

Report of the Trustees and  
Financial Statements for the Year Ended 31 August 2019  
for  
The Enquire Learning Trust

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

The Enquire Learning Trust

Contents of the Financial Statements  
for the Year Ended 31 August 2019

	Page
Reference and Administrative Details	1 to 4
Report of the Trustees	5 to 25
Governance Statement	26 to 29
Statement on Regularity, Propriety and Compliance	30
Statement of Trustees Responsibilities	31
Report of the Independent Auditors	32 to 33
Independent Auditor's Report on Regularity	34
Statement of Financial Activities	35 to 36
Balance Sheet	37 to 39
Cash Flow Statement	40
Notes to the Cash Flow Statement	41
Notes to the Financial Statements	42 to 70
Detailed Statement of Financial Activities	71 to 72

The Enquire Learning Trust

Reference and Administrative Details  
for the Year Ended 31 August 2019

**MEMBERS**

A Whitfield (resigned 28.1.19)  
J Rathburn  
G Brook (resigned 4.10.19)  
J Harrison  
T Cutler

**TRUSTEES**

D Holmes  
J Harrison  
J Cassidy  
R Kirk  
L Mercer (resigned 9.10.18)  
N Woodworth (resigned 28.3.19)  
G McCourt  
R Hildyard  
J Foster

**COMPANY SECRETARY**

E Thompson

**REGISTERED OFFICE**

18 Appleton Court  
Wakefield  
West Yorkshire  
WF2 7AR

**REGISTERED COMPANY NUMBER**

08056907 (England and Wales)

**SENIOR STATUTORY AUDITOR**

David Holloway BA FCA DChA

**AUDITORS**

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

**SOLICITORS**

Swinburne Maddison  
Venture House  
Aykley Heads Business Centre  
Durham  
DH1 5TS

**BANKERS**

Barclays Bank Plc  
1 Churchill Place  
London  
E14 5HP

**KEY MANAGEMENT PERSONNEL**

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

**Directory of Academies**

Bradley Green Primary Academy Bradley Green Road Newton Cheshire SK14 4NA Principal: Vicky Cameron	Buckingham Primary Academy Buckingham Street Hull HU8 8UG Principal: Paula Hillman	Dowson Primary Academy Marlborough Road Hyde Cheshire SK14 5HU Principal: Kat Thornburn
East Whitby Academy Stainsacre Lane Whitby North Yorkshire YO22 4HU Principal: Simon Smith	Easterside Academy Erith Grove Easterside Middlesborough TS4 3RG Principal: Delyth Linacre	Eastfield Primary Academy Margaret Street Immingham South Humberside DN40 1LD Principal: Kerry Thompson
Elliston Primary Academy Elliston Street Cleethorpes DN35 7HT Principal: Caroline Patterson	Endeavour Academy Walker Lane Hyde Cheshire SK14 5PL Principal: Carol Rhodes	Enfield Academy of New Waltham Enfield Avenue New Waltham Grimsby DN36 4RB Principal: Amanda Scott
Flowery Field Primary School Off old Road Hyde Cheshire SK14 4SQ Principal: Alvin Fell	Godley Community Primary Academy St Johns Drive Godley, Hyde Cheshire SK14 2QB Principal: Suzanne Clawley-Welton	Hardwick Green Primary Academy Tithe Barn Road Stockton on Tees Cleveland TS19 8WF Executive principal: Vicky Galt
Harrowgate Academy Piper Knowle Road Stockton on Tees TS19 8DE Principal: Vicky Galt	Humberston Cloverfields Academy St Thomas Close Humberston Grimsby DN36 4HS Principal: Carole Spruce	Keelby Primary School Manor Street Keelby Grimsby DN41 8EF Principal: Annabel Cowling
Laceby Acres Primary Academy Swiftsure Crescent Grimsby North East Lincolnshire DN34 5QN Principal: Sharon Clapson	Linden Road Academy Linden Road Denton Manchester M34 6EF Principal: Peter Greaves	Manchester Road Primary Manchester Road Droylsden Manchester M43 6GD Principal: Jo Taylor
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 Principal: Paul Cowley	Roseberry Academy Roseberry Crescent Great Ayton TS8 6EP Principal: Helen Channing	Southcoates Primary Academy Southcoates Lane Hull HU9 3TW Principal: Ted Chamberlain

The Enquire Learning Trust

Reference and Administrative Details  
for the Year Ended 31 August 2019

Springfield Primary Academy  
Springwood Crescent  
Grimsby  
North East Lincolnshire  
DN33 3HG  
Principal: Andrew Willett

Welholme Academy  
Welholme Road  
Grimsby  
DN32 9JD  
Principal: Delyse Turrell

Stakesby Primary Academy  
Byland Road  
Whitby  
North Yorkshire  
YO21 1HY  
Principal: Roy Gunning

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

Stokesley Primary Academy  
No 5 Springfield  
Stokesley  
North Yorkshire  
TS9 5EW  
Principal: Scott McFarlane

Report of the Trustees  
for the Year Ended 31 August 2019

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2018 to 31 August 2019. 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 - because of the distance we have to travel, we understand that good will not be good enough and that we need to develop a shared appreciation of excellence and then strive to enact this every day.

We take learning seriously and work together to create a vibrant culture in which this can happen. We know that it's what we do that counts and that our thinking must be visible in classrooms if it is to have leverage. 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 radical pedagogies that tap into their passions and interests and use the potential of emergent technologies.

We have the collective aspiration that all our academies will become great places for pupils to learn and that they will travel that journey to being great faster than if they had not been part of the Trust. Our ambition is to ensure that as quickly as is practicably possible in every one of our academies;

- Every pupil attends an academy that is good or better
- Every pupil makes good or better progress
- Attainment is above the national average in every academy at all Key Stages
- In every classroom, teaching is judged to be good or better
- All pupils develop excellent behaviours for learning
- Parents and carers are connected to and involved in the learning process
- And all pupils experience a deep, relevant and rich curriculum offering

**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*

#### **Bradley Green Academy**

**Location:** Hyde

**Hub:** West

**Principal:** Vicky Cameron

**Commentary:** Bradley Green was incorporated into the Trust in 2016 and achieved its best ever Key Stage 2 results in 2018 when pupils achieved well above national average in all areas. This performance has been consolidated in 2019. The principal was appointed in 2018 following the retirement of her predecessor. The school is judged to be Good by Ofsted (2019).

**Trust designation:** Self Improving

**Current self-evaluation:** Good

#### **Buckingham Academy**

**Location:** Hull

**Hub:** East

**Principal:** Paula Hilman

**Commentary:** Buckingham Academy is a rapidly improving school, having entered the Trust in 2014 via the sponsored route after being placed in Special Measures by Ofsted. Standards have improved in each of the past 3 years and in key stage 1 outcomes are broadly in line with national averages. The most recent inspection judged the school to Require Improvement although Leadership and Management was rated as Good (2016). The school has developed AfL as a signature pedagogy and has a well-planned curriculum that ensures learning is sequenced so that pupils acquire, apply and retain key knowledge and skills.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

#### **Dowson Academy**

**Location:** Hyde

**Hub:** West

**Principal:** Kat Thornburn

**Commentary:** Dowson entered the Trust in 2016 following a successful Ofsted inspection and has continued its trajectory of improvement. A staff restructure was commenced on entry to the Trust and a new Principal was appointed. The school secured a good judgement at the last inspection (2019) and there was evidence that significant improvement had occurred. The curriculum is connected explicitly to class texts and content is adaptive to support the closure of attainment gaps. Engagement and challenge are high.

**Trust designation:** Self Improving

**Current self-evaluation:** Outstanding

#### **Easterside Academy**

**Location:** Middlesbrough



## **STRATEGIC REPORT**

### **Achievement and performance**

#### *Academy overview*

**Hub:** North

**Principal:** Delyth Linacre

**Commentary:** Easterside Academy entered the Trust in 2018 and was formerly a single academy Trust. The school hosts a resource provision for pupils with additional and special educational needs and has considerable expertise in SEND and inclusion. Pupils' progress in all areas is strong. The school was judged to be Good by Ofsted (2017).

**Trust designation:** Self Improving

**Current self-evaluation:** Outstanding

#### **Eastfield Academy**

**Location:** Immingham

**Hub:** East

**Principal:** Kerry Thompson

**Commentary:** Eastfield Academy is a founding academy of the Enquire Learning Trust and was incorporated in 2013. Its strong and sustained improvement was recognised by Ofsted who judged the school to be Outstanding at its last inspection (2016). Kerry Thompson was appointed following the promotion of her predecessor to the Trust leadership team. In 2019 the school achieved its strongest outcomes since the changes to national curriculum and assessment.

**Trust designation:** Self Improving

**Current self-evaluation:** Outstanding

#### **East Whitby Academy**

**Location:** Whitby

**Hub:** North

**Principal:** Simon Smith

**Commentary:** East Whitby has undergone rapid improvement since incorporation into the Trust in 2015. This is reflected in very strong pupil outcomes in 2018. The school is currently judged to be Good by Ofsted in June 2019. The school places reading and a love of books at the heart of the curriculum.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

#### **Elliston Academy**

**Location:** Cleethorpes

**Hub:** East

**Principal:** Caroline Patterson

## **STRATEGIC REPORT**

### **Achievement and performance**

#### *Academy overview*

**Commentary:** Elliston Academy entered the Trust in 2014 and during this period has improved impressively. This was reflected by Ofsted's judgement in 2018 that the school is Outstanding. In 2019 pupil outcomes were very strong and pupils made excellent progress in all areas. Peer critique is embedded across the school as a signature pedagogy and underpins the school's high standard of pupils work and strong outcomes. The curriculum is linked to high quality texts and there is an emphasis on providing a broad curriculum in which creative arts are emphasised.

**Trust designation:** Self sustaining  
**Current self-evaluation:** Outstanding

### **Endeavour Academy**

**Location:** Hyde

**Hub:** West

**Principal:** Carol Rhodes

**Commentary:** Endeavour Academy was incorporated into the Trust in 2017. It was judged to be Good by Ofsted in 2016. Staffing has recently been restructured and the school benefits from a new leadership team. Outcomes are strong in EY and KS1 and improving in KS2. The school has a coherently sequenced curriculum that is broad, balanced and rigorous.

**Trust designation:** Self Improving  
**Current self-evaluation:** Good

### **Enfield Academy**

**Location:** Grimsby

**Hub:** East

**Principal:** Amanda Scott

**Commentary:** This is a growing school - the number of pupils on roll having almost doubled since incorporation into the Trust. The school was inspected in 2018 and was judged to be Good. Outcomes for pupils are improving and performance in reading is particularly impressive.

**Trust designation:** Self Improving  
**Current self-evaluation:** Good

### **Flowery Field Academy**

**Location:** Hyde

**Hub:** West

**Principal:** Alvin Fell

**Commentary:** Flowery Field Academy is a very large and growing school. The school is very much at the centre of the community and places an emphasis on curriculum breadth and enrichment. Outcomes for pupils are improving in all areas and the school is judged to be Good by Ofsted (2019).

**Trust designation:** Self Improving

**STRATEGIC REPORT**

**Achievement and performance**

*Academy overview*

**Current self-evaluation:** Good

**Godley Academy**

**Location:** Hyde

**Hub:** West

**Principal:** Suzanne Clawley - Walton

**Commentary:** Ofsted currently judge Godley Academy to be Good. There has been a sharp improvement in outcomes for pupils in all areas in 2018 with KS2 test and assessment results placing the school in the top 5% nationally. This strong performance was consolidated in 2019. The curriculum is carefully and coherently planned and sequenced.

**Trust designation:** Self Improving

**Current self-evaluation:** Outstanding

**Hardwick Green Academy**

**Location:** Stockton on Tees

**Hub:** North

**Principal:** Vicky Galt

**Commentary:** Hardwick Green is a rapidly expanding school and its recent extension will facilitate it growing to accommodate 2 forms of entry by 2020. A new executive principal was appointed in 2019. The school was judged to be good by Ofsted in May 2019.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

**Harrow Gate Academy**

**Location:** Stockton on Tees

**Hub:** North

**Principal:** Vicky Galt

**Commentary:** Harrow Gate converted to the Trust via the sponsored route in 2014 and has thrived following the appointment of a new Academy Principal. The improvement was reflected in the Ofsted's inspection in 2017 when the school was judged to be Good. In 2019 the school recorded its best ever outcomes for pupils. This represents a continuation of a strong three-year upward trend. The improvements in the school have been accelerated by the implementation of a challenging, knowledge centred curriculum.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

**Humberston Cloverfields Academy**

**Location:** Humberston

**STRATEGIC REPORT**

**Achievement and performance**

*Academy overview*

**Hub:** East

**Principal:** Carole Spruce

**Commentary:** Humberston Cloverfields is a strong and improving school that is currently judged to be Good by Ofsted (2016). The school is a forward thinking and innovative organisation and has a well organised curriculum that is complemented by pedagogies that support the pupils' beautiful work.

**Trust designation:** Self sustaining

**Current self-evaluation:** Outstanding

**Keelby Academy**

**Location:** Grimsby

**Hub:** East

**Principal:** Annabel Cowling

**Commentary:** Keelby is judged by Ofsted to be a Good School (2018). The outcomes for pupils have been consistently strong since conversion in 2014 and this year the school recorded its best ever results in KS1 and KS2. The Academy has a particular strength in the development of leaders and since incorporation three colleagues have left the school to take up headships in other schools. The curriculum is broad, balanced and carefully sequenced.

**Trust designation:** Self sustaining

**Current self-evaluation:** Outstanding

**Laceby Acres Academy**

**Location:** Grimsby

**Hub:** East

**Principal:** Sharon Clapson

**Commentary:** Laceby Acres has built a strong local and regional reputation for high quality teaching and learning. This is reflected in consistently excellent outcomes for pupils in all areas. The school was judged to be Outstanding by Ofsted in 2017.

**Trust designation:** Self sustaining

**Current self-evaluation:** Outstanding

**Linden Road Academy**

**Location:** Denton

**Hub:** West

**Principal:** Peter Greaves

**Commentary:** Linden Road Academy entered the Trust via the sponsored route in 2015 following a succession of negative Ofsted judgements. Pupil outcomes have been considerably strengthened and the school was judged to be Good in 2018. A new principal was appointed in 2019.

**STRATEGIC REPORT**  
**Achievement and performance**

*Academy overview*

**Trust designation:** Self Improving

**Current self-evaluation:** Good

**Manchester Road Academy**

**Location:** Droylsden

**Hub:** West

**Principal:** Joanne Taylor

**Commentary:** Manchester Road has undergone a transformative refurbishment during 2018 so that pupils can benefit from a learning environment that is fit for purpose. Pupils outcomes are strengthening. The school has a broad, balanced and well-planned curriculum. The school is currently judged to be good by Ofsted.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

**Middlethorpe Academy**

**Location:** Cleethorpes

**Hub:** West

**Principal:** Rachel Simpson

**Commentary:** Middlethorpe Academy was judged to be Outstanding by Ofsted in 2017 having converted - as a founding academy - in 2013 as a good school. A new principal has recently been appointed in 2018 to lead the school in the next stage of its development.

**Trust designation:** Self Improving

**Current self-evaluation:** Outstanding

**Moorside Academy**

**Location:** Droylsden

**Hub:** West

**Principal:** Mandy Taylor

**Commentary:** Moorside Academy entered the Trust in 2015 and was judged to be Good by Ofsted in November 2018. The school is improving rapidly and this is reflected in the upturn in pupil outcomes in both key stages. A new Principal was appointed for the start of the 2019/2020 academic year.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

**Oakfield Academy**

**Location:** Hyde

**Hub:** West

## **STRATEGIC REPORT**

### **Achievement and performance**

#### *Academy overview*

**Principal:** Heather Farrell

**Commentary:** Oakfield converted to academy status in 2015. Since that point the school has improved rapidly and in 2018 registered its best ever pupil test and assessment outcomes in Key Stage 2. The school is a highly inclusive environment and hosts a resource base for pupils with additional and special educational needs. The school was judged to be Good by Ofsted in 2019.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

#### **Roseberry Academy**

**Location:** Middlesbrough

**Hub:** North

**Principal:** Helen Channing

**Commentary:** Roseberry Academy opened in 2014 and serves the village of Great Ayton in North Yorkshire. The school was judged to be Good by Ofsted in 2017. Pupil behaviours and attitudes of pupils are outstanding.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

#### **Rosewood Academy**

**Location:** Middlesbrough

**Hub:** North

**Principal:** Paul Cowley

**Commentary:** Rosewood entered the Trust in 2018 with an Ofsted grading of Requires Improvement (2016) having formerly been a stand-alone Academy. The school was inspected in December 2018 and judged to be good. Early Years provision is outstanding and current pupil outcomes are very strong and the school performs well above the national average in all areas of the curriculum.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

#### **Southcoates Academy**

**Location:** Hull

**Hub:** East

**Principal:** Ted Chamberlain

**Commentary:** Southcoates entered the Trust in 2014 via the sponsored route. The school was judged to be Good by Ofsted in 2017. This reflects an impressive track record in enhancing pupils' progress. The school has a strong local identity that is fully reflected in the curriculum.

**STRATEGIC REPORT**

**Achievement and performance**

*Academy overview*

**Trust designation:** Self Improving

**Current self-evaluation:** Good

**Springfield Academy**

**Location:** Grimsby

**Hub:** East

**Principal:** Andy Willet

**Commentary:** Springfield Academy joined the Trust as a school that required improvement. Leaders and teachers have worked relentlessly to secure significant improvements in practice and provision across the school and pupils outcomes have been sustainably strong. During 2018 the school was inspected by Ofsted and judged to be Good.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

**Stakesby Academy**

**Location:** Whitby

**Hub:** North

**Principal:** Roy Gunning

**Commentary:** Stakesby Academy was incorporated in the Trust in 2018 following a lengthy conversion process. The school was judged to be Good by Ofsted earlier this year. The school has undergone significant changes since conversion: staffing has been restructured, new leaders and teachers have been appointed and the curriculum has been revised. The school is developing a signature pedagogy based upon AfL.

**Trust designation:** Developing

**Current self-evaluation:** Good

**Stokesley Academy**

**Location:** Middlesbrough

**Hub:** North

**Principal:** Scott McFarlane

**Commentary:** Stokesley Primary Academy opened in 2017 and serves a small town in North Yorkshire. The school was judged to be good by Ofsted in 2019. The curriculum is well designed and there are strong connections to key skills of English and Mathematics in all parts of the school. The quality of learning in EY and KS2 are highlighted as particular strengths of the school.

**Trust designation:** Self improving

**Current self-evaluation:** Good

**Welholme Academy**

**Location:** Grimsby

**STRATEGIC REPORT**  
**Achievement and performance**

*Academy overview*

**Hub:** East

**Principal:** Delyse Turrell

**Commentary:** Welholme became a part of the Trust in 2014 via the sponsored route and after a continuous trajectory of improvement secured a Good judgement from Ofsted in 2017. In 2018 the school achieved its best ever pupil outcomes.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

**Yarm Academy**

**Location:** Yarm

**Hub:** North

**Principal:** Jill Woods

**Commentary:** Yarm Primary converted into the Trust in 2014 following a number of years as a stand-alone academy. Since 2014, improvements have been reflected in statutory assessment results and in 2018 the school was judged to be good by Ofsted.

**Trust designation:** Self Improving

**Current self-evaluation:** Good

Key Performance Indicator	Considerations	RAG Rating	Commentary
1. Pupil achievement	<ul style="list-style-type: none"><li>o Attainment at least in line with national average at the end of EY, KS1 and KS2 (GLD and core subjects) or rising rapidly</li><li>o Performance in PSC at least in line with national average and the gap between national and school is closing</li><li>o Progress in core subjects at least in line with national average</li><li>o Performance of vulnerable groups (SEND and disadvantaged pupils) better than the national average for similar groups of pupils</li></ul>	A	In all key areas there has been a three year trend of improvement across the Trust. The key measure of reading, writing and mathematics combined (in which individual pupils reach or exceed the age related expectation in all three areas) is above the national average.



## **STRATEGIC REPORT**

### **Achievement and performance**

#### *Academy overview*

2. Effectiveness of leadership and governance	<ul style="list-style-type: none"><li>o Ofsted judgements on leadership and management are at least good for all academies</li><li>o Validated academy self evaluation is at least good</li><li>o All academies are improving (designation process)</li><li>o Staff survey shows that 70% of all colleagues are positively engaged in their academy</li><li>o Termly staff absence is less than 4%</li><li>o Planned staff retention at 90%</li></ul>	G	Ofsted inspection highlights the effectiveness of Academies' leadership and governance arrangement. This includes specific reference to Trust wide governance.
3. Quality of teaching, learning and assessment	<ul style="list-style-type: none"><li>o Ofsted judgements on teaching, learning and assessment are at least Good</li><li>o Validated Academy Self Evaluation is at least Good or improving</li><li>o Accuracy of Academy internal data within an agreed range</li></ul>	G	The Trust focus on curriculum and pedagogy means that overwhelmingly pupils benefit from positive experiences at school and are taught well. 97% of pupils within the Trust attend a school that is judged by Ofsted to be good or better. The revised process for assessment has been implemented across the Trust. This has improved the accuracy and utility of internal data.
4. Personal development, behaviour and welfare	<ul style="list-style-type: none"><li>o Ofsted judgements on personal development, behaviour and welfare are at least Good</li><li>o Validated Academy Self Evaluation is at least Good or improving</li><li>o Pupil exclusion (fixed term and permanent) below national average (currently 0.6%)</li><li>o Academy attendance and rates of persistent absenteeism below national average (currently 96% and 8.7% respectively)</li></ul>	A	Attendance has improved across the Trust following swift and robust action by school leaders. Ofsted judges behaviours to be good in all schools.
5. Academy finance	<ul style="list-style-type: none"><li>o Trust assessment of financial management at least Good</li><li>o Balanced budgetary position</li><li>o Balanced central budget position</li></ul>	A	The financial position of the whole Trust is sound. This masks a number of Academies - all in the North Yorkshire LA area - whose financial situation is more challenging. Financial management across the Trust was reviewed by ESFA in 2019 and was accorded a high level of assurance. ++The Trust will face additional cost pressures in 2019/2020.

**STRATEGIC REPORT**

**Achievement and performance**

*Academy overview*

6. Current trust priority - EY	<ul style="list-style-type: none"><li>o Ofsted judgement on Early Years are at least Good</li><li>o Validated Academy Self Evaluation is at least Good or improving</li></ul>	A	All Academies evaluate EY provision as good or better. This is validated by the Trust. Following a consistent upward trajectory, the proportion of pupils achieving a Good Level of Development in the Early Years is currently in line with national averages. The Trust has incorporated new EY provision in 5 schools and has extended its operation to ages 2-11 in 4 academies.
7. Current trust priority - Improving reading	<ul style="list-style-type: none"><li>o Teachers have a wider repertoire of strategies for the teaching of reading and writing</li><li>o Through teaching sequences reading and writing are directly connected to the wider curriculum</li><li>o The quality of responses children of all abilities make to the opportunity to engage in extended writing is enhanced</li><li>o The outcomes of inspections, Trust enquiries and social media show that Power of Reading has created inspirational context for learning.</li></ul>	A	Reading in Key Stage 2 is below the national average. The proportion of pupils across the Trust who achieve at the higher levels remains below the national average

*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 it's agreed cash limit
- Staffing - all academies are to set a budget with staffing at or below 80% of guaranteed 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 outturn with a positive 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

## **STRATEGIC REPORT**

### **Financial review**

#### *Overall financial review*

Financial Report for financial year ended 31st August 2019

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 2019 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 2019.

The cash balance received from the converted schools has been included in the SOFA as restricted income. The transfer of land and buildings and other legacy assets are included in the restricted fixed assets fund. The restricted fixed asset fund balance is reduced by annual depreciation charges as follows:

- Up to 125 years for long leasehold land
- Up to 50 years for long leasehold buildings

During the year ended 31 August 2019, total expenditure of £52,844,381 was covered by recurrent grant funding from the ESFA and other minor income sources, excess of income over expenditure for the year was £4,166,536, after actuarial gains on defined benefit pension schemes the net movement in funds was (£3,692,464).

At 31 August 2019 the net book value of fixed assets was £83,522,996 and movements in tangible fixed assets are shown in Note 13 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 22 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 Teeside 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 2019 of £61,439,009. These comprise £2,274,027 of restricted funds allocated to individual academies within the Trust, £82,748,593 restricted fixed asset funds, and £124,494 of unrestricted funds. There is a deficit on the pension reserve of £24,396,000. The academies generated a surplus of £257,763.

#### *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 without risk. As Trustees, we will endeavour to spend public monies with which we are entrusted for the direct education 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 no risk interest bearing current accounts. This arrangement will be reviewed annually as the Trust grows.

## **STRATEGIC REPORT**

### **Financial review**

#### *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. As the Trust has a responsibility to ensure viability within each academy it is felt that the appropriate level of reserves currently should be equivalent to circa 3 months operating costs of the largest academy - during 2017/2018 the reserve was set at £600,000. The level of reserve will be reviewed and set on an annual basis as part of the budget setting plan taking into consideration the size of the Trust and the number of member academies. Given the growth of the trust there will be a detailed review of the reserves policy for 2019/2020.

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 academy 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.

### **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. This is subject to political forces and changes to national policy. The Parliamentary Opposition have declared a less favourable attitude to Academies and it is likely that - given a change of Government - the academies programme would encounter a shift in direction and emphasis. The Trust maintains an apolitical position and 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. To this end the Trust is committed to undertaking a comprehensive review of how resources are managed, further centralise key areas of spending to secure the best value for money, take a more proactive stance in the management of academy surpluses and review the deployment and impact of teaching assistants. 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 schools block to the high needs block in some localities served by the Trust - and will need a planned 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.

## **STRATEGIC REPORT**

### **Principal risks and uncertainties**

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.

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

### **Future plans**

The Trust's future plans (published in our 2019 growth plan) include

- All children to attend a good school.
- Minimum of 8 academies to be Outstanding.
- All academies at capacity or over-subscribed
- Continue to build central support infrastructure – develop capacity and improve effectiveness and efficiency.
- Embed and develop regional support structures.
- 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.
- Create immersive classrooms in 6 schools.
- Reform funding distribution across the Trust (should a national funding formula not materialise).
- Incorporate up to 4 new academies (with at least 1 in the North region)
- Reform business and financial administration across the Trust.
- Maintain a secure platform for sharing information across the Trust.
- Implement and develop a Trust Managed Service.
- Improve and develop the effectiveness of the Board of Trustees and Members.
- Develop local expertise in academy governance.
- Develop partnerships and relationships with strategic partners.
- Develop regional support for ICT and invest significantly in infrastructure and hardware to enable curriculum delivery and effective business processes.
- Embed and capitalize upon new data processes.
- Pool pension arrangements across the Trust.
- Consolidate infrastructure for oversight, challenge, development and support

## **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 multi academy 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 were reviewed and updated.

### **Members' liability**

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

### **Trustees' Indemnities**

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.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Organisational structure**

The Trust has three layers of governance;

- o Trust members
- o Board of Trustees
- o Trust committees
  - Finance, Audit and Risk
  - 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 Financial Leadership Team - Chair of Trustees, CEO, CFO and Director of Business Operations
- o Data Protection Group - Data Protection Officer, DBO, Director of Human Resources

### **Significant changes in the Trust and the operational environment**

During this year the Trust has undergone significant change. There have been three new incorporations (one converter Academy and two incorporations of existing academies). The Trust currently has a membership of 29 schools. While there is scope to expand further, this size and scale is close to the optimum and we are now in a position to secure harmonisation of operations - particularly in relation to staff employment across the Trust.

Important developments across the trust include;

- Consolidated existing clusters and extended collaborative advantage
- Expanded each cluster to a maximum of 12 academies and in 2018/2019 focused our growth on the North Cluster. This has entailed incorporating three schools.
- Established a Trust wide operational service platform
- Extended Early Years Provisions in the Northern Cluster with an additional two provisions to open in September 2018.
- Secured good or better education for 97% of pupils within the Trust
- Secured good or better leadership in all schools
- Secured improved Ofsted evaluations for all schools within the Trust
- Implemented the Trust Curriculum Framework in all 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 national average
- Implemented a Trust wide quality assurance programme
- Implemented a Trust self-evaluation process
- Created 5 new EY 2YO provisions and incorporated 4 PV EY settings into the Trust, 25 ELT academies now have 3-11 provision
- Reformed arrangements for more effective local governance arrangements through the creation of 13 Academy Improvement Committees.
- Established a Trust wide assessment and data management system
- Improved the quality and take up of school meals through an extended arrangement with Mellors
- Reviewed and implemented systems and procedures to ensure compliance with GDPR, including the appointment of a DPO
- Continued to strengthen and diversify the Trust Board
- Embedded a common reporting format for Trustees including HR, Finance, GDPR, Estates, Academy Improvement and Progress towards KPI's

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Organisational structure**

- Added to Trust capacity through the Five-Day contribution
- Secured a high level of assurance from the ESFA for Trust financial management
- Implemented a new HR/Payroll system across the Trust
- Centralise the provision for statutory CPD.

The environment in which the trust operates remains broadly supportive of the academies movement. However while there has been no significant shift in national policy in relation to Academies it is notable that there has been some easing of the pace at which the restructuring of the education service in England is taking place. The emphasis is now clearly upon the outcomes that are generated by schools in relation to the pupils that they serve. This brings a welcome enhancement in the level of accountability for the Trust. Additionally, the trust now falls within a tighter and more centrally prescribed operational framework. This places increased emphasis on compliance with the Academies Financial Handbook and places increased, but reasonable, limits on our ability to be innovative and businesslike. Throughout the year the Trust has worked with school leaders and Trustees to ensure that there is wide understanding and awareness of the changing circumstances around our work and that all systems and structures within the Trust are congruent and fit for purpose.

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

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 aide 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.



## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **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 academy 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 2019

### **Relevant union officials**

Number of employees who were relevant union officials during the relevant period

1

Full-time equivalent employee number

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

0

Total pay bill

37,623,345

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

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

0%

### **Paid trade union activities**

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

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

0%

### **Related parties**

Transactions with related parties are disclosed in note 23 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.

The Trust has developed quality assurance process - 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.

### **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. Employees 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.

The Enquire Learning Trust

Report of the Trustees  
for the Year Ended 31 August 2019

**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 16 December 2019 and signed on the board's behalf by:

A handwritten signature in black ink, appearing to read 'D Holmes', with a long horizontal flourish extending to the right.

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.

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**

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 4 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	4	4
J Harrison	4	4
J Cassidy	3	4
R Kirk	4	4
N Woodworth (resigned 28.03.19)	0	3
G McCourt	2	4
R Hildyard	4	4
J Foster	3	4

During the year N Woodworth resigned as trustee.

Trust Governance is organised at three levels:

Trust members (Chair: Janet Rathburn)

Trustees (Chair: Jack Harrison)

Academy improvement committees

During this year The trust has worked unstintingly to develop 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 and will be subject to external review and independent evaluation during 2020.

The audit finance and risk committee is a sub-committee of the main board of trustees. Its purpose is to:

Governance Statement  
for the Year Ended 31 August 2019

- 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.

**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 Committee.

The Academies benefit from the provision of a suitably qualified accountant who works alongside a Trustee with the appointed responsibilities of the Responsible Officer RO. The RO periodically reviews key financial policies, systems and procedures, including the use of tenders, and presents reports on compliance to the Audit Committee.

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

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

Each Academy Finance and Resource Committee meets at least once per term and receives timely financial monitoring and management reports in order to make informed decisions. 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 Board of Trustees. 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 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 2018 to 31 August 2019 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 2018 to 31 August 2019 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 Responsible Officer,
- 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.

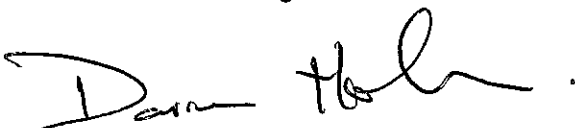
Since the trust met less than 6 times a year it demonstrates its governance with additional committee meetings in addition to the full trust board meetings. The trust board met 4 times during the year, in addition to this the audit, risk and finance committee met 3 times during the year and financial 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 16 December 2019 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 2019

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 2018.

I confirm that I and the charitable company board of trustees are able to identify any material irregular or improper use of all 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 2018.

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.

A handwritten signature in black ink, appearing to read 'D. Holmes', with a stylized flourish at the end.

D Holmes - Accounting Officer

16 December 2019



## The Enquire Learning Trust

### Statement of Trustees Responsibilities for the Year Ended 31 August 2019

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 2015 and the Academies Accounts Direction 2018 to 2019;
- 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.

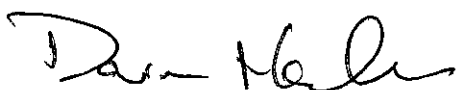
The trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have 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 16 December 2019 and signed on its behalf by:



D Holmes - Trustee

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

### **Opinion**

We have audited the financial statements of The Enquire Learning Trust (the 'charitable company') for the year ended 31 August 2019 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 2018 to 2019 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 2019 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 2015 and Academies Accounts Direction 2018 to 2019.

### **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**

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

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

### **Other information**

The 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the 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.

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

**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.

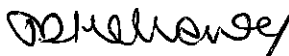
**Our responsibilities for the audit of the financial statements**

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.

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

16 December 2019

Independent Reporting Auditor's Assurance Report on Regularity to  
The Enquire Learning Trust and the Education and Skills Funding Agency

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 2018 to 2019, 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 2018 to 31 August 2019 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 2018, 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 2018 to 2019. 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 2018 to 31 August 2019 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 2018 to 2019 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

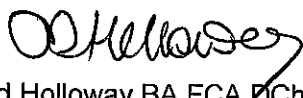
The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

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 2018 to 31 August 2019 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

16 December 2019

The Enquire Learning Trust

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

for the Year Ended 31 August 2019

					31.8.19	31.8.18
		Unre- stricted funds	Restricted funds	Restricted Fixed Asset funds	Total funds	Total funds
	Notes	£	£	£	£	£
<b>INCOME AND ENDOW- MENTS FROM</b>						
Donations and capital grants	2	-	(541,405)	5,819,603	5,278,198	183,614
Transfer from Local Authority on conversion	26	-	(197,930)	2,515,000	2,317,070	4,067,895
<b>Charitable activities</b>						
Funding for the academy's educational operations		2,321,879	46,320,296	-	48,642,175	43,194,284
Teaching school	6	-	-	-	-	57,920
Other trading activities	4	-	85,457	-	85,457	78,517
Investment income	5	-	17	-	17	34
Other income		-	688,000	-	688,000	443,000
<b>Total</b>		<b>2,321,879</b>	<b>46,354,435</b>	<b>8,334,603</b>	<b>57,010,917</b>	<b>48,025,264</b>
<b>EXPENDITURE ON</b>						
<b>Charitable activities</b>						
Academy's educational op- erations		2,452,891	48,633,901	1,757,589	52,844,381	46,646,430
Teaching school		-	-	-	-	64,519
Other		-	-	-	-	1,252,768
<b>Total</b>	7	<b>2,452,891</b>	<b>48,633,901</b>	<b>1,757,589</b>	<b>52,844,381</b>	<b>47,963,717</b>
<b>NET IN- COME/(EXPENDITURE)</b>						
		(131,012)	(2,279,466)	6,577,014	4,166,536	61,547
<b>Transfers between funds</b>	21	<b>242,000</b>	<b>(242,000)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other recognised gains/(losses)</b>						
Actuarial gains/losses on de- fined benefit pension schemes	22	-	(7,859,000)	-	(7,859,000)	3,656,000
<b>Net movement in funds</b>		<b>110,988</b>	<b>(10,380,466)</b>	<b>6,577,014</b>	<b>(3,692,464)</b>	<b>3,717,547</b>

The notes form part of these financial statements

The Enquire Learning Trust

Statement of Financial Activities - continued  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 August 2019

					31.8.19	31.8.18
	Notes	Unre- stricted funds £	Restricted funds £	Restricted Fixed Asset funds £	Total funds £	Total funds £
<b>RECONCILIATION OF FUNDS</b>						
<b>Total funds brought forward</b>		13,502	(11,053,608)	76,171,579	65,131,473	61,413,926
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>124,490</u>	<u>(21,434,074)</u>	<u>82,748,593</u>	<u>61,439,009</u>	<u>65,131,473</u>

All of the charitable company's activities derive from continuing operations in the current year.

**Balance Sheet**  
**At 31 August 2019**

	Notes	31.8.19 £	31.8.18 £
<b>FIXED ASSETS</b>			
Tangible assets	13	83,522,996	76,889,655
Investments	14	<u>20</u>	<u>20</u>
		83,523,016	76,889,675
<b>CURRENT ASSETS</b>			
Stocks	15	-	3,359
Debtors	16	1,711,965	1,636,919
Cash at bank		<u>4,494,551</u>	<u>4,322,722</u>
		6,206,516	5,963,000
<b>CREDITORS</b>			
Amounts falling due within one year	17	<u>(3,894,523)</u>	<u>(4,067,202)</u>
<b>NET CURRENT ASSETS/(LIABILITIES)</b>		<u>2,311,993</u>	<u>1,895,798</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		85,835,009	78,785,473
<b>PENSION LIABILITY</b>	22	<u>(24,396,000)</u>	<u>(13,654,000)</u>
<b>NET ASSETS</b>		<u>61,439,009</u>	<u>65,131,473</u>

Balance Sheet - continued  
At 31 August 2019

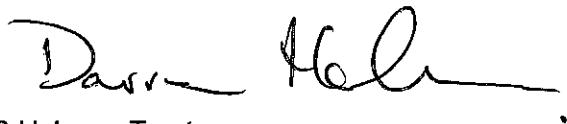
	Notes	31.8.19 £	31.8.18 £
<b>FUNDS</b>	21		
Unrestricted funds:			
General fund		12,414	13,502
Designated funds		112,080	-
		124,494	13,502
Restricted funds:			
Fixed asset fund		82,748,593	76,171,579
Pension reserve		(24,396,000)	(13,654,000)
Hardwick Green Primary		125,916	107,228
Eastfield Primary		82,190	152,598
Laceby Acres		90,706	45,041
Southcoates Primary		56,275	25,508
Buckingham Primary		(5,019)	(78,894)
Humberston Cloverfields		256,123	324,323
Middlethorpe Primary		21,775	(11,309)
Welholme Academy		321,274	269,150
Harrow Gate Academy		251,871	360,910
Roseberry Academy		(88,097)	(52,433)
Manchester Road Primary			
School		130,011	117,341
Elliston Primary School		249,278	141,880
Keelby Primary School		109,511	67,371
Linden Road Academy		(57,228)	62,874
Condition Improvement Fund		314,905	584,128
Enfield Academy of New Wal-			
tham		70,168	45,753
Springfield Primary Academy		174,342	148,636
Yarm Primary School		36,934	25,904
Moorside Primary School		104,898	252,387
Godley Community Primary			
Academy		16,654	9,104
Oakfield Primary and Moder-			
ate Learning Difficulties Re-			
source Provision		143,315	136,913
Flowery Field Primary School		17,171	(24,475)
Bradley Green Primary Acad-			
emy		5,422	(3,480)
Dowson Primary Academy		21,555	(28,011)
East Whitby Primary Acade-			
my		(56,764)	3,275
Stokesley Primary Academy		(19,181)	(117,941)
Endeavour academy		55,351	36,611
Stakesby Primary		(48,564)	-
Rose Wood Academy		86,525	-
Easterside academy		121,615	-
Devolved Capital Funding		372,990	-
		61,314,515	65,117,971
<b>TOTAL FUNDS</b>		61,439,009	65,131,473

The notes form part of these financial statements



Balance Sheet - continued  
At 31 August 2019

The financial statements were approved by the Board of Trustees on 16 December 2019 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'D Holmes', followed by a long horizontal flourish.

D Holmes -Trustee

The Enquire Learning Trust

Cash Flow Statement  
for the Year Ended 31 August 2019

	Notes	31.8.19 £	31.8.18 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	1	428,629	1,116,000
Interest paid		<u>(1,609)</u>	<u>1,106</u>
<b>Net cash provided by (used in) operating activities</b>		<u>427,020</u>	<u>1,117,106</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(382,972)	(319,249)
Purchase of fixed asset investments		-	(20)
Interest received		<u>17</u>	<u>34</u>
<b>Net cash provided by (used in) investing activities</b>		<u>(382,955)</u>	<u>(319,235)</u>
<b>Cash transferred on conversion to an academy</b>	26	<u>127,764</u>	<u>104,894</u>
<b>Change in cash and cash equivalents in the reporting period</b>		171,829	902,765
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>4,322,722</u>	<u>3,419,957</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>4,494,551</u>	<u>4,322,722</u>

The notes form part of these financial statements

Notes to the Cash Flow Statement  
for the Year Ended 31 August 2019

**1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.8.19 £	31.8.18 £
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	4,166,536	61,547
<b>Adjustments for:</b>		
Depreciation	1,800,161	1,662,813
Transfer from Local Authority on conversion	(7,297,294)	(2,274,852)
Interest received	(17)	(34)
Interest paid	1,609	(1,106)
Decrease in stocks	3,359	4,420
Increase in debtors	(75,218)	(206,281)
(Decrease)/increase in creditors	(172,507)	1,098,493
Difference between pension charge and cash contributions	<u>2,002,000</u>	<u>771,000</u>
<b>Net cash provided by (used in) operating activities</b>	<u>428,629</u>	<u>1,116,000</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 (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Academies Accounts Direction 2018 to 2019 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.

The Enquire Learning Trust meets the definition of a public benefit entity under FRS 102.

### **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 22, 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 2019. 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 using the depreciated replacement cost method.

### **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.

**1. ACCOUNTING POLICIES - continued**

**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 2019.

**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.

**1. ACCOUNTING POLICIES - continued**

**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.

**Transfers of existing academies into the academy 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.

**Expenditure and liabilities**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

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 payment for the goods or services it must provide.

**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 2019

**1. ACCOUNTING POLICIES - continued**

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off 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. 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 16. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. 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.

**Stocks**

Unsold uniforms and resources are valued at the lower of cost or net realisable value.

**1. ACCOUNTING POLICIES - continued**

**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.

**Hire purchase and leasing commitments**

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 22, 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.

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, 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



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

**2. DONATIONS AND CAPITAL GRANTS**

	31.8.19	31.8.18
	£	£
Donations	13,901	5,193
Grants	284,073	178,421
Academies transferred in	<u>4,980,224</u>	<u>-</u>
	<u>5,278,198</u>	<u>183,614</u>

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

	31.8.19	31.8.18
	£	£
Devolved Formula Capital Grants	<u>284,073</u>	<u>178,421</u>

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

	Unrestricted funds £	Restricted funds £	31.8.19 Total funds £	31.8.18 Total funds £
Grants	1,560,049	43,843,934	45,403,983	40,395,190
Catering income	88,518	1,587,504	1,676,022	1,426,738
Other incoming resources	<u>673,312</u>	<u>888,858</u>	<u>1,562,170</u>	<u>1,372,356</u>
	<u>2,321,879</u>	<u>46,320,296</u>	<u>48,642,175</u>	<u>43,194,284</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

3. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS - continued

An analysis of grants received is given below:

	Unrestricted funds £	Restricted funds £	31.8.19 Total funds £	31.8.18 Total funds £
<b>DfE/ESFA revenue grant</b>				
General Annual Grant(GAG)	1,560,049	33,109,488	34,669,537	31,247,953
Start Up Grants	-	-	-	25,001
Pupil Premium Grant	-	3,901,831	3,901,831	3,366,819
Other DfE / EFA grants	-	651,287	651,287	166,550
Sports Grant	-	516,770	516,770	491,332
Universal Infant Free School Meals	-	892,874	892,874	932,052
	<u>1,560,049</u>	<u>39,072,250</u>	<u>40,632,299</u>	<u>36,229,707</u>
<b>DfE/ESFA capital grant</b>				
Condition Improvement Fund	-	851,693	851,693	846,534
Additional capital funding	-	375,750	375,750	-
	-	<u>1,227,443</u>	<u>1,227,443</u>	<u>846,534</u>
<b>Other government grant</b>				
Early Years Funding	-	2,323,297	2,323,297	1,800,592
SEN	-	869,083	869,083	1,305,253
Local authority grants	-	351,861	351,861	213,105
	-	<u>3,544,241</u>	<u>3,544,241</u>	<u>3,318,950</u>
	<u>1,560,049</u>	<u>43,843,934</u>	<u>45,403,983</u>	<u>40,395,191</u>

4. OTHER TRADING ACTIVITIES

	31.8.19 £	31.8.18 £
Hire of facilities	<u>85,457</u>	<u>78,517</u>

5. INVESTMENT INCOME

	31.8.19 £	31.8.18 £
Deposit account interest	<u>17</u>	<u>34</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.8.19 £	31.8.18 £
TSA income	Teaching school	<u>-</u>	<u>57,920</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

7. EXPENDITURE

				31.8.19	31.8.18
	Staff costs £	Non-pay expenditure Premises £	Other costs £	Total £	Total £
<b>Charitable activities</b>					
<b>Academies educational operations</b>					
Direct costs	28,984,357	-	3,263,205	32,247,562	28,534,911
Allocated support costs	<u>8,787,049</u>	<u>5,366,940</u>	<u>6,442,830</u>	<u>20,596,819</u>	<u>18,111,519</u>
	37,771,406	5,366,940	9,706,035	52,844,381	46,646,430
Other	-	-	-	-	1,252,768
	<u>37,771,406</u>	<u>5,366,940</u>	<u>9,706,035</u>	<u>52,844,381</u>	<u>47,899,198</u>

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

	31.8.19 £	31.8.18 £
Auditors' remuneration	22,500	22,500
Other assurance	3,868	3,368
Depreciation - owned assets	1,800,161	1,662,812
Other operating leases	<u>330,446</u>	<u>299,810</u>

8. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £	Restricted funds £	31.8.19 Total funds £	31.8.18 Total funds £
<b>Direct costs</b>	167,603	32,079,959	32,247,562	28,534,911
<b>Support costs</b>	<u>2,285,288</u>	<u>18,311,531</u>	<u>20,596,819</u>	<u>18,111,519</u>
	<u>2,452,891</u>	<u>50,391,490</u>	<u>52,844,381</u>	<u>46,646,430</u>

**8. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS - continued**

	31.8.19 Total £	31.8.18 Total £
<b>Analysis of support costs</b>		
Support staff costs	8,787,049	7,884,135
Depreciation	326,673	329,532
Technology costs	70,608	104,519
Premises costs	5,366,940	4,796,344
Other support costs	6,019,181	4,971,121
Governance costs	26,368	25,868
<b>Total support costs</b>	<b>20,596,819</b>	<b>18,111,519</b>

**9. 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 £134,000 (2018: £134,000)

Employers pension contributions paid £22,746 (2018: £22,244)

Expenses £17,269 (2018: £15,708)

Benefit in Kind £3,383 (2018: £2,451)

**Trustees' expenses**

The Trust made allowances to 3 trustees totalling £457 (2018: nil) during the year for travel expenses claimed by non staff trustees.

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

**10. STAFF COSTS**

	31.8.19 £	31.8.18 £
Wages and salaries	28,069,010	25,219,204
Social security costs	2,177,748	2,043,546
Operating costs of defined benefit pension schemes	<u>6,744,388</u>	<u>5,941,811</u>
	36,991,146	33,204,561
Supply teacher costs	632,199	407,592
Staff restructuring	<u>148,061</u>	<u>97,556</u>
	<u><u>37,771,406</u></u>	<u><u>33,709,709</u></u>

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

Staff restructuring costs comprise of redundancy £72,011 (2018: £23,642) and settlement costs of £76,049 (2018: £73,914). Individually the payments were £939, £3,931, £4,371, £5,000, £7,000, £8,753, £18,811 and £27,244.

Included within operating costs of defined benefit pension scheme is £16,668 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:

	31.8.19	31.8.18
Teachers	907	888
Administration and support	530	488
Management	<u>9</u>	<u>10</u>
	<u><u>1,446</u></u>	<u><u>1,386</u></u>

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

	31.8.19	31.8.18
£60,001 - £70,000	15	11
£70,001 - £80,000	10	8
£80,001 - £90,000	1	1
£90,001 - £100,000	2	1
More than £100,000	<u>1</u>	<u>1</u>
	<u><u>29</u></u>	<u><u>22</u></u>

The above employees participated in the Teachers' Pension Scheme and the Teeside Local Government Pension Scheme. During the year ended 31 August 2019 employer's pension contributions for these staff amounted to £341,028 (2018: £257,223). £261,394 related to the Teachers Pension Scheme (2018: £192,200) and £79,634 to the Local Government Pension Scheme (2018: £65,023).

The policies regarding disabled employees and matters relating to employees can be found on page 24 in the trustees report.

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

**10. STAFF COSTS**

**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 £675,700 (2018: £579,848).

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

	Unrestricted funds £	Restricted funds £	Restricted Fixed Asset funds £	Total funds £
<b>INCOME AND ENDOW- MENTS FROM</b>				
Donations and capital grants	-	183,614	-	183,614
Transfer from Local Authority on conver- sion	-	(122,105)	4,190,000	4,067,895
<b>Charitable activities</b>				
Funding for the academy's educational operations	2,077,518	41,116,766	-	43,194,284
Teaching school	-	57,920	-	57,920
Other trading activities	-	78,517	-	78,517
Investment income	-	33	1	34
Other income	-	443,000	-	443,000
<b>Total</b>	<b>2,077,518</b>	<b>41,757,745</b>	<b>4,190,001</b>	<b>48,025,264</b>
<b>EXPENDITURE ON</b>				
<b>Charitable activities</b>				
Academy's educational operations	2,293,303	43,019,847	1,333,280	46,646,430
Teaching school	-	64,519	-	64,519
Other	-	(503,342)	1,756,110	1,252,768
<b>Total</b>	<b>2,293,303</b>	<b>42,581,024</b>	<b>3,089,390</b>	<b>47,963,717</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>(215,785)</b>	<b>(823,279)</b>	<b>1,100,611</b>	<b>61,547</b>
<b>Other recognised gains/(losses)</b>				
Actuarial gains/losses on defined benefit pension schemes	-	3,656,000	-	3,656,000
<b>Net movement in funds</b>	<b>(215,785)</b>	<b>2,832,721</b>	<b>1,100,611</b>	<b>3,717,547</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>229,286</b>	<b>(13,886,329)</b>	<b>75,070,969</b>	<b>61,413,926</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>13,501</b>	<b>(11,053,608)</b>	<b>76,171,580</b>	<b>65,131,473</b>

## 12. CENTRAL SERVICES

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

- Human resources
- Financial services
- IT support
- Legal services
- Educational support services, and
- Others as arising

The trust charges for these services on the following basis:

- Flat percentage of GAG at 4.5%

The actual amounts charged during the year were as follows:

	2019	2018
	£	£
Hardwick Green Primary	54,754	49,331
Eastfield Primary	42,394	44,491
Hawthorns School		15,278
Laceby Acres	38,198	39,300
Southcoates Primary	63,121	62,016
Buckingham Primary	54,535	56,322
Humberston Cloverfields	45,738	48,311
Middlethorpe Primary	39,585	40,241
Welholme Academy	102,156	101,078
Harrow Gate Academy	77,174	71,999
Roseberry Academy	37,589	36,486
Manchester Road Primary School	72,885	70,759
Elliston Primary School	57,531	59,697
Keelby Primary School	30,679	29,553
Linden Road Academy	45,228	44,520
Enfield Academy of New Waltham	30,653	28,747
Springfield Primary Academy	56,599	58,886
Yarm Primary School	53,661	58,124
Moorside Primary Academy	71,755	69,683
Godley Community Primary Academy	42,953	43,163
Oakfield Academy	41,625	41,875
Flowery Field Academy	103,714	98,730
Dowson primary	71,594	72,326
Bradley Green Primary	35,172	35,877
East Whitby Primary Academy	38,227	38,919
Stokesley Primary	49,496	46,390
Endeavour Academy	53,372	44,250
Stakesby Academy	29,293	
Rose Wood Academy	59,384	
Easterside Academy	60,984	
	<u>1,560,049</u>	<u>1,406,352</u>

**13. TANGIBLE FIXED ASSETS**

	Long lease- hold land & buildings	Improve- ments to property	Plant and machinery
	£	£	£
<b>COST</b>			
At 1 September 2018	80,345,244	78,197	432,798
Additions	-	-	-
Transfer on conversion	8,050,530	-	-
At 31 August 2019	88,395,774	78,197	432,798
<b>DEPRECIATION</b>			
At 1 September 2018	4,173,666	843	173,119
Charge for year	1,473,516	628	86,560
At 31 August 2019	5,647,182	1,471	259,679
<b>NET BOOK VALUE</b>			
At 31 August 2019	82,748,592	76,726	173,119
At 31 August 2018	76,171,578	77,354	259,679
	Fixtures, fit- tings & equipment	ICT equip- ment	Totals
	£	£	£
<b>COST</b>			
At 1 September 2018	201,602	813,643	81,871,484
Additions	87,875	295,097	382,972
Transfer on conversion	-	-	8,050,530
At 31 August 2019	289,477	1,108,740	90,304,986
<b>DEPRECIATION</b>			
At 1 September 2018	73,619	560,582	4,981,829
Charge for year	46,308	193,149	1,800,161
At 31 August 2019	119,927	753,731	6,781,990
<b>NET BOOK VALUE</b>			
At 31 August 2019	169,550	355,009	83,522,996
At 31 August 2018	127,983	253,061	76,889,655

The academy trust's transactions relating to land and buildings included the acquisition of the freehold on Stakesby primary, Rose Wood academy and Easterside academy which was donated to the academy trust at a value of £8,050,530.



**14. FIXED ASSET INVESTMENTS**

	Unlisted in- vestments £
<b>MARKET VALUE</b>	
At 1 September 2018 and 31 August 2019	<u>20</u>
<b>NET BOOK VALUE</b>	
At 31 August 2019	<u>20</u>
At 31 August 2018	<u>20</u>

There were no investment assets outside the UK.

**15. STOCKS**

	31.8.19 £	31.8.18 £
Stocks	<u>-</u>	<u>3,359</u>

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

	31.8.19 £	31.8.18 £
Trade debtors	107,858	64,503
Other debtors	39,157	17,887
VAT	326,088	329,274
Accrued income	831,947	638,710
Prepayments	<u>406,915</u>	<u>586,545</u>
	<u>1,711,965</u>	<u>1,636,919</u>

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

	31.8.19	31.8.18
	£	£
Trade creditors	1,731,205	1,895,706
Social security and other taxes	1,150,679	941,460
VAT	-	172
Other creditors	123,814	156,376
Charge card	9,387	7,494
Accrued expenses	153,833	212,476
Deferred income	<u>725,605</u>	<u>853,518</u>
	<u>3,894,523</u>	<u>4,067,202</u>

Deferred income	2019	2018
	£	£
Deferred Income at 1 September 2018	853,518	622,282
Resources deferred in the year	725,605	835,518
Amounts released from previous years	<u>(853,518)</u>	<u>(622,282)</u>
Deferred Income at 31 August 2019	<u>725,605</u>	<u>853,518</u>

At the balance sheet date the academy trust was holding £562,584 of funds received in advance relating to Universal Infant Free School Meals to be provided in the 2019/20 academic year. The remaining deferred income balance of £163,021 is grant funding received in advance and relates to the 2019/20 academic year.

**18. LEASING AGREEMENTS**

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

	31.8.19	31.8.18
	£	£
Within one year	474,000	268,526
Between one and five years	1,289,099	411,039
In more than five years	<u>116,640</u>	<u>-</u>
	<u>1,879,739</u>	<u>679,565</u>

**19. MEMBERS' LIABILITY**

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

**20. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

				31.8.19
	Unrestricted funds	Restricted funds	Restricted Fixed Asset funds	Total funds
	£	£	£	£
Fixed assets	340,222	434,182	82,748,592	83,522,996
Investments	20	-	-	20
Current assets	395,739	5,810,777	-	6,206,516
Current liabilities	(611,487)	(3,283,037)	1	(3,894,523)
Pension liability	-	(24,396,000)	-	(24,396,000)
	<u>124,494</u>	<u>(21,434,078)</u>	<u>82,748,593</u>	<u>61,439,009</u>

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

				31.8.18
	Unrestricted funds	Restricted funds	Restricted Fixed Asset funds	Total funds
	£	£	£	£
Fixed assets	354,792	363,285	76,171,578	76,889,655
Investments	20	-	-	20
Current assets	489,083	5,473,917	-	5,963,000
Current liabilities	(830,393)	(3,236,810)	1	(4,067,202)
Pension liability	-	(13,654,000)	-	(13,654,000)
	<u>13,502</u>	<u>(11,053,608)</u>	<u>76,171,579</u>	<u>65,131,473</u>

21. MOVEMENT IN FUNDS

	At 1.9.18 £	Net move- ment in funds £	Transfers between funds £	At 31.8.19 £
<b>Unrestricted funds</b>				
General fund	13,502	(51,088)	50,000	12,414
Designated funds	-	(79,920)	192,000	112,080
	13,502	(131,008)	242,000	124,494
<b>Restricted funds</b>				
Fixed asset fund	76,171,579	6,577,014	-	82,748,593
Pension reserve	(13,654,000)	(10,742,000)	-	(24,396,000)
Hardwick Green Primary	107,228	18,688	-	125,916
Eastfield Primary	152,598	(70,408)	-	82,190
Laceby Acres	45,041	45,665	-	90,706
Southcoates Primary	25,508	30,767	-	56,275
Buckingham Primary	(78,894)	73,875	-	(5,019)
Humberston Cloverfields	324,323	21,800	(90,000)	256,123
Middlethorpe Primary	(11,309)	33,084	-	21,775
Welholme Academy	269,150	52,124	-	321,274
Harrow Gate Academy	360,910	42,961	(152,000)	251,871
Roseberry Academy	(52,433)	(35,664)	-	(88,097)
Manchester Road Primary School	117,341	12,670	-	130,011
Elliston Primary School	141,880	107,398	-	249,278
Keelby Primary School	67,371	42,140	-	109,511
Linden Road Academy	62,874	(120,102)	-	(57,228)
Condition Improvement Fund	584,128	(269,223)	-	314,905
Enfield Academy of New Waltham	45,753	24,415	-	70,168
Springfield Primary Academy	148,636	25,706	-	174,342
Yarm Primary School	25,904	11,030	-	36,934
Moorside Primary School	252,387	(147,489)	-	104,898
Godley Community Primary Academy	9,104	7,550	-	16,654
Oakfield Primary and Moderate Learning				
Difficulties Resource Provision	136,913	6,402	-	143,315
Flowery Field Primary School	(24,475)	41,646	-	17,171
Bradley Green Primary Academy	(3,480)	8,902	-	5,422
Dowson Primary Academy	(28,011)	49,566	-	21,555
East Whitby Primary Academy	3,275	(60,039)	-	(56,764)
Stokesley Primary Academy	(117,941)	98,760	-	(19,181)
Endeavour academy	36,611	18,740	-	55,351
Stakesby Primary	-	(48,564)	-	(48,564)
Rose Wood Academy	-	86,525	-	86,525
Easterside academy	-	121,615	-	121,615
Devolved Capital Funding	-	372,990	-	372,990
	65,117,971	(3,561,456)	(242,000)	61,314,515
<b>TOTAL FUNDS</b>	<u>65,131,473</u>	<u>(3,692,464)</u>	<u>-</u>	<u>61,439,009</u>

**21. MOVEMENT IN FUNDS - continued**

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

	Incoming re- sources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	2,321,879	(2,372,967)	-	(51,088)
Designated funds	-	(79,920)	-	(79,920)
	2,321,879	(2,452,887)	-	(131,008)
<b>Restricted funds</b>				
Fixed asset fund	8,334,603	(1,757,589)	-	6,577,014
Pension reserve	(193,000)	(2,690,000)	(7,859,000)	(10,742,000)
Hardwick Green Primary	1,619,891	(1,601,203)	-	18,688
Eastfield Primary	1,437,332	(1,507,740)	-	(70,408)
Laceby Acres	952,610	(906,945)	-	45,665
Southcoates Primary	1,780,763	(1,749,996)	-	30,767
Buckingham Primary	1,548,191	(1,474,316)	-	73,875
Humberston Cloverfields	1,298,882	(1,277,082)	-	21,800
Middlethorpe Primary	1,053,285	(1,020,201)	-	33,084
Welholme Academy	2,828,809	(2,776,685)	-	52,124
Harrow Gate Academy	2,333,231	(2,290,270)	-	42,961
Roseberry Academy	992,823	(1,028,487)	-	(35,664)
Manchester Road Primary School	2,032,495	(2,019,825)	-	12,670
Elliston Primary School	1,735,082	(1,627,684)	-	107,398
Keelby Primary School	827,506	(785,366)	-	42,140
Linden Road Academy	1,302,958	(1,423,060)	-	(120,102)
Condition Improvement Fund	851,693	(1,120,916)	-	(269,223)
Enfield Academy of New Waltham	754,752	(730,337)	-	24,415
Springfield Primary Academy	1,568,714	(1,543,008)	-	25,706
Yarm Primary School	1,724,484	(1,713,454)	-	11,030
Moorside Primary School	2,007,652	(2,155,141)	-	(147,489)
Godley Community Primary Academy	1,216,680	(1,209,130)	-	7,550
Oakfield Primary and Moderate Learning				
Difficulties Resource Provision	1,293,567	(1,287,165)	-	6,402
Flowery Field Primary School	3,062,852	(3,021,206)	-	41,646
Bradley Green Primary Academy	1,045,302	(1,036,400)	-	8,902
Dowson Primary Academy	2,342,393	(2,292,827)	-	49,566
East Whitby Primary Academy	1,177,958	(1,237,997)	-	(60,039)
Stokesley Primary Academy	1,459,386	(1,360,626)	-	98,760
Endeavour academy	1,447,454	(1,428,714)	-	18,740
Stakesby Primary	847,433	(895,997)	-	(48,564)
Rose Wood Academy	1,765,766	(1,679,241)	-	86,525
Easterside academy	1,861,741	(1,740,126)	-	121,615
Devolved Capital Funding	375,750	(2,760)	-	372,990
	54,689,038	(50,391,494)	(7,859,000)	(3,561,456)
<b>TOTAL FUNDS</b>	<u>57,010,917</u>	<u>(52,844,381)</u>	<u>(7,859,000)</u>	<u>(3,692,464)</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.17 £	Net move- ment in funds £	At 31.8.18 £
<b>Unrestricted Funds</b>			
General fund	229,286	(215,784)	13,502
<b>Restricted Funds</b>			
Fixed asset fund	75,070,969	1,100,610	76,171,579
Pension reserve	(16,312,000)	2,658,000	(13,654,000)
Hardwick Green Primary	176,532	(69,304)	107,228
Eastfield Primary	128,634	23,964	152,598
Hawthorns School	147,601	(147,601)	-
Laceby Acres	53,313	(8,272)	45,041
Southcoates Primary	(63,169)	88,677	25,508
Buckingham Primary	(174,329)	95,435	(78,894)
Humberston Cloverfields	261,856	62,467	324,323
Middlethorpe Primary	(17,412)	6,103	(11,309)
Teaching School Alliance	101,934	(101,934)	-
Welholme Academy	200,685	68,465	269,150
Harrow Gate Academy	230,858	130,052	360,910
Roseberry Academy	(63,271)	10,838	(52,433)
Manchester Road Primary School	345,832	(228,491)	117,341
Elliston Primary School	82,584	59,296	141,880
Keelby Primary School	70,260	(2,889)	67,371
Linden Road Academy	16,469	46,405	62,874
Condition Improvement Fund	734,488	(150,360)	584,128
Enfield Academy of New Waltham	19,670	26,083	45,753
Springfield Primary Academy	95,864	52,772	148,636
Yarm Primary School	31,391	(5,487)	25,904
Moorside Primary School	265,371	(12,984)	252,387
Godley Community Primary Academy	(9,954)	19,058	9,104
Oakfield Primary and Moderate Learning Difficulties Re- source Provision	113,970	22,943	136,913
Flowery Field Primary School	(102,076)	77,601	(24,475)
Bradley Green Primary Academy	67,256	(70,736)	(3,480)
Dowson Primary Academy	(183,498)	155,487	(28,011)
East Whitby Primary Academy	6,918	(3,643)	3,275
Stokesley Primary Academy	(112,106)	(5,835)	(117,941)
Endeavour academy	-	36,611	36,611
	61,184,640	3,933,331	65,117,971
<b>TOTAL FUNDS</b>	<b>61,413,926</b>	<b>3,717,547</b>	<b>65,131,473</b>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

**21. MOVEMENT IN FUNDS - continued**

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

	Incoming re- sources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	2,077,519	(2,293,303)	-	(215,784)
<b>Restricted funds</b>				
Fixed asset fund	4,190,001	(3,089,391)	-	1,100,610
Pension reserve	216,000	(1,214,000)	3,656,000	2,658,000
Hardwick Green Primary	1,407,423	(1,476,727)	-	(69,304)
Eastfield Primary	1,482,465	(1,458,501)	-	23,964
Hawthorns School	918,025	(1,065,626)	-	(147,601)
Laceby Acres	951,598	(959,870)	-	(8,272)
Southcoates Primary	1,812,467	(1,723,790)	-	88,677
Buckingham Primary	1,562,299	(1,466,864)	-	95,435
Humberston Cloverfields	1,336,439	(1,273,972)	-	62,467
Middlethorpe Primary	1,073,323	(1,067,220)	-	6,103
Teaching School Alliance	57,951	(159,885)	-	(101,934)
Welholme Academy	2,679,112	(2,610,647)	-	68,465
Harrow Gate Academy	2,160,471	(2,030,419)	-	130,052
Roseberry Academy	980,939	(970,101)	-	10,838
Manchester Road Primary School	1,941,489	(2,169,980)	-	(228,491)
Elliston Primary School	1,718,666	(1,659,370)	-	59,296
Keelby Primary School	802,728	(805,617)	-	(2,889)
Linden Road Academy	1,354,342	(1,307,937)	-	46,405
Condition Improvement Fund	846,534	(996,894)	-	(150,360)
Enfield Academy of New Waltham	720,822	(694,739)	-	26,083
Springfield Primary Academy	1,604,485	(1,551,713)	-	52,772
Yarm Primary School	1,763,920	(1,769,407)	-	(5,487)
Moorside Primary School	1,939,441	(1,952,425)	-	(12,984)
Godley Community Primary Academy	1,164,471	(1,145,413)	-	19,058
Oakfield Primary and Moderate Learning				
Difficulties Resource Provision	1,235,324	(1,212,381)	-	22,943
Flowery Field Primary School	2,959,884	(2,882,283)	-	77,601
Bradley Green Primary Academy	993,660	(1,064,396)	-	(70,736)
Dowson Primary Academy	2,263,860	(2,108,373)	-	155,487
East Whitby Primary Academy	1,231,671	(1,235,314)	-	(3,643)
Stokesley Primary Academy	1,312,240	(1,318,075)	-	(5,835)
Endeavour academy	1,265,695	(1,229,084)	-	36,611
	45,947,745	(45,670,414)	3,656,000	3,933,331
<b>TOTAL FUNDS</b>	<u>48,025,264</u>	<u>(47,963,717)</u>	<u>3,656,000</u>	<u>3,717,547</u>

## 21. MOVEMENT IN FUNDS - continued

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.

### 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 12, a charge for central services is made to each academy, this is treated as unrestricted income.

The funds entitled Buckingham Primary, Roseberry Academy, Linden Road Academy, East Whitby primary, Stokesley Primary Academy and Stakesby primary are in deficit. These academies are being supported by funds from across the trust. Plans are in place to return all funds to a surplus position by 31st August 2020.

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 2019.

### Designated funds

The fund entitled designated funds consists of surpluses redirected from academies that held a surplus as at 31st August 2018 in excess of 10% of GAG income for that year, in accordance with the finance policy. The funds are to be used across the trust to support the trust priorities over the next 12 months.

### 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 22 have determined that the Local Government Pension Scheme has a deficit of £24,396,000. A provision for this deficit has been provided in the balance sheet and is matched by a Pension Reserve.

### 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 £	Educational Supplies £	Other costs (exc depreciation £)	Total £
Hardwick Green	1,035,212	139,439	38,343	388,783	1,601,776
Eastfield	951,490	156,139	45,512	331,168	1,484,308
Laceby Acres	607,075	161,272	4,130	143,528	916,005
Southcoates	1,174,232	243,982	13,040	326,699	1,757,954
Buckingham	919,880	237,483	14,468	309,515	1,481,347
Humberston Clover- fields	806,042	246,314	18,195	186,300	1,256,852
Middlethorpe	614,946	158,003	23,105	229,441	1,025,496
Welholme	1,862,137	331,062	52,338	533,120	2,778,656
Harrowgate	1,422,017	209,809	46,802	618,533	2,297,160



Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

**21. MOVEMENT IN FUNDS - continued**

Roseberry	607,532	159,461	6,561	261,300	1,034,854
Manchester Road	1,279,800	256,614	43,154	446,168	2,025,736
Elliston	1,194,890	179,375	12,512	242,077	1,628,854
Keelby	503,294	113,637	13,454	159,117	789,502
Linden Road	801,282	240,347	14,610	377,006	1,433,245
Yarm Primary	1,118,960	192,864	20,857	390,534	1,723,214
Springfield	911,114	284,377	23,350	314,420	1,533,260
Enfield	457,450	129,515	9,945	142,326	739,236
Moorside	1,364,300	286,064	23,128	474,956	2,148,448
Godley	776,496	176,523	12,651	248,700	1,214,370
Oakfield	826,874	165,126	29,220	272,656	1,293,875
Flowery Field	2,155,787	324,655	55,135	500,782	3,036,359
Bradley Green	670,662	166,351	9,980	190,712	1,037,705
Dowson	1,328,889	375,717	77,213	516,570	2,298,389
East Whitby	800,648	181,329	11,188	251,233	1,244,398
Stokesley	884,371	218,941	12,302	256,360	1,371,975
Endeavour	950,419	204,361	35,574	242,812	1,433,166
Stakesby	601,356	118,923	14,252	167,516	902,046
Rose Wood	1,184,651	186,572	24,245	291,840	1,687,308
Easterside	1,172,249	192,731	29,765	350,905	1,745,650
	<u>28,984,053</u>	<u>6,036,983</u>	<u>735,030</u>	<u>9,165,076</u>	<u>44,921,142</u>

**22. PENSION AND SIMILAR OBLIGATIONS**

**Teachers' pension scheme**

*Introduction*

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

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

**22. 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. 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 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2019.

The employer's pension costs paid to TPS in the period amounted to £2,485,403 (2018: £2,250,478)

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

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

**Local government pension scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31st August 2019 was £3,185,928 (2018: £3,069,787) of which employers contributions totalled £2,522,043 (2018: £2,495,137) and employee's contributions totalled £663,885 (2018: £574,650). The agreed contribution rates for future years range from 16.6 % to 39.8% 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 18 July 2013.

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.

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

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	31.8.19	31.8.18
	£	£
Present value of funded obligations	(51,658,000)	(34,481,000)
Fair value of plan assets	<u>27,262,000</u>	<u>20,827,000</u>
	<u>(24,396,000)</u>	<u>(13,654,000)</u>
Deficit	<u>(24,396,000)</u>	<u>(13,654,000)</u>
Liability	<u>(24,396,000)</u>	<u>(13,654,000)</u>

The amounts recognised in the statement of financial activities are as follows:

	Defined benefit pension plans	
	31.8.19	31.8.18
	£	£
Current service cost	3,684,000	3,591,000
Net interest from net defined benefit asset/liability	406,000	398,000
Past service cost	<u>571,000</u>	<u>17,000</u>
	<u>4,661,000</u>	<u>4,006,000</u>
Actual return on plan assets	<u>1,114,000</u>	<u>1,130,000</u>

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

	Defined benefit pension plans	
	31.8.19	31.8.18
	£	£
Defined benefit obligation	34,481,000	32,881,000
Current service cost	3,684,000	3,591,000
Past service cost	571,000	17,000
Contributions by scheme participants	659,000	573,000
Interest cost	1,094,000	841,000
Actuarial losses/(gains)	8,285,000	(2,969,000)
Benefits paid	(260,000)	609,000
Conversions into the trust	3,144,000	809,000
Transferred out on existing academies leaving the trust	-	(1,871,000)
	<u>51,658,000</u>	<u>34,481,000</u>

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

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

	Defined benefit pension plans	
	31.8.19	31.8.18
	£	£
Fair value of scheme assets	20,827,000	16,569,000
Contributions by employer	2,659,000	2,466,000
Contributions by scheme participants	659,000	573,000
Expected return	688,000	443,000
Actuarial gains/(losses)	426,000	687,000
Benefits paid	(260,000)	609,000
Conversions into the trust	2,263,000	582,000
Transferred out on existing academies leaving the trust	-	(1,102,000)
	<u>27,262,000</u>	<u>20,827,000</u>

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

	Defined benefit pension plans	
	31.8.19	31.8.18
	£	£
Actuarial gains/(losses)	<u>7,859,000</u>	<u>3,656,000</u>
	<u>7,859,000</u>	<u>3,656,000</u>

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

	Defined benefit pension plans	
	31.8.19	31.8.18
	£	£
Equities	19,175,130	14,571,948
Bonds	3,186,374	2,488,248
Property	2,467,052	1,872,566
Cash	2,055,664	1,650,472
Other	377,780	243,766
	<u>27,262,000</u>	<u>20,827,000</u>

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages)

	31.8.19	31.8.18
Discount rate	1.86%	2.8%
Future salary increase	2.91%	2.89%
Future pension increases	2.22%	2.24%
Inflation Assumption (CPI)	2.06%	2.04%
Inflation Assumption (RPI)	3.06%	3.14%

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

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

	At 31 Au- gust 2019	At 31 Au- gust 2018
Retiring today		
Males	20.6 - 21.9	21.5 - 22.8
Females	23.1 - 25.1	24.1 - 26.3
Retiring in 20 years		
Males	22.0 - 23.6	23.7 - 25.0
Females	24.8 - 26.9	26.2 - 28.6

## 23. 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 1 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 or 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

Paul Kennedy, Director of Business Operations is a director and The Enquire Learning Trust a 20% shareholder of Interactive Immersive Classrooms 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 £11,945 for work to be carried out in one of the immersive classrooms during the year. Nothing was outstanding at the year end.

The below related party transactions were entered into during the year. All of the below related party transactions have been procured in accordance with the Trust finance policy and have been subject to a fair and open procurement procedure.

Related party	Nature of transaction	Value	Amount outstanding at year end
Th mother of the principal at Bradley Green	Supply services	£2,071 (2018: nil)	nil (2018: nil)
DF Coaching - governor at Yarm Primary	Sports coaching services	£16,280 (2018: £13,350)	nil (2018: nil)
Business manager at Dowson	Representative for Usborne books	£1,746 (2018: nil)	nil (2018: nil)
L Con Ltd - husband of business manager at Endeavour Academy	Maintenance services	£4,088 (2018: £2,931)	£402 (2018: £1,208)
Stepping up together - governor at Easterside Academy	Community behaviour services	£800 (2018: nil)	nil (2018: nil)
The father of the business manager at Humberston Cloverfields	Property improvements	£930 (2018: nil)	nil (2018: nil)
The daughter of Director of Business Operations	Cleaning services	£504 (2018: nil)	£96 (2018: nil)

## 24. ULTIMATE CONTROLLING PARTY

The charitable company is controlled by the board of trustees.

## 25. TRANSFER OF EXISTING ACADEMIES INTO THE TRUST

Easterside Academy and Rose Wood Academy on 1st September 2018 both transferred from a single academy trust to the Enquire Learning Trust.

The transfers have been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as donations.

### Easterside Academy:

	Values reported by transferring trust £000	Fair value adjustments £000	Transfer in recognised £000
<b>Tangible fixed assets</b>			
Leasehold land and buildings	2,258		2,258
<b>Current assets</b>			
Cash	63		63
<b>Pensions</b>			
Pensions - pension scheme assets	1,097		1,097
Pensions - pension scheme liabilities	(1,442)		(1,442)
<b>Net assets/(liabilities)</b>	<b>1,976</b>		<b>1,976</b>

### Rose Wood Academy:

	Values reported by transferring trust £000	Fair value adjustments £000	Transfer in recognised £000
<b>Tangible fixed assets</b>			
Leasehold land and buildings	3,278		3,278
<b>Current assets</b>			
Cash	103		103
<b>Pensions</b>			
Pensions - pension scheme assets	808		808
Pensions - pension scheme liabilities	(1,184)		(1,184)
<b>Net assets/(liabilities)</b>	<b>3,005</b>		<b>3,005</b>

## 26. CONVERSION TO AN ACADEMY

On 1st September 2018 the Stakesby Primary School converted to academy status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Enquire Learning Trust from North Yorkshire Local Authority for nil consideration.

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2019

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as donations - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the SOFA.

	Unrestricted Funds £	Restricted General Fund £	Restricted Fixed Assets £	Total £
Tangible Fixed Assets				
Leasehold Land & Buildings				
Stakesby Primary Academy	-	-	2,515,000	2,515,000
Total			2,515,000	2,515,000
Budget Deficit				
Stakesby Primary Academy	-	(37,930)	-	(37,930)
Total	-	(37,930)	-	(37,930)
LGPS Pension deficit				
Stakesby Primary Academy		(160,000)		(160,000)
Total	-	(160,000)	-	(160,000)
Net assets	-	(197,930)	2,515,000	2,317,070