,314)
Godley Community Primary Academy	1,196,719	(1,186,849)	-	9,870
Oakfield Primary and Moderate Learning Difficulties Resource Provision	1,288,244	(1,365,572)	-	(77,328)
Flowery Field Primary School	3,271,741	(3,235,081)	-	36,660
Bradley Green Primary Academy	1,181,093	(1,118,383)	-	62,710
Dowson Primary Academy	2,281,920	(2,301,708)	-	(19,788)
East Whitby Primary Academy	1,162,123	(1,120,096)	-	42,027
Stokesley Primary Academy	1,294,697	(1,320,627)	-	(25,930)
Endeavour academy	1,455,537	(1,427,719)	-	27,818
Stakesby Primary	870,940	(811,941)	-	58,999
Rose Wood Academy				
	1,744,660	(1,692,305)	-	52,355
Easterside Academy	1,899,858	(1,978,231)	-	(78,373)
Devolved Capital Funding	-	(265,487)	-	(265,487)
	<u>47,987,140</u>	<u>(51,927,123)</u>	<u>(5,433,000)</u>	<u>(9,372,983)</u>
<b>Unrestricted funds</b>				
General fund	2,313,754	(2,319,813)	-	(6,059)
Designated funds	<u>1</u>	<u>(277,541)</u>	<u>-</u>	<u>(277,540)</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**17. MOVEMENT IN FUNDS - continued**

	<u>2,313,755</u>	<u>(2,597,354)</u>	<u>-</u>	<u>(283,599)</u>
<b>TOTAL FUNDS</b>	<u>50,300,895</u>	<u>(54,524,477)</u>	<u>(5,433,000)</u>	<u>(9,656,582)</u>

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

**Unrestricted funds**

The unrestricted funds represent funds available to the trustees to apply for the general purposes of the trust. The funds are predominantly used to provide the services as detailed in note 10.

**Restricted general funds**

The income and expenditure which each academy receives and incurs and which relates to direct charitable and supporting activities. Income principally derives from government and other grants, expenditure relates to the operation of that particular academy.

As set out in note 10, a charge for central services is made to each academy, this is treated as unrestricted income.

The funds entitled Roseberry Academy and Laceby Acres Academy are in deficit. Roseberry Academy have a long term deficit, during 20/21 the deficit was reduced significantly and the remainder of the deficit will be cleared in 2021/2022. Laceby Acres have a small deficit at the end of the year, this is due to staff restructuring costs incurred as part of a restructure to ensure financial sustainability going forward. The academy will be back in a surplus position in 2021/2022. The Trust continue to work closely with the academy to reduce the deficit.

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

**Designated funds**

The fund entitled designated funds consists of surpluses redirected from academies that held a surplus as at 31st August 2019 in excess of 7.5% of GAG income for that year, and those that held a surplus at 31st August 2020 in excess of 5% in accordance with the finance policy. The funds are used and continue to be used across the trust to support the trust priorities. During the year £50,000 was transferred from Humberston Cloverfields to the designated fund.

**Restricted fixed assets**

This fund represents fixed assets transferred on conversion and capital grants received. Surplus cash within this fund is to be used to purchase capital items only.

Depreciation is charged against this fund in accordance with the accounting policy in note 1.

**Pension reserve**

The actuarial reports which are detailed in note 18 have determined that the Local Government Pension Scheme has a deficit of £41,730,000. A provision for this deficit has been provided in the balance sheet and is matched by a Pension Reserve.



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**17. MOVEMENT IN FUNDS - continued****Analysis of academies by cost**

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

	Teaching and Educational Support Staff costs £	Other Support Staff costs £	Education al Supplies £	Other costs (exc depreciatio n £)	Total £
Hardwick Green	1,292,217	227,998	71,400	398,246	1,989,861
Eastfield	1,020,616	158,342	27,475	272,729	1,479,162
Lacey Acres	686,091	190,756	8,029	175,383	1,060,259
Southcoates	1,325,177	239,945	23,307	321,000	1,909,429
Buckingham	906,336	241,750	34,892	308,638	1,491,616
Humberston					
Cloverfields	894,711	224,688	26,825	232,674	1,378,898
Middlethorpe	792,562	143,606	28,258	215,346	1,179,772
Welholme	1,973,418	440,670	89,058	533,319	3,036,465
Harrowgate	1,734,328	245,048	120,007	639,298	2,735,681
Roseberry	739,243	142,897	17,101	228,542	1,127,783
Manchester Road	1,314,481	244,424	56,581	408,070	2,023,556
Elliston	1,299,272	178,801	29,952	492,726	2,000,751
Keelby	595,614	115,783	22,844	176,887	911,128
Linden Road	838,523	223,400	22,055	188,356	1,272,334
Enfield	496,568	126,012	30,281	148,099	800,960
Springfield	915,482	287,560	34,164	255,496	1,492,702
Yarm	1,169,474	158,076	39,371	320,672	1,687,593
Moorside	1,397,806	265,703	29,393	358,042	2,050,944
Godley	755,574	183,821	23,941	197,693	1,161,029
Oakfield	947,028	173,816	20,058	218,137	1,359,039
Flowery Field	2,451,991	354,194	45,425	576,705	3,428,315
Bradley Green	765,563	181,232	33,693	183,617	1,164,105
Dowson	1,504,264	348,232	55,170	438,042	2,345,708
East Whitby	899,539	144,632	29,362	243,731	1,317,264
Stokesley	897,001	193,745	23,778	215,648	1,330,172
Endeavour	1,046,533	198,826	22,587	210,722	1,478,668
Stakesby	567,071	147,034	12,281	139,480	865,866
Rose Wood	1,261,413	205,923	44,940	258,485	1,770,761
Easterside	1,406,572	229,322	42,933	319,515	1,998,342
	<u>31,894,468</u>	<u>6,216,236</u>	<u>1,065,161</u>	<u>8,675,298</u>	<u>47,851,163</u>

## **18. PENSION AND SIMILAR OBLIGATIONS**

The 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 for non-teaching staff. which is managed by Greater Manchester Pension Fund, Teeside Pension Fund, East Riding Pension Fund, Lincolnshire Pension Fund and North Yorkshire Pension Fund. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £705,272 were payable to the schemes at 31st August 2021 (2020: £357,063) and are included within creditors.

### **Teachers' pension scheme**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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.



## **18. PENSION AND SIMILAR OBLIGATIONS - continued**

### **Valuation of the teachers' pension scheme**

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

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

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

The employer's pension costs paid to TPS in the period amounted to £3,896,613 (2020 - £3,728,764).

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 charity has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

### **Local government pension scheme**

The LGPS is a funded defined benefit scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31st August 2021 was £3,114,244 (2020: £3,246,807) of which employers contributions totalled £2,483,503 (2020: £2,582,535) and employee's contributions totalled £630,741 (2020: £664,272). The agreed contribution rates for future years range from 17.5% to 33.8% for employers and range from 5.5% to 12.5% for employees depending on salary.

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

**18. PENSION AND SIMILAR OBLIGATIONS - continued**

The Trust has taken on the deficit in relation to its staff that are members of the LGPS. Trustees are aware of the extent and the potential impact that the transferred pension deficits could have on the financial viability of the Trust. Having undertaken a comprehensive review of the LGPS arrangements across the trust, Trustees have agreed to consolidate and pool the disparate pension funds within the Teeside Pension Fund.

The amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Present value of funded obligations	(81,249,000)	(63,151,000)
Fair value of plan assets	<u>39,519,000</u>	<u>30,601,000</u>
	(41,730,000)	(32,550,000)
Present value of unfunded obligations	-	-
Deficit	<u>(41,730,000)</u>	<u>(32,550,000)</u>
Net liability	<u>(41,730,000)</u>	<u>(32,550,000)</u>

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

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Current service cost	5,212,000	4,863,000
Net interest from net defined benefit asset/liability	562,000	464,000
Past service cost	-	17,000
	<u>5,774,000</u>	<u>5,344,000</u>
Actual return on plan assets	<u>6,186,000</u>	<u>575,000</u>



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**18. PENSION AND SIMILAR OBLIGATIONS - continued**

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Opening defined benefit obligation	63,151,000	51,658,000
Current service cost	5,212,000	4,863,000
Past service cost	-	17,000
Contributions by scheme participants	679,000	666,000
Interest cost	1,103,000	1,002,000
Actuarial losses/(gains)	11,664,000	5,470,000
Benefits paid	(563,000)	(525,000)
Curtailments	3,000	-
	<u>81,249,000</u>	<u>63,151,000</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Opening fair value of scheme assets	30,601,000	27,262,000
Contributions by employer	2,616,000	2,623,000
Contributions by scheme participants	679,000	666,000
Expected return	541,000	538,000
Actuarial gains/(losses)	5,645,000	37,000
Benefits paid	(563,000)	(525,000)
	<u>39,519,000</u>	<u>30,601,000</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Actuarial gains/(losses)	<u>(6,019,000)</u>	<u>(5,433,000)</u>
	<u>(6,019,000)</u>	<u>(5,433,000)</u>

# 18. PENSION AND SIMILAR OBLIGATIONS - continued

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	31.8.21	31.8.20
	£	£
Equities	28,286,070	21,018,032
Bonds	4,903,870	3,792,080
Property	3,268,550	2,693,056
Cash	2,104,630	2,495,376
Other	955,880	602,456
	<u>39,519,000</u>	<u>30,601,000</u>

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	31.8.21	31.8.20
Discount rate	1.67%	1.70%
Future salary increase	3.72%	3.13%
Future pension increases	2.81%	2.22%
Inflation Assumption (CPI)	2.64%	2.24%
Inflation Assumption (RPI)	-	2.24%

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

Retiring today		
Males	21.2	21.1
Females	23.6	23.4
Retiring in 20 years		
Males	22.5	22.4
Females	25.5	25

## Sensitivity analysis

	31.8.21	31.8.20
	£	£
Discount rate +0.1%	(36,273)	(29,400)
Discount rate -0.1%	68,966	53,953
Mortality assumption - 1 year increase	(94,000)	(40,600)
Mortality assumption - 1 year decrease	54,727	41,000
CPI rate +0.1%	62,600	48,953
CPI rate -0.1%	(32,909)	(27,000)



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**19. LONG-TERM COMMITMENTS, INCLUDING OPERATING LEASES**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.8.21	31.8.20
	£	£
Within one year	674,327	500,709
Between one and five years	1,697,498	1,356,829
In more than five years	<u>1,239</u>	<u>44,916</u>
	<u>2,373,064</u>	<u>1,902,454</u>

**20. RELATED PARTY DISCLOSURES**

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. All transactions involving such organisations are conducted in accordance with the requirements of the AFH and with their financial regulations and procurement processes, including notifying the ESFA of all transactions made on or after 1st April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. Where contracts for goods and services exceeding £2,500 in the year have taken place, the element in excess of £2,500 have been provided at no more than cost. All related party transactions are subject to an open and fair procurement process and any potential conflicts of interest are adequately and appropriately managed. The following related party transactions took place in the financial period.

Expenditure related party transactions

The Director of Business Operations is a director of Full3sixty Limited (formerly Interactive Immersive Classrooms Limited) a company in which the charitable company have a 20% interest. This appointment is solely to represent the interests of the charitable company, the Director of Business Operations has no pecuniary interest and receives no benefit from this appointment or from Full3sixty Limited. The company develops Immersive classrooms for schools and these are provided to 5 of the schools in The Enquire Learning Trust. The Enquire Learning Trust was invoiced £48,825 for work to be carried out in the immersive classrooms during the year. £6,022 was outstanding at the year end.

**21. ULTIMATE CONTROLLING PARTY**

The charitable company is controlled by the board of trustees.



