



Twyford
CofE
Academies Trust

TWYFORD CHURCH OF ENGLAND ACADEMIES TRUST

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended

31st August 2023

Company Registration Number
07648968 (England and Wales)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Dr Michael Cross (also a Director. Resigned as Chair of Directors and Member, 13th September 2023) *#~ The Rt Rev'd Pete Broadbent (also appointed a Director 15th September 2022. Appointed Chair of Directors, stood down as Audit Committee member 13th September 2023) *# The Rt Rev'd Lusa Nsenga-Ngoy Mrs Christine Peppiatt # The London Diocesan Board for Schools (Appointed 1st September 2023) Mr Inigo Woolf #
Directors	Mr Patrick Alleyne Mr Andrew Bickley *~ Mrs Louise Gibb (Resigned 12th July 2023) * Rev'd Sarah Guinness Mrs Emma Harniman Dame Alice Hudson (Chief Executive and Accounting Officer) * Mr Conrad Law (Appointed 13th September 2023) Dr Jenny Stevens (Resigned 12th July 2023) ~ Mrs Gemma Peck Wheeler (appointed 1st December 2022) # Committee membership during the financial year * Member of the Resources Committee. # Member of the Audit and Risk Committee. ~ Member of the Pay Committee
Company Secretary	Mrs Valerie Drake
Executive Group	Dame Alice Hudson (Chief Executive) Mr Keir Smith (Head Teacher) Ms Karen Barrie (Associate Head Teacher) Mr Mark Bedford (Associate Head Teacher) Ms Amy Newman (Associate Head Teacher) Mr Richard Lane (Director of Finance & Operations)
Principal and Registered Office	Twyford C of E High School Twyford Crescent London W3 9PP
Company Registration Number	07648968 (England and Wales)
Independent Auditor	Bishop Fleming LLP 2nd Floor Stratus House Emperor Way Exeter Business Park Exeter EX1 3QS
Bankers	Lloyds Bank PLC 25 Gresham Street London EC2V 7HN
Solicitors	Eversheds Eversheds House 70 Great Bridgewater Street Manchester M1 5ES

DIRECTORS' REPORT

The Directors of Twyford Church of England Academies Trust ('the Academies Trust'/'the Trust') present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2023. The annual report serves the purposes of both a trustees' report under charity law and a directors' report and a strategic report under company law.

The Academies Trust operates four secondary schools in the London Borough of Ealing (Twyford C of E High School, William Perkin C of E High School, Ada Lovelace C of E High School and Ealing Fields High School) with a combined pupil capacity of 4,970 and a roll of 4,590 on the school census date 1st October 2022. William Perkin C of E High School opened in 2013 and the school is now nearing capacity, all year groups being present during the year. Ealing Fields High School opened in 2016 and joined the Trust in 2017. Ada Lovelace C of E High School opened in 2018. Ealing Fields High School and Ada Lovelace C of E High School moved from temporary accommodation to their new permanent sites in September 2020 and had two smaller year groups during the year that were admitted during the period of temporary accommodation. Ada Lovelace C of E High School opened a sixth form offering T Levels in September 2023.

Since April 2021 the Trust has operated Teach West London, a Teaching School Hub serving the London Boroughs of Ealing, Harrow, Hillingdon and Hounslow. During the year Teach West London delivered Early Career Framework and National Professional Qualification training programmes to over 1,000 participants from over 300 schools. Teach West London has been accredited to provide Initial Teacher Training from September 2024.

Structure, Governance and Management

Constitution

The Academies Trust is a company limited by guarantee and an exempt charity. The charitable company was incorporated on 26th May 2011. The charitable company's memorandum and articles of association are the primary governing documents of the Academies Trust. The Directors act as the trustees for the charitable activities of the Academies Trust and are also the Directors of the charitable company for the purposes of company law. The charitable company is known as Twyford Church of England Academies Trust. The Academies Trust also operated under the name 'Teach West London' during the year. Details of the Directors and Members who served throughout the year and to the date these accounts are approved are included in the Reference and Administrative Details on page 1.

Members' Liability

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

Trustees' Indemnity

In accordance with normal commercial practice, indemnity insurance is in place, limiting directors' exposure to claims (details are found in note 12).

Method of Recruitment and Appointment or Election of Directors and Members

Members comprise some of the founding Members of the Academies Trust, the current Chair of the Board of Directors, the Chief Executive of the diocesan board for schools and the local diocesan bishop.

Articles of Association for the Academies Trust were adopted in September 2018 and are in line with the Department for Education's model document for multi-academy trusts with church schools and non-church schools. Directors are appointed by existing Directors, Members or by the Secretary of State. Four Directors may be appointed by existing Directors from the following nominations:

- Two by the London Diocesan Board for Schools (LDBS)
- One by the Bishop of Willesden
- One by the Ealing Deanery Synod.

Existing Directors may also co-opt up to three Directors. The Chief Executive is appointed a Director by right of office. The Members may appoint up to three Directors and parent Directors if requirements for parent representation at local governing body level are not met. The Secretary of State may appoint one or more Directors when he/she has serious concerns and has issued a warning notice. There are restrictions on the proportion of Directors who are also staff.

Policies and Procedures Adopted for the Induction and Training of Directors

New Directors are given an extensive briefing on the governance of the Academies Trust by the Company Secretary. This includes meeting the Chief Executive and the Chair of Directors and being given a tour of Trust schools. Directors are required to complete comprehensive safeguarding training each year and supported to attend appropriate external training courses on a range of subjects relevant to their role. Briefings on issues affecting the Academies Trust are circulated to Directors by the Company Secretary from time to time.

Organisational Structure

The Directors of the Academies Trust have overall responsibility for the management of the organisation. This responsibility is exercised through a committee structure including local governing bodies for each school. Committees have also been established at Trust level to oversee audit and risk, resources and pay issues and at local level to oversee curriculum and student issues. Day-to-day management is delegated to the Chief Executive (who is the Accounting Officer), Executive Group and School Leadership Teams via a scheme of delegation. Consultative groups have also been established at Trust level to provide feedback on various issues including staffing policies, health and safety, curriculum and assessment, staff development, pastoral and Teaching School Hub issues with appropriate representation from staff, trade unions and Directors/Governors. Under the scheme of delegation, Directors have retained responsibility for approving key policies, plans and strategies, the annual budget and setting key performance targets.

DIRECTORS' REPORT (continued)

Arrangements for Setting Pay and Remuneration of Key Management Personnel

Key Management Personnel are Trust Directors and the Leadership Team (also referred to as the Executive Group). With the exception of the Chief Executive, Directors of the Academies Trust are unpaid. Remuneration of Trust Directors and members of the Leadership Team who receive pay is determined by the Pay Committee in accordance with the Academies Trust's Pay Policy. The Chief Executive, Headteachers and Associate Headteachers and teaching staff representatives are paid with reference to the Teachers' Pay and Conditions document published by the Department for Education. The Chief Executive and Associate Headteachers' pay is set with reference to comparative/benchmark information produced by Kreston Reeves and others. The remuneration of the Director of Finance & Operations is determined with reference to other leadership posts with a similar level of seniority and available benchmark information.

Trade Union Facility Time

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, where an academy trust has more than 49 full time equivalent employees throughout any 7 months within the reporting period, it must include information included in Schedule 2 of the Regulations. The information to be published consists of four tables covering the period starting from 1 April each year and is as follows:

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of the pay bill spent on facility time

A. Total cost of facility time	£9,903
B. Total pay bill	£28,505,000
Percentage of the pay bill spent on facility time (A/B x 100%)	0.03%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) × 100	0%
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* The Twyford Trust buys into a union facilities arrangement provided by the London Borough of Ealing.

Related Parties and Co-operation with Other Organisations

A non-charitable company, Twyford Education Ltd (company number 15029859), was incorporated on 26th July 2023 with the Trust as sole shareholder. The Academies Trust has does not have any other subsidiaries or related companies in the corporate sense. The Academies Trust is affiliated with the London Diocesan Board for Schools (LDBS) and receives professional services support from both the LDBS and the London Borough of Ealing. The Academies Trust actively cooperates in the areas of curriculum development, staff training and raising standards with several local primary and secondary schools, through local authority and LDBS connections but also as the Teach West London teaching school hub serving the London boroughs of Ealing, Hounslow, Hillingdon and Harrow since the spring of 2021.

Engagement with Employees (including Disabled People)

The Directors are mindful of the benefits to the Trust of fully engaging with employees and having regard to their interests. Staff are kept informed about matters of concern to them through weekly briefings at each school and through the Trust's virtual learning environment, 'Copia' which includes communications and consultations with staff. Recognised trade union representatives and staff governors have been elected at each school. These representatives are routinely consulted on changes to staffing and health and safety policies at school level and through a Trust level Staff Consultative Group which is also attended by the Trust Executive Team and 'link' Governors. Staff Governors also attend local governing bodies and provide valuable insights, influencing decisions on a wide range of issues. Staff are kept informed about the performance of the Trust and its schools through triannual conferences. The start of year conference particularly focuses on the performance of pupils in summer external exams. Teaching staff are further engaged in the performance of the Trust and its schools through a rigorous individual performance management process supporting pay progression. Support staff also receive an annual appraisal of performance and personal development. The Trust encourages applications for employment from disabled people and is committed to making reasonable adjustments to facilitate the employment of disabled people. The Trust is developing arrangements for supporting staff who become disabled as far as possible. Through its equality policy the Trust has committed to providing disabled staff with equal access to training opportunities and career progression. In furtherance of this, all staffing policies are routinely assessed for their impact on equality and diversity.

DIRECTORS' REPORT (continued)

Engagement with Suppliers, Customers and Others in a Business Relationship with the Trust

The Trust engages in a variety of ways with a wide range of interests and stakeholders in the community. We monitor and report on payments to suppliers to ensure these comply with agreed terms. Larger business partners such as the catering contractor and supplier of photocopiers and printers are engaged over their environmental impact. Trust staff facilitate a dialogue between the caterers and parents and students about a range of issues. A wide range of businesses are engaged to provide work experience for pupils and some larger businesses are also involved in developing vocational training opportunities for sixth form pupils. The Trust is currently working with IBM to develop a training and work experience programme aimed at encouraging students from disadvantaged groups into the IT industry. The Trust also engages with a range of educational bodies in a supportive/advisory and consultative capacity. The Trust is represented on the local Schools Forum and other sector bodies, takes a lead in teaching school activities in the borough and, as a teaching school hub, across four west London boroughs. The Trust also encourages staff to support examining bodies with marking and other activities. The Trust works with the local authority in support of its obligations in areas such as transport planning, public health and sports development and also works with sports' governing bodies to promote community sport. Trust schools are also engaged with local voluntary and community groups including their own parents/teachers/friends associations, churches and local and international charities who benefit from various fundraising activities. Over £40,000 has been raised by pupils for a partner school in Mozambique in recent years.

Objectives and Activities

Objects and Aims

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

- Church of England schools designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and having regard to any advice issued by the Diocesan Board of Education; and
- Other Academies whether with or without a designated religious character; but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England. In the furtherance of these objects the Trust may provide educational facilities and services to the wider community for the public benefit.

The Academies Trust takes as its motto, 'I have come that you should have life and life in all its fullness'. The text is taken from John chapter 10 verse 10 and from this the Trust has created the 10:10 Ethic which is the principle that informs all the Academies Trust schools. We believe that:

- All individuals have God-given gifts which they can develop for the good of others.
- All individuals do bad things sometimes but that it is not acceptable to believe that anyone has to stay in a 'bad place'.
- All individuals can find their valued place within the community.

Objectives, Strategies and Activities

The Trust's current strategic goals are to:

- Achieve 'Outstanding' grading (in SIAMS & Ofsted inspections) at all Trust schools. Twyford C of E High School was inspected by OFSTED in May 2012 and retained its 'outstanding' grade. It was reinspected in October 2023 and confirmation of the grade is awaited. William Perkin C of E High School was inspected by OFSTED in June 2015 and was graded 'outstanding'. Ealing Fields High School was inspected in June 2019 and received a grading of 'good'. Ada Lovelace C of E High School was inspected by OFSTED in January 2023 and was graded 'outstanding'. Twyford C of E High School was graded outstanding by SIAMS in April 2017. The other Trust schools await a SIAMS inspection.
- Establish a centre of excellence for teaching and learning in five specialisms (Music, Languages, Science, RE/Ethics and Computing). Music, Languages and RE/Ethics specialisms are well established at Twyford C of E High School and William Perkin C of E High School has Science, Languages and RE/Ethics as specialisms. Ada Lovelace C of E High School and Ealing Fields High School are each developing their own specialisms in Computing/computational thinking and RE/Ethics respectively. Music and Languages specialisms are supported by specialist staff operating at Trust level across all schools and performance is closely monitored using a number of indicators to ensure a continuous improvement in standards. Ada Lovelace C of E High School was awarded language hub status in September 2023.
- Developing the Teaching School Hub as a core function within the Trust schools. The Trust was awarded Teaching School Hub status (replacing the former designation) in April 2021 and has taken on the wider remit for teacher training and development in over 300 schools in Ealing, Harrow, Hillingdon and Hounslow under the name Teach West London.
- Expand Trust provision in a managed and sustainable way.
 - William Perkin C of E High School now has all year groups present and aims to further grow sixth form numbers from 353 (Summer 2023) towards 400.
 - Ealing Fields High School joined the Trust on 1st September 2017 as it entered its second year of operation. The school moved into its permanent site in September 2020 which has allowed year 7 admissions to increase to 150. In the autumn of 2022, there were 708 pupils on roll. The first three cohorts of pupils have now passed through the school, achieving excellent GCSE results, and on to further studies elsewhere, there being no plans currently to open a 6th Form at the school. Pupils achieving entry grades have priority for a sixth form place at other Trust schools.
 - The Trust opened Ada Lovelace C of E High School in September 2018 at the William Perkin C of E High School site with a reduced first year group of 125 pupils. The school has now moved into its own building and year 7 admissions have increased to 200. In the autumn of 2022, the school had 866 pupils on roll and the school opened a sixth form in 2023 initially specialising in vocational courses in digital technology and laboratory science.
 - Further progress has been made in establishing and strengthening central support functions, ensuring that in the long run all Trust schools benefit from economies of scale.

DIRECTORS' REPORT (continued)

Public Benefit

In setting objectives and planning activities, directors of the Trust have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission. Trust schools admit pupils from the London Borough of Ealing and neighbouring boroughs. Admission criteria vary between schools. Twyford C of E High School primarily admits pupils based on church attendance criteria and attendance at other world faith places of worship criteria. William Perkin C of E High School, Ealing Fields High School and Ada Lovelace C of E High School primarily admit pupils on the basis of distance criteria. Trust schools also provide places for pupils demonstrating an aptitude in specialist subjects. All Trust schools provide places for pupils with special educational needs and Twyford C of E High School and William Perkin C of E High School provide additionally resourced provision for children with autistic spectrum disorders. The Trust continues to provide public benefit to the local community through its many activities - including provision of facilities to clubs and supplementary schools - involving not just its pupils but also a broad cross-section of the general public.

Streamlined Energy and Carbon Reporting (SECR)

UK energy use and associated greenhouse gas emissions

Annual energy usage and associated annual greenhouse gas ("GHG") emissions pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

Organisational boundary

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those within the UK only for all assets that come under an operational control boundary. This includes all four school sites controlled during the reporting period, along with minibuses and personal vehicles used for business mileage ("grey fleet").

Reporting period

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

Quantification and reporting methodology

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2023 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations.

The electricity and gas and minibus diesel consumption were compiled from invoice and meter records. Mileage records and expense claims were used to calculate energy use and emissions associated with minibuses and grey fleet respectively. Generally gross calorific values were used except for grey fleet mileage energy calculations as per Government GHG Conversion Factors.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2) and further indirect emissions that occur as a consequence of Trust activities (scope 3).

Breakdown of energy consumption used to calculate emissions (kWh):

Energy type	2023	2022
Mandatory requirements:		
Gas	3,352,908	3,410,339
Electricity purchased from the grid	2,008,506	2,003,060
Transport fuel	22,560	31,179
Total energy (mandatory)	<u>5,383,974</u>	<u>5,444,578</u>

DIRECTORS' REPORT (continued)

Breakdown of emissions associated with the reported energy use (tCO₂e)

Emission Source	2023	2022
Mandatory requirements:		
Scope 1		
Natural gas	612	623
Transport - Trust owned vehicles (minibuses)	6	6
Scope 2		
Purchased electricity (location based)	416	387
Scope 3		
Transport - business travel in employee owned vehicles	2	2
Total gross emissions (mandatory)	1,036	1,018
Intensity ratios (mandatory emissions only)		
Tonnes of CO ₂ e per pupil	0.226	0.237
Tonnes of CO ₂ e per square meter floor area	0.025	0.025

Intensity Ratio

Two intensity ratios are reported showing emissions (tCO₂e) per pupil and per square meter floor area.

Emissions per pupil is the recommended ratio for the sector for consistency and comparability and pupil numbers are based on the Autumn 2022 Census. Emissions per square meter floor area is reported to reflect the energy efficiency of the buildings, which are the source of the majority of emissions.

	Tonnes of CO ₂ e per pupil		Tonnes of CO ₂ e per square metre floor area	
	2023	2022	2023	2022
Twyford C of E High School	0.227	0.231	0.037	0.037
William Perkin C of E High School	0.212	0.218	0.026	0.026
Ada Lovelace C of E High School	0.258	0.307	0.023	0.021
Ealing Fields High School	0.209	0.224	0.022	0.022
All schools and transport	0.226	0.237	0.027	0.027

Energy efficiency action during current financial year

Figures for 2021 were affected by periods of enforced site closure and also the requirement to keep internal areas well ventilated, both due to the pandemic. The Trust is committed to reducing longer term emissions and this year has seen the implementation of a number of energy efficiency measures, which include:

Twyford C of E School

- Replacement of remaining high energy classroom lighting with low energy LED alternatives.
- Feasibility study for installing PV panels and EV charging points.

William Perkin C of E High School

- Review of the operation of PV panels and EV charging.

Ada Lovelace C of E High School

- Review of the operation of PV panels and EV charging.

Ealing Fields

- Review of the operation of PV panels and EV charging.

A Heating Decarbonisation Plan was produced in 2022. It identified potential annual savings if the plan is fully implemented as

Potential Annual Savings

	tCO ₂ e	kWh
Twyford C of E High School	222.6	909,619
William Perkin C of E High School	174.5	768,551
Ada Lovelace C of E High School	138.0	535,495
Ealing Fields High School	107.7	423,793
All schools	642.8	2,637,458

DIRECTORS' REPORT (continued)

Strategic Report

Achievements and Performance

Key targets for 2022/23 and performance against them are shown below:

- Outstanding school standards. Pupils have continued to achieve very well against national benchmarks and grade targets set for them across year groups in all four schools. At key stage 4, Trust schools continued to record outstanding Progress 8 scores. Provisional figures for Trust schools are in the range 0.83 - 1.34, with three Trust schools being in the top 25 of schools nationally. For key stage 5, we await final ALPS gradings. Initial indications are that they are likely to be similar to last year. Both Twyford C of E High School and William Perkin C of E High School had success with multiple Oxbridge entries.
- Outstanding provision of Specialisms. Specialisms generally performed very well. During the year Trust level leadership and support for specialisms was further developed. Pupil achievement is closely monitored and compared between schools and across the specialist areas achievement and compares well with national averages. Trust schools run full programmes of extra-curricular music and language trips and in September 2023 Ada Lovelace C of E High School was awarded Language hub status.
- Outstanding delivery of Teaching School activities. Teach West London, the Trust's Teaching School Hub serving four West London boroughs made further progress with establishing the Early Careers Framework and NPQ professional development programmes. Teach West London's bid to lead a partnership delivering Initial Teacher Training from September 2024 has been successful and marketing and other preparations are underway. Teach West London also launched an appropriate Body service in September 2023.
- Outstanding support functions and resourcing. The Trust support functions have maintained a high standard of services as indicated by positive feedback from the annual staff survey. Highlights during the year were implementation of a new staff recruitment system, completion of the fitting out of Ada Lovelace C of E High School with ICT and other facilities improvements costing over £1m.

Trust schools all engaged with government promoted catch up/recovery programmes including individual and small group tuition.

Key Performance Indicators

The Trust monitors performance against targets for a range of key performance indicators four times in the year, covering Pupil Progress, Quality of Teaching and Learning, Behaviour, Training and Financial Performance. For 2022/23, Pupil Progress targets were substantially met across all key stages at all schools in all but a few subjects. Provisional Progress 8 scores indicate that exceptional standards have been maintained and progress has been made with reducing attainment gaps between disadvantaged groups and the general population of students.

Pastoral indicators are closely watched and are generally good. Teaching and Learning is also closely monitored through regular observations and checks and has mostly met targets: Nearly all graded lesson observations were good or outstanding. Training has fully met targets and financial performance targets (covering net worth, liquidity, surplus and efficiency) have also been met. Details of performance against the net worth/reserves KPI are shown below. For liquidity, closing cash days in hand was 58 days (2022 61 days) and closing current ratio was 1.9 (2022 2.1). For surplus, the overall general funds surplus before transfers as a percentage of income was 0.5% (2022 3.7%). The efficiency indicator is staff costs as a percentage of income which was 81% (2022 79.9%).

Promoting the success of the Trust

The Directors of the Trust confirm that throughout the year they have acted in a way most likely to promote the success of the Trust in achieving its charitable objectives, as set out in the Objects and Aims section of this report. In doing so the Directors have taken a long-term view, have endeavoured to achieve the highest standards of business of conduct, and have taken into account the interests of employees, suppliers, the community and other stakeholders as set out in the sections of this report relating to engagement with employees and other stakeholders. To support this, all decisions are assessed for their impact on environmental sustainability and equality and diversity. In considering risks and mitigation measures, Directors have considered the importance of maintaining a reputation of high standards as well as maintaining strong finances. Governance arrangements have been structured to ensure that the interests of Directors and Members are properly represented and balanced.

Financial Review

It is the Trust's key financial management policy objective to maintain credit balances on general reserves for each school and for the Trust overall to ensure operating activities can be sustained. More detail is provided in the Reserves Policy section below. Most of the Trust's income is received from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants which have to be used to meet the education and support running costs of the Trust's schools. The grants received in 2022/23 and associated expenditure are shown in the Statement of Financial Activities and note 18. During the year ended 31 August 2023, income exceeded expenditure by £82,000 (2022 £5,266,000) after taking account of the actuarial gain of £1,261,000 (2022 £6,671,000 actuarial gain) on the Local Government Pension Scheme. Net income excluding fixed asset funds before transfers, the movement on other restricted reserves, the pension deficit movement and transfers to other funds - a more meaningful indicator of recurring operational performance - was £161,000 (2022 £1.093m).

DIRECTORS' REPORT (continued)

Financial Review (continued)

The net book value of fixed assets at 31 August 2023 was £47.877m (2022 £48.537m). This comprised the deemed cost of Twyford C of E High School land and buildings for which the Trust enjoys the risks and rewards of ownership (while not formally owning a freehold or leasehold interest), additions in the year of £1.024m (2022 £1.434m) representing additions funded from revenue income, capital grants from the ESFA and other capital funding, depreciation deducted of £1.684m (2022 £1.642m). Apart from letting for community use, assets were used exclusively for providing education and associated support services to the pupils of the Trust's schools.

The residual impact of the Covid-19 pandemic on the Trust's financial performance was neutral in 2022/23, additional funding for recovery activities being matched by the costs of those activities. Teach West London (Teaching School Hub) programmes expanded in the year and a surplus has added to a reserve.

The principal risks and uncertainties the Trust faces are detailed on the next page. There remains some uncertainty about levels of staff pay and funding in future years due to the level of inflation in the economy, stretched public finances and the general election due next year. The Trust aligns with nationally negotiated pay rates and, although a pay award for teachers has been agreed, there remains a dispute over support staff pay which may result in disruptive industrial action. Energy prices have stabilised and fixed price energy contracts are in place until September 2026. Measures are being taken to improve energy efficiency with the help of additional government funding. Staff recruitment is becoming more difficult. Teach West London has been approved as an Initial Teacher Training provider from September 2024 which should help ensure a continuing supply of teaching staff. The Trust has invested in improved staff recruitment systems.

Reserves Policy

At 31 August 2023 the Trust held reserves of £49.964m (2022 £49.882m) - comprising a fixed asset reserve of £48.042m (2022 £48.749m), working capital (including cash) backed reserves and a pension scheme reserve £1.155m in deficit (2022 £2.201m in deficit). Working capital backed reserves include unrestricted (free) reserves of £956,000 (2022 £777,000) which are available to be deployed on any of the charity's purposes. The remainder of working capital backed reserves is restricted, usually by funding conditions. As a reserves key performance indicator, the Trust aims to hold general annual grant funds and unrestricted funds of between 4% and 6% of general funds income for each school and for the Academies Trust overall to provide funding to meet unexpected losses of income or additional costs. General reserves in excess of this are accumulated for reinvestment in premises and capital equipment. As the table below shows, this KPI was achieved or exceeded in 2022/23 for all schools and the Trust overall. The Trust also aims to maintain cash reserves equivalent to at least 25 cash days to meet unexpected requirements. This target was comfortably met. Cash reserves include other restricted funds of £326,000 (2022 £326,000). This is mainly parental donations raised to help fund facilities improvements and additional equipment. Unrestricted reserves of £956,000 (2022 £777,000) have been generated mainly from hiring out premises. The pension fund reserve deficit of £1.155m (2022 £2.201m) has arisen as a result of longer life expectancies and lower expected returns on assets and a higher present value of future liabilities than previously envisaged. The deficit does not have any immediate cash flow impact. In 2013, Trust directors decided to un-pool the Trust's scheme from that of the London Borough of Ealing. Following the latest 3-yearly actuarial revaluation of the scheme, the Trust pays an annual contribution of £114,000 (2022 £107,000) in addition to normal funding levels to recover the deficit over a period of 17 years from 2017. Further details of reserve balances are shown in note 18.

Reserves Key Performance Indicators	2023			2022		
	General Annual Grant Funds and Unrestricted Income Funds*	General Funds Incoming Resources	Funds as a % of Incoming Resources	General Annual Grant Funds and Unrestricted Income Funds*	General Funds Incoming Resources	Funds as a % of Incoming Resources
	£000s	£000s	%	£000s	£000s	%
Twyford C of E High School	952	11,880	8.0%	914	10,652	8.6%
William Perkin C of E High School	644	10,361	6.2%	870	9,474	9.2%
Ada Lovelace C of E High School	279	6,679	4.2%	347	4,917	7.1%
Ealing Fields High School*	720	5,722 *	12.6%	746	5,273 *	14.1%
Central Trust Functions	154	944	Not applicable	11	524	Not applicable
Academies Trust	2,749	35,586 *	7.7%	2,888	30,840 *	9.4%

* Special DfE funding for rent and temporary building hire costs has been excluded from these calculations.

Investment Policy

Directors' investment powers are set out in the Articles of Association and allow funds not immediately required for the furtherance of its objectives to be invested in such instruments as are considered suitable and diverse by a competent financial expert with performance being regularly reviewed by directors. The Trust has adopted a Treasury Management Policy which requires that surplus funds are invested in money market and deposit accounts with a Fitch rating of F1/A or higher, for a period not exceeding one year. Where other criteria are met, the policy favours ethical investments.

Going Concern

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

DIRECTORS' REPORT (continued)

Principal Risks and Uncertainties

The Trust has adopted a risk management policy which seeks to avoid or mitigate risks representing barriers to the achievement of strategic objectives where it is economic to do so. The Trust's principal financial risk management objectives are to minimise or mitigate credit risk and cash-flow/liquidity risk. In part this is achieved through a reserves policy which provides for sufficient funds to be held in reserve to cover any short term credit or liquidity issues. The Trust keeps surplus funds in low risk bank deposits in accordance with its Treasury Management Policy thereby minimising credit risk. Most of the Trust's income is received from the ESFA in monthly instalments. Therefore, as long as the terms of the funding agreement are complied with and the Trust balances its budgets, cash flow/liquidity risk is also low.

The main risks the Trust faces - identified through the risk management process - are:

- Risk of funding being insufficient to meet sharply rising costs - particularly energy costs and staffing costs. The Trust has fixed gas and electricity prices until September 2026. The ongoing ability of the government to meet rising costs when public finances are stretched remains a concern. The Trust is taking steps to reduce costs through improved energy efficiency.
- Risk of being unable to recruit suitably skilled staff. To help ensure a continuing supply of high quality teachers and leaders, the Trust is working to expand its Initial Teacher Training activities and also improving continuing professional development for existing staff through its work as a Teaching School Hub.
- Risk of failing to achieve pupil enrolment targets. Although all Trust schools are oversubscribed for admission to year 7, sixth form enrolments are subject to uncertainty as students can hold multiple offers until courses start. This can have a big impact on funding. The risk is greatest for the new/growing sixth forms at Ada Lovelace and William Perkin. The increase in the proportion of students coming from other Trust schools should reduce the risk somewhat.
- Risk to assets arising from a cyber-attack. The Trust has strengthened its systems for resisting such an attack. The Trust has insurance cover provided by the Risk Protection Arrangement and is fully compliant with the conditions of cover.
- Risk of a failure of pastoral care systems/safeguarding. The Trust has well developed systems which help keep pupils and staff safe. Nevertheless, as is the case for all schools, this remains a significant risk to the wellbeing of pupils and the reputation and finances of the Trust and we continue to prioritise action to further strengthen these systems.
- Risk of failing to recruit to Teach West London's Initial Teacher Training programme which requires a significant investment in start-up and marketing costs.
- Risk of failing to maintain school buildings to comply with relevant standards to ensure the safety of users. Surveys of school buildings have not found the presence of RAAC, which has been recognised as a major risk in a number of schools. However, the Twyford C of E High School site presents the greatest condition challenges, particularly regarding heating systems. The Trust has commissioned appropriate expert advice to ensure these risks are mitigated as far as funding allows.

Fundraising

The Academies Trust raises funds for the furtherance of its own objects and for other charities. Each year parents are invited by letter to contribute regular donations to a fund held for each school. These funds are overseen by school governing bodies and are used to provide or improve school facilities which would not otherwise be provided or improved due to constraints on other funding sources. Trust Directors monitor the use of these funds, and their approval is required for projects costing over £10,000. Pupils are encouraged to participate in raising funds for good causes through a range of 'enterprise day' activities and an annual sponsored walk. The Trust's activities comply with recognised standards and do not involve the use of external/professional fundraisers. The Trust encourages and works with associations of Parents, Teachers, Students and Friends which raise funds for the schools but is independent of these associations. We are careful to ensure that fundraising communications are worded in such a way that they do not put undue pressure on recipients who may be vulnerable and make clear that donations are voluntary. We have not received any complaints about fundraising activities.

Plans for Future Periods

As previously outlined in the Objectives, Strategies and Activities section above, the Trust is managing the continued growth of its schools, particularly the Sixth Forms at William Perkin C of E High School and Ada Lovelace C of E High School. We also aim to establish Teach West London as a successful provider of Initial Teacher Training and other development programmes for teachers. The Trust's long-term aim to establish itself as a successful multi-academy trust with up to five outstanding high schools in close proximity.

Auditor

Bishop Fleming has indicated its willingness to continue in office.

Statement as to Disclosure of Information to Auditors

In so far as the Directors are aware:

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

The Directors' Report is approved by order of the Board of Directors and the Strategic Report (included therein) is approved by the Board of Directors in their capacity as the Directors at a meeting on 6th December 2023 and signed on its behalf by:



The Rt Rev'd Pete Broadbent
Chair of Directors
6th December 2023

GOVERNANCE STATEMENT

Scope of Responsibility

As directors, we acknowledge we have overall responsibility for ensuring that Twyford Church of England Academies Trust has an effective and appropriate system of control, financial and otherwise. However such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss. As trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Directors 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 Twyford Church of England Academies Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Directors' Report and in the Statement of Directors' Responsibilities. Three Directors resigned during the year and two new Directors were appointed (third was appointed after the end of the year). A new Member was also appointed. During the year the Board received reports covering the full range of the Academies Trust's activities including strategy, pandemic risks and mitigation measures, pupil progress and pastoral care, health and safety, finances, staffing and improvements to facilities. Most Directors sit on a school governing body and are able to both bring scrutiny to the school and see the impact of the Trust's policies within each school. Directors and members meet during the year and members sit on the Audit and Risk Committee which covers financial audit, governance, compliance, (including safeguarding and data protection) and internal scrutiny. Directors rely on financial and non-financial data in the exercise of their oversight role. In addition to internal checks, arrangements for the recording and reporting of key data are periodically subject to external review as part of the programme of internal scrutiny to assure quality. Directors have found these arrangements for assuring data quality to be acceptable.

Conflicts of Interest

The Trust has appropriate arrangements in place to manage conflicts of interest. A register of interests is maintained for senior staff, members of local governing bodies and Directors. The interests of local governing body members are published on school websites and Directors' interests are published on the Trust's website. Conflicts of interest are a standing agenda item for all local governing body and Directors' meetings. Potential conflicts of interest are discussed as they arise at all levels and those with a conflict are excluded from discussions and/or votes as appropriate.

Governance Reviews

An external governance review took place during 2022/23. A number of recommendations are currently being implemented.

The Board of Directors formally met 5 times during the year. Additional sub-committee meetings (see below) ensure sufficient oversight is maintained. Attendance during the year at meetings of the Board of Directors was as follows:

Director	Meetings Attended	Out of a possible
Mr Patrick Alleyne	4	5
Mr Andrew Bickley (Vice Chair)	4	5
The Rt Rev'd Pete Broadbent	4	4
Dr Michael Cross (Chair)	5	5
Mrs Louise Gibb	5	5
Rev'd Sarah Guinness	5	5
Mrs Emma Harniman	5	5
Dame Alice Hudson (Chief Executive)	5	5
Dr Jenny Stevens	5	5
Mrs Gemma Peck Wheeler	4	4

Members have attended meetings during the year as appropriate.

The Resources Committee is a sub-committee of the Board. Its purpose is to review the Trust's finances and resources. Attendance at Resources Committee meetings in the year was as follows:

Director	Meetings Attended	Out of a possible
Mr Andrew Bickley (Chair)	4	5
The Rt Rev'd Pete Broadbent	4	5
Dr Michael Cross (Vice Chair)	5	5
Mrs Louise Gibb	5	5
Dame Alice Hudson (Chief Executive)	5	5

GOVERNANCE STATEMENT (continued)

The Audit and Risk Committee is a sub-committee of the Board. Its purpose is to review the work of the Trust's auditors and risk management. Attendance at Audit and Risk Committee meetings in the year was as follows:

Director	Meetings Attended	Out of a possible
The Rt Rev'd Pete Broadbent	1	2
Dr Michael Cross (Vice Chair)	3	3
Mrs Christine Peppiatt	3	3
Mrs Gemma Peck Wheeler	1	2
Mr Inigo Woolf (Chair)	3	3

The Pay Committee is a sub-committee of the Board. Its purpose is to review and approve staff pay recommendations. Attendance at Pay Committee meetings in the year was as follows:

Director	Meetings Attended	Out of a possible
Mr Andrew Bickley (Chair)	2	3
Dr Michael Cross (Vice Chair)	3	3
Dr Jenny Stevens	3	3

In addition to these regular sub-committees, ad hoc committees are sometimes convened to deal with staffing procedural matters, pupil disciplinary matters, admissions matters, complaints, appeals and nominations. These committees are attended by Directors and Members who are available.

Review of Value for Money

As accounting officer, the Chief Executive has responsibility for ensuring that the Academies 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 Trust has delivered improved value for money during the year by:

- Maintaining (and in some areas improving) educational outcomes while funding has not kept pace with cost increases. Pupils at Trust schools have achieved excellent progress and attainment outcomes;
- Better purchasing. A number of competitive procurement exercises were run during the year and good terms were secured;
- Better income generation. The contribution from letting premises to community and sports groups has been significant thanks to improved facilities;
- Being more efficient. The Trust has achieved economies of scale by not increasing support functions proportionately as the number of pupils enrolled increases. Greater efficiency has also been achieved by restructuring curriculum options and reorganising administrative functions. These have enabled the Trust to continue to deliver outstanding outcomes with amongst the lowest per pupil funding in the Borough.
- Ensuring priority is given to ensuring buildings are safe and compliant even when funding is scarce and unpredictable through close working with building professionals.

The Trust's use of resources is closely monitored by the Resources Committee of the Directors. The Committee contains expertise in finance, procurement and human resource management.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Twyford Church of England Academies Trust for the year ended 31 August 2023 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Directors has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year ended 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Directors.

GOVERNANCE STATEMENT (continued)

The Risk and Control Framework

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

- Comprehensive budgeting and monitoring systems with five-year forecasts, an annual budget and periodic financial reports which are reviewed and agreed by the Resources Committee;
- Regular reviews by the Directors of reports which indicate financial performance against budgets and of major purchase plans, capital works and expenditure programmes;
- Setting targets to measure financial and other performance;
- Clearly defined purchasing (asset purchase or capital investment) guidelines;
- Delegation of authority and segregation of duties;
- Identification and management of risks.

The Board of Directors have commissioned Buzzacott LLP to carry out a programme of internal scrutiny work. This year the programme covered the operation of core financial systems, financial planning and budgeting, fixed assets and the Teaching School Hub. Reports were reviewed by Directors in June and November 2023. This programme was completed as planned and complied with the ESFA's requirements. No high priority issues were identified. All recommendations are being implemented.

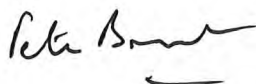
Review of Effectiveness

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

- the findings from the internal scrutiny work;
- the work of the external auditor;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Board of Directors on 6th December 2023 and signed on its behalf by:



The Rt Rev'd Pete Broadbent
Chair of Directors



Dame Alice Hudson
Accounting Officer

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Twyford Church of England Academies Trust I have considered my responsibility to notify the Trust Board of Directors and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with the terms and conditions of all funding, including for estates safety and management, under the funding agreement between the academy trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the Trust Board of Directors are able to identify any material irregular or improper use of funds by the Trust, or material non-compliance with the terms and conditions of funding under the Academies Trust's funding agreement and the Academy Trust Handbook 2022.

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 Directors and ESFA.



Dame Alice Hudson
Accounting Officer

6th December 2023

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The Directors who are also the Trustees of Twyford Church of England Academies Trust for the purposes of charity law are responsible for preparing the Directors' Report (including the Strategic Report) and the financial statements in accordance with the Annual 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 directors to prepare financial statements for each financial year. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Directors on 6th December 2023 and signed on its behalf by:



The Rt Rev'd Pete Broadbent
Chair of Directors

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TWYFORD CHURCH OF ENGLAND ACADEMIES TRUST

Opinion

We have audited the financial statements of Twyford Church of England Academies Trust (the 'Trust') for the year ended 31 August 2023 which comprise the Statement of Financial Activities incorporating income and expenditure account, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 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 Trust's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the ESFA.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements
- the Directors' Report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TWYFORD CHURCH OF ENGLAND ACADEMIES TRUST (continued)

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Directors

As explained more fully in the Directors' responsibilities statement, the Directors (who are also the directors of the Trust 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 Directors 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 Directors are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and noncompliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Trust's performance;
- results of our enquiries of management and the board of Directors, including the committees charged with governance over the Trust's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Trust's documentation of their policies and procedures relating to: identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance; detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- how the Trust ensured it met its obligations arising from it being financed by the ESFA and other funders and as such material compliance with these obligations is required to ensure the Trust will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Trust ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF TWYFORD CHURCH OF ENGLAND ACADEMIES TRUST (continued)

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Trust operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, Academies Financial Handbook, UK Companies Act, tax legislation, Charity SORP 2019 and FRS102.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Trust's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Directors and management concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from an error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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. This description forms part of our Auditors' report.

Use of our report

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



Tim Borton FCA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming LLP

Chartered Accountants

Statutory Auditors

2nd Floor Stratus House

Emperor Way

Exeter Business Park

Exeter

EX1 3QS

Date: 14/12/2023

STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31 August 2023
(including Income & Expenditure Account)

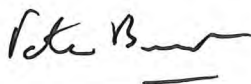
	Notes	Unrestricted Funds £000s	Restricted General and Other Funds £000s	Restricted Fixed Asset Funds £000s	Total 2023 £000s	Total 2022 £000s Note 2
Income and endowments from:						
Donations and capital grants	3	-	210	514	724	436
Charitable activities:						
Funding for the Academies Trust's educational operations	4	-	34,773	-	34,773	30,130
Funding for the Teaching School	30	-	867	-	867	588
Other trading activities	5	281	-	-	281	292
Investments	6	-	55	-	55	1
Total		281	35,905	514	36,700	31,447
Expenditure on:						
Raising Funds	7	102	-	-	102	57
Charitable activities:						
The Academies Trust's educational operations	8	-	35,285	1,685	36,970	32,327
Teaching School	8, 30	-	807	-	807	468
Total		102	36,092	1,685	37,879	32,852
Net income/(expenditure)		179	(187)	(1,171)	(1,179)	(1,405)
Transfers between funds	18	-	(464)	464	-	-
Other recognised gains/(losses):						
Remeasurement of net defined benefit pension liability	27	-	1,261	-	1,261	6,671
Net movement in funds		179	610	(707)	82	5,266
Reconciliation of funds						
Total funds brought forward	18	777	356	48,749	49,882	44,616
Total funds carried forward	18	956	966	48,042	49,964	49,882

BALANCE SHEET as at 31 August 2023

Company Number 07648968

	Notes	2023 £000s	2022 £000s
Fixed assets			
Tangible assets	13	47,877	48,537
		<u>47,877</u>	<u>48,537</u>
Current assets			
Debtors	14	1,645	1,858
Cash at bank and in hand		5,360	4,922
		<u>7,005</u>	<u>6,780</u>
Current Liabilities			
Creditors: amounts falling due within one year	15, 17	(3,763)	(3,224)
		<u>3,242</u>	<u>3,556</u>
Net current assets			
		<u>51,119</u>	<u>52,093</u>
Total assets less current liabilities			
Creditors: amounts falling due after more than one year	16, 17	-	(10)
		<u>51,119</u>	<u>52,083</u>
Net assets excluding pension liability			
Defined benefit pension scheme liability	27	(1,155)	(2,201)
		<u>49,964</u>	<u>49,882</u>
Total net assets			
		<u>49,964</u>	<u>49,882</u>
Funds of the Academies Trust:			
Restricted funds			
Fixed asset fund	18	48,042	48,749
General funds	18	1,793	2,231
Other funds	18	328	326
Pension reserve	18	(1,155)	(2,201)
		<u>49,008</u>	<u>49,105</u>
Total restricted funds			
Unrestricted income funds	18	956	777
		<u>49,964</u>	<u>49,882</u>
Total Funds			
		<u>49,964</u>	<u>49,882</u>

The financial statements on pages 18 to 40 were approved by the Board of Directors, and authorised for issue on 6th December 2023 and were signed on its behalf by:



The Rt Rev'd Pete Broadbent
Chair of Directors

STATEMENT OF CASH FLOWS for the year ended 31 August 2023

	Notes	2023 £000s	2022 £000s
Cash flows from operating activities			
Net cash provided by operating activities	22	959	2,325
Cash flows from investing activities	23	(511)	(1,627)
Cash flows from financing activities	24	(10)	(20)
Net increase in cash and cash equivalents in the reporting period		438	678
Cash and cash equivalents at the beginning of the year		4,922	4,244
Cash and cash equivalents at the end of the year		5,360	4,922

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023

1. Statement of Accounting Policies

General Information

Twyford Church of England Academies Trust is a charitable company limited by guarantee incorporated in England and Wales. The address of the Trust's principal place of business is given on page 1. The nature of the Trust's operations is set out in the Directors' Report.

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

Basis of Accounting

The financial statements of the Academies Trust, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Twyford Church of England Academies Trust is a public benefit entity under FRS 102 and therefore has applied the relevant public benefit requirements of FRS102.

The financial statements are presented in sterling which is also the functional currency of the Academies Trust. Monetary amounts in these financial statements are rounded to the nearest whole £1,000 except where otherwise indicated.

Consolidation

Twyford Education Ltd (company number 15029859) is a subsidiary of Twyford Church of England Academies Trust. The company started trading during the accounting year ended 31st August 2023 but has not been consolidated in these financial statements on the basis of the exemption permitted under FRS 201 section 9.8A, whereby the aggregate impact of including the subsidiary would be immaterial to group accounts.

Going Concern

The Directors assess whether the use of going concern is appropriate and 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 Directors have reviewed a 5-year financial forecast for the Trust - including a sensitivity analysis and a 2-year cashflow forecast which indicates that financial targets will continue to be met. Cash balances currently exceed £4m and are forecast to remain positive. The Trust is primarily funded by the ESFA and the amount of funding for 2023/24 is nearly all known and guaranteed. Funding is expected to increase over the next 5 years as capacity increases in the growing schools and all Trust schools remain oversubscribed. On the strength of this evidence the Directors have concluded that the academy trust has adequate resources to continue in operational existence for the 12 months from the date that the financial statements are authorised for issue 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.

Income

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

Grants

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the 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.

The 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 when there is entitlement when performance related conditions have been met and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

Other grants from government agencies and other bodies are recognised in the period in which they are receivable to the extent the conditions of funding have been met. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received the income is accrued.

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

1. Statement of Accounting Policies (continued)

Income (continued)

Donations

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

Other Income

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

Donated fixed assets (excluding transfers on conversion/into the academy trust)

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

Expenditure

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

Expenditure on Raising Funds

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

Charitable Activities

These are costs incurred on the academy trust's educational operations to further its charitable aims for the benefit of its beneficiaries, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

Tangible Fixed Assets

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. Subsequent costs are capitalised only when it is probable that such costs will generate future economic benefits. All other costs of repairs and maintenance are charged to the Statement of Financial Activities as incurred.

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

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

Freehold buildings	26 years
Leasehold buildings and improvements	60 years (or the term of the lease if this is shorter)
Leasehold land	The term of the lease (125 years/25 years)
Furniture and equipment	10 years
Computer equipment	4 years - 10 years

Residual value is calculated on prices prevailing at the reporting date, after estimated costs of disposal, for the asset as if it were at the age and condition expected at the end of its useful life.

Land and buildings for which the Trust has the rights and responsibilities of ownership are treated as freehold land and buildings. Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

1. Statement of Accounting Policies (continued)

Tangible Fixed Assets (continued)

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.

Liabilities

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

Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised as a finance costs in the period it arises in the Statement of Financial Activities and is allocated to the appropriate expenditure heading.

Leased Assets

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

Financial Instruments

The Academy Trust has chosen to adopt Sections 11 and 12 of FRS 102 in full in respect of financial instruments.

Financial Assets and Liabilities

Financial assets and financial liabilities are recognised when the Academies Trust becomes a party to the contractual provisions of the instrument. Financial liabilities are classified according to the substance of the financial instrument's contractual obligations rather than the financial instrument's legal form.

All financial assets and liabilities are initially measured at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. A financial asset or financial liability that is payable or receivable in one year is measured at the undiscounted amount expected to be received or paid net of impairment, unless it is a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and financial liabilities are offset only when there is a current legally enforceable right to set off the recognised amounts and the intention to either settle on a net basis, or to realise the asset and settle the liability simultaneously.

Amounts classified as other loans are Salix loans. These are concessionary loans under SORP FRS 102 as they are loans that have been advanced to further the Academy Trust's charitable purposes at an interest rate that is below market rates. In line with SORP FRS 102 the Academy Trust has chosen to initially measure at transaction price and subsequently measure at amortised cost, being transaction price less any amounts settled.

Taxation

The Academies 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.

Pensions Benefits

Retirement benefits to employees of the Academies Trust are provided by the Teachers' Pension Scheme ('TPS'), the Local Government Pension Scheme ('LGPS') and the Church of England Funded Pension Scheme ('CEFPS'). These are multi-employer defined benefit schemes.

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

1. Statement of Accounting Policies (continued)

Pensions Benefits (continued)

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 quadrennial valuations using a projected unit credit method. As stated in note 27, the TPS is an unfunded multi-employer scheme but there is insufficient information available to use defined benefit accounting. It is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments.

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

Actuarial gains and losses are recognised immediately as other comprehensive income.

The CEFPS is a funded scheme and the assets are held separately from those of the Trust in separate trustee administered funds. The Trust is unable to identify its share of the underlying assets and liabilities since each employer in the scheme pays a common contribution rate. The CEFPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year. The present value of future deficit recovery contributions notified by the scheme administrator are included in staff costs and other creditors.

Termination Benefits

Termination benefits to employees of the Academies Trust are charged to the Statement of Financial Activities as incurred.

Fund Accounting

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

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

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

Agency Arrangements

The Academies Trust acts as an agent in the distributing of 16-19 bursary funds from the Education and Skills Funding Agency (ESFA). Related payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities to the extent that the Trust does not have control over the charitable application of the fund. The allowance of 5% as a contribution to administration costs and equipment is however recognised in the Statement of Financial Activities. Where funds have not been fully applied in the year then an amount will be included in creditors. The funds received and paid and any balances held are disclosed in note 29.

The Academies Trust also acts as an agent in distributing School Direct funding from the Department for Education. Related payments received from the Department for Education and subsequent disbursements to partner schools in the Ealing Teaching School Alliance and teacher training colleges are excluded from the Statement of Financial Activities to the extent that the Trust does not have a control over the charitable application of the fund. Funding for trainee teachers employed in Trust schools is retained by the Trust. Where funds have not been fully applied in the year then an amount will be included in amounts due to the Department for Education.

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

1. Statement of Accounting Policies (continued)

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 Academies 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 27, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The majority of the Trust's income is from the Education and Skills Funding Agency. Where grants have been received during the year these have been recognised where there is entitlement. Therefore, apart from the Local Government Pension Scheme defined benefit liability and the life of fixed assets the Trust has not been required to make any areas of critical judgement in preparing the financial statements.

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

2 Prior year statement of financial activities

	Unrestricted Funds £000s	Restricted General and Other Funds £000s	Restricted Fixed Asset Funds £000s	Total 2022 £000s
Income and endowments from:				
Donations and capital grants	-	203	233	436
Charitable activities:				
Funding for the Academies Trust's educational operations	-	30,130	-	30,130
Funding for the Teaching School	-	588	-	588
Other trading activities	292	-	-	292
Investments	-	1	-	1
Total	292	30,922	233	31,447
Expenditure on:				
Raising Funds	57	-	-	57
Charitable activities:				
The Academies Trust's educational operations	-	30,685	1,642	32,327
Teaching School	-	468	-	468
Total	57	31,153	1,642	32,852
Net income	235	(231)	(1,409)	(1,405)
Transfers between funds	-	(744)	744	-
Other recognised losses:				
Remeasurement of net defined benefit obligations	-	6,671	-	6,671
Net movement in funds	235	5,696	(665)	5,266
Reconciliation of funds				
Total funds brought forward	542	(5,340)	49,414	44,616
Total funds carried forward	777	356	48,749	49,882

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

3 Donations and Capital Grants

	Unrestricted Funds £000s	Restricted General and Other Funds £000s	Restricted Fixed Asset Funds £000s	Total 2023 £000s	Total 2022 £000s
Fixed asset donation	-	-	-	-	-
Capital grants	-	-	514	514	233
Other donations	-	210	-	210	203
	<u>-</u>	<u>210</u>	<u>514</u>	<u>724</u>	<u>436</u>

4 Funding for the Academies Trust's Educational Operations

	Unrestricted Funds £000s	Restricted General and Other Funds £000s	Restricted Fixed Asset Funds £000s	Total 2023 £000s	Total 2022 £000s
DfE/ESFA revenue grants					
General Annual Grant (GAG)	-	23,003	-	23,003	21,056
16-19 funding	-	5,415	-	5,415	4,619
Rates funding	-	167	-	167	156
Pupil Premium	-	832	-	832	759
Post-opening grant	-	158	-	158	189
Ealing Fields High School rent costs funding	-	480	-	480	240
Teachers' Pensions Grant	-	224	-	224	230
Schools Supplementary Grant	-	735	-	735	301
Mainstream Schools Additional Grant	-	363	-	363	-
Other DfE/ESFA grants	-	130	-	130	198
	<u>-</u>	<u>31,507</u>	<u>-</u>	<u>31,507</u>	<u>27,748</u>
Other Government grants					
Local authority grants - Special Education Needs	-	1,551	-	1,551	1,023
Local authority grants - Other	-	12	-	12	14
Exceptional government funding					
16-19 Tuition Fund	-	21	-	21	17
Coronavirus exceptional support (DfE/ESFA)	-	286	-	286	163
	<u>-</u>	<u>1,870</u>	<u>-</u>	<u>1,870</u>	<u>1,217</u>
Other					
Other income from the Academies Trust's educational operations	-	1,396	-	1,396	1,140
	<u>-</u>	<u>34,773</u>	<u>-</u>	<u>34,773</u>	<u>30,105</u>

Coronavirus funding includes funding for carrying out asymptomatic testing and tutoring/catch up activities.

5 Other Trading Activities

	Unrestricted Funds £000s	Restricted General and Other Funds £000s	Restricted Fixed Asset Funds £000s	Total 2023 £000s	Total 2022 £000s
Hire of facilities	281	-	-	281	292
	<u>281</u>	<u>-</u>	<u>-</u>	<u>281</u>	<u>292</u>

6 Investment Income

	Unrestricted Funds £000s	Restricted General and Other Funds £000s	Restricted Fixed Asset Funds £000s	Total 2023 £000s	Total 2022 £000s
Interest on short term deposits	-	55	-	55	1
	<u>-</u>	<u>55</u>	<u>-</u>	<u>55</u>	<u>1</u>

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

7 Expenditure

	Staff Costs	Non Pay Expenditure		Total	Total
	£000s	Premises £000s	Other Costs £000s	2023 £000s	2022 £000s
Expenditure on raising funds					
Allocated support costs	-	102	-	102	57
Academy Trusts' educational operations					
Direct costs	24,351	-	1,230	25,581	22,064
Allocated support costs	3,735	3,121	4,533	11,389	10,263
The Teaching School (see also note 30)	419	-	388	807	468
Total	28,505	3,223	6,151	37,879	32,852

Net income/(expenditure) for the year includes:

		2023 £000s	2022 £000s
Operating lease rentals	- plant and machinery	140	154
Depreciation		1,685	1,642
Loss on disposal of fixed assets		-	-
Fees payable to auditors for:			
	- statutory audit	29	31
	- audit related assurance	7	4
	- tax advice	3	1
Net interest on defined benefit pension liability (note 27)		75	126

8 Charitable Activities

	Educational Operations £000s	Teaching School £000s	Total 2023 £000s	Total 2022 £000s
Direct costs	25,581	644	26,225	22,435
Support Costs	11,389	163	11,552	10,360
	36,970	807	37,777	32,795
Analysis of support costs				
Support staff costs	3,735	161	3,896	3,203
Depreciation	1,685	-	1,685	1,642
Technology costs	307	-	307	281
Premises costs	3,121	-	3,121	2,299
Legal Costs	33	-	33	12
Other support costs	2,497	2	2,499	2,910
Governance costs	11	-	11	13
Total Support Costs	11,389	163	11,552	10,360

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

9 Central Services

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

Strategic management and governance
Human Resources and Payroll services
Financial services
Information Technology and Data services
Professional and Legal services
Specialist curriculum support and outreach projects
Educational support services
Teaching School and Initial Teacher Training support

The Trust charges for these services, after deducting £79,000 (2022: £39,000) of income attributable to central services on the following basis:
Flat percentage of directly attributable general funds income 7.8% (2022 7.8%) after deducting special DfE funding for premises rents and leases, matching project funds to expenditure and recharging £118,000 (2022 £136,000) from the schools to the Trust for the provision of office facilities.

The actual amounts charged during the year were as follows:

	2023 £000s	2022 £000s
Twyford C of E High School	938	809
William Perkin C of E High School	814	726
Ada Lovelace C of E High School	525	373
Ealing Fields High School	450	398
	2,727	2,306

10 Staff

Staff costs

Staff costs during the year were:

	2023 £000s	2022 £000s
Wages and salaries	20,684	17,657
Social security costs	2,361	2,034
Pension costs	4,378	3,791
	27,423	23,482

Agency staff costs
Staff restructuring costs

Agency staff costs	1,082	876
Staff restructuring costs	-	5

Total staff costs

	28,505	24,363
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Staff restructuring costs comprise:

Severance payments	-	5
	-	5

Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £Nil (2022 £Nil). Non-statutory/non-contractual severance payments are made in light of the circumstances and taking into account value for money.

Staff numbers

The average number of people employed by the Academies Trust during the year expressed as full time equivalents was as follows:

	2023 Number	2022 Number
Educational Operations		
Teachers	283	253
Administration and support	129	117
Management	37	33
	449	403

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

10 Staff (continued)

The average number of people employed by the Academies Trust during the year expressed as a headcount was as follows:

	2023 Number	2022 Number
Teachers	325	296
Administration and support	194	166
Management	38	33
	557	495

Higher Paid Staff

The number of employees whose benefits (excluding employer pension costs and National Insurance Contributions) exceeded £60,000 was:

	2023 Number	2022 Number
£60,001 - £70,000	39	32
£70,001 - £80,000	19	9
£80,001 - £90,000	2	3
£90,000 - £100,000	2	-
£100,001 - £110,000	1	1
£110,001 - £120,000	-	1
£120,000 - £130,000	1	-
£140,001 - £150,000	1	1
	65	47

Key Management Personnel Compensation

The key management personnel of the Academies Trust comprise the trustees and the leadership team as listed on page 1. The total amount of employee benefits (including employer's pension contributions and employer's national insurance) received by key management personnel for their services to the Academies Trust was £853,000 (2022: £835,000).

11 Related Party Transactions - Directors' remuneration and expenses

One or more directors has been paid remuneration or has received other benefits from an employment with the Academies Trust. The Chief Executive only received remuneration in respect of services provided in undertaking the role of Chief Executive under her contract of employment and not in respect of her services as a director. Other directors were not paid any remuneration nor received any other benefits from employment with the Academies Trust.

Dame Alice Hudson, Chief Executive and Director:

Remuneration £145,000 (2022 £149,000)

Employer's pension contributions paid £25,000 (2022 £35,000). Contributions were refunded in the year due to a reassessment of payments as non-pensionable.

During the year ended 31 August 2023, travel and subsistence expenses totalling £Nil were reimbursed to one director (2022: £1,000 to one director).

Other related party transactions involving the Directors are set out in note 28.

12 Directors' and Officers' Insurance

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

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

13 Tangible Fixed Assets

	Freehold Land and Buildings £000s	Leasehold Land and Buildings £000s	Leasehold Improvements £000s	Furniture and Equipment £000s	Computer Equipment £000s	Total £000s
Cost						
At 1 September 2022	10,857	39,995	2,521	787	2,922	57,082
Additions	128	-	305	61	531	1,025
Disposals	-	-	-	-	(103)	(103)
At 31 August 2023	10,985	39,995	2,826	848	3,350	58,004
Depreciation						
At 1 September 2022	3,808	2,029	496	371	1,841	8,545
Charge for year	442	339	436	88	380	1,685
Disposals	-	-	-	-	(103)	(103)
At 31 August 2023	4,250	2,368	932	459	2,118	10,127
Net book values						
At 31 August 2023	6,735	37,627	1,894	389	1,232	47,877
At 31 August 2022	7,049	37,966	2,025	416	1,081	48,537

It has not been possible to separate out the cost of computer software (an intangible asset) from computer hardware, so the combined costs are treated as a tangible fixed asset.

Freehold land and buildings at the Twyford C of E High School site were valued on transfer (1st October 2011) by Ian Naylor, BSc (Hons) MRICS of Sanderson Weatherall LLP on a depreciated replacement cost basis. Land was valued at £300,000. The property is held in trust for the school by the London Diocesan Board for Schools. William Perkin C of E High School moved into newly built premises on a site in Greenford in 2013. A 125 year lease was granted by the London Borough of Ealing on 14th October 2016 and prior to that the building was occupied under licence with substantially the same rights. The site was valued by Ian Naylor, BSc (Hons) MRICS of Sanderson Weatherall LLP on a depreciated replacement cost basis as at 31st August 2016. Land was valued at £715,000. Ealing Fields High School moved into newly built or refurbished premises on a site in South Ealing in September 2020. A 25 year lease on the site was granted on 19th April 2017. Ada Lovelace C of E High School moved into newly built premises on a site in central Ealing in September 2020. The site is subject to a 125 year lease which is expected to be signed in 2024. In the meantime it is occupied under licence. The Ealing Fields High School and Ada Lovelace C of E High School sites were valued by Richard Greeves, BSc (Hons) MRICS of Dalton Warner Davis on a depreciated replacement cost basis as at 31st August 2021. The value of the Ealing Fields High School leasehold asset was £3,135,000 and the value of the Ada Lovelace C of E High School leasehold asset was £17,185,000.

14 Debtors

	2023 £000s	2022 £000s
Trade debtors	100	86
VAT recoverable	305	337
Other debtors	80	10
Prepayments and accrued income	1,160	1,425
	1,645	1,858

15 Creditors: amounts falling due within one year

	2023 £000s	2022 £000s
Trade creditors	535	631
Other creditors	2,439	2,047
Accruals and deferred income	789	546
	3,763	3,224

Included within other creditors is £10,000 relating to repayments due in the next year for a loan from SALIX. The loan was agreed in 2015, is interest free and repayable by half yearly instalments over a period of 8 years.

Deferred income

	2023 £000s	2022 £000s
Deferred income at 1 September	131	158
Resources deferred in the period	237	131
Amounts released from previous year	(131)	(158)
Deferred income at 31 August	237	131

£130,000 (2022 £90,000) of deferred income relates to income for music tuition fees and the remainder mainly relates to income received in advance from parents for trips and activities taking place in the new school year.

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

16 Creditors: amounts falling due after more than one year

	2023 £000s	2022 £000s
Other creditors	-	10
	<u>-</u>	<u>10</u>

Other creditors for the prior year relates to repayments due after more than a year for a loan from SALIX. The loan was agreed in 2015, is interest free and repayable by half yearly instalments over a period of 8 years.

17 Loans

Included within creditors is a SALIX loan. The original loan principal of £160,000 was provided for energy improvements and was agreed in 2015. The loan is interest free and repayable by half yearly instalments over a period of 8 years.

<i>Loan analysis</i>	2023 £000s	2022 £000s
The loan is repayable as follows:		
In one year or less	10	20
Between one and two years	-	10
Between two and five years	-	-
	<u>10</u>	<u>30</u>

18 Funds

	Balance at 1 September 2022 £000s	Income £000s	Expenditure £000s	Gains, Losses and Transfers £000s	Balance at 31 August 2023 £000s
Restricted general funds					
General Annual Grant (GAG) excluding pension reserve	2,111	23,003	(23,081)	(420)	1,613
16-19 funding	-	5,415	(5,415)	-	-
Rates funding	-	167	(167)	-	-
Pupil Premium	-	832	(832)	-	-
Post-opening grant	-	158	(158)	-	-
Ealing Fields High School rent costs funding	-	480	(480)	-	-
Teachers' Pensions Grant	-	224	(224)	-	-
Schools Supplementary Grant	-	735	(735)	-	-
Mainstream Schools Additional Grant	-	363	(363)	-	-
Teaching School grant	-	220	(220)	-	-
School Direct	-	39	(39)	-	-
16-19 Tuition Fund	-	21	(21)	-	-
Other coronavirus support and recovery funding	-	286	(286)	-	-
Other DfE/ESFA grants	-	130	(130)	-	-
Local Authority special educational needs funding	-	1,551	(1,551)	-	-
Local Authority Teaching School income	-	12	(12)	-	-
Other Local Authority income	-	12	(12)	-	-
Other Teaching School income	120	596	(536)	-	180
Other income	-	1,541	(1,541)	-	-
Pension reserve	(2,201)	-	(215)	1,261	(1,155)
	<u>30</u>	<u>35,785</u>	<u>(36,018)</u>	<u>841</u>	<u>638</u>
Restricted fixed asset funds					
Assets transferred on conversion	4,051	-	(254)	-	3,797
DfE/ESFA capital grants	1,721	509	(222)	-	2,008
Local Authority capital grants	555	-	(48)	-	507
Other capital funding	643	5	(9)	-	639
Capital expenditure from GAG	2,249	-	(460)	464	2,253
Voluntary Funds sponsored capital expenditure	856	-	(109)	-	747
Asset donated by the Local Authority	17,636	-	(343)	-	17,293
Transfer from Ealing Fields High School Academy Trust	1,100	-	(1)	-	1,099
Assets donated by the Department for Education	19,938	-	(239)	-	19,699
	<u>48,749</u>	<u>514</u>	<u>(1,685)</u>	<u>464</u>	<u>48,042</u>
Other restricted funds					
Mozambique Partnership Fund	56	18	(4)	-	70
Twyford C of E High School School Fund	149	59	(49)	-	159
TCEHS Gospel Choir Fund	10	-	-	-	10
TCEHS School Council Fund	3	-	-	-	3
TCEHS School Colours Fund	7	-	-	-	7
William Perkin C of E High School School Fund	48	11	(8)	-	51
WPCEHS School Uniform Fund	4	-	-	-	4
Ada Lovelace C of E High School School Fund	22	22	(3)	(17)	24
Ealing Fields High School School Fund	27	10	(10)	(27)	-
	<u>326</u>	<u>120</u>	<u>(74)</u>	<u>(44)</u>	<u>328</u>
Total restricted funds	<u>49,105</u>	<u>36,419</u>	<u>(37,777)</u>	<u>1,261</u>	<u>49,008</u>
Unrestricted funds					
General funds	627	281	(102)	(25)	781
Designated funds:					
WPCEHS Artificial Grass Pitch Major Repair Fund	150	-	-	25	175
Total unrestricted funds	<u>777</u>	<u>281</u>	<u>(102)</u>	<u>-</u>	<u>956</u>
Total funds	<u>49,882</u>	<u>36,700</u>	<u>(37,879)</u>	<u>1,261</u>	<u>49,964</u>

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

18 Funds (continued)
Funds for the prior year

	Balance at 1 September 2021 £000s	Income £000s	Expenditure £000s	Gains, Losses and Transfers £000s	Balance at 31 August 2022 £000s
Restricted general funds					
General Annual Grant (GAG) excluding pension reserve	2,061	21,056	(20,302)	(704)	2,111
16-19 funding	-	4,619	(4,619)	-	-
Rates funding	-	156	(156)	-	-
Pupil Premium	-	759	(759)	-	-
Post-opening grant	-	189	(189)	-	-
Ealing Fields High School rent costs funding	-	240	(240)	-	-
Ealing Fields High School temporary building hire funding	16	-	(16)	-	-
Teaching School grants	-	220	(220)	-	-
School Direct	-	6	(6)	-	-
Coronavirus support and recovery funding	-	205	(205)	-	-
Other DfE/ESFA grants	-	729	(729)	-	-
Local Authority special educational needs funding	-	1,023	(1,023)	-	-
Local Authority Teaching School income	-	6	(6)	-	-
Other Local Authority income	-	14	(14)	-	-
Other Teaching School income	-	356	(236)	-	120
Other income	-	1,210	(1,210)	-	-
Pension reserve	(7,689)	-	(1,183)	6,671	(2,201)
	(5,612)	30,788	(31,113)	5,967	30
Restricted fixed asset funds					
Assets transferred on conversion	4,307	-	(256)	-	4,051
DfE/ESFA capital grants	1,818	144	(241)	-	1,721
Local Authority capital grants	603	-	(48)	-	555
Other capital funding	585	89	(31)	-	643
Capital expenditure from GAG	1,748	-	(243)	744	2,249
Voluntary Funds sponsored capital expenditure	951	-	(95)	-	856
Asset donated by the Local Authority	17,981	-	(345)	-	17,636
Transfer from Ealing Fields High School Academy Trust	1,101	-	(1)	-	1,100
Assets donated by the Department for Education	20,320	-	(382)	-	19,938
	49,414	233	(1,642)	744	48,749
Other restricted funds					
Mozambique Partnership Fund	44	12	-	-	56
Twyford C of E High School School Fund	158	71	(40)	(40)	149
TCEHS Gospel Choir Fund	-	10	-	-	10
TCEHS School Council Fund	3	-	-	-	3
TCEHS School Colours Fund	7	-	-	-	7
William Perkin C of E High School School Fund	33	15	-	-	48
WPCEHS School Uniform Fund	4	-	-	-	4
Ada Lovelace C of E High School School Fund	6	16	-	-	22
Ealing Fields High School School Fund	17	10	-	-	27
	272	134	(40)	(40)	326
Total restricted funds	44,074	31,155	(32,795)	6,671	49,105
Unrestricted funds					
General funds	417	292	(57)	(25)	627
Designated funds:					
WPCEHS Artificial Grass Pitch Major Repair Fund	125	-	-	25	150
Total unrestricted funds	542	292	(57)	-	777
Total funds	44,616	31,447	(32,852)	6,671	49,882

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

Restricted General Funds:

The General Annual Grant Fund is income from the DfE/ESFA to be used for the normal running costs of the Academies Trust including education and support costs. Under the funding agreement with the Secretary of State, the Academies Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023. Post Opening Grant relates to DfE/ESFA funding for additional costs during the post opening period for Ealing Fields High School and Ada Lovelace C of E High School. Funding for Ealing Fields High School rent costs has been provided by the DfE/ESFA to meet those costs indefinitely. Teaching School and School Direct grants from the DfE/National College were given to fund the Ealing Teaching School Alliance and Teach West London, run by the Academies Trust. Other ESFA/DfE grants were given for specific purposes. Local Authorities funded additional support for students with special needs. Other income mainly related to amounts received for educational visits and activities to be used for that specific activity. The pension reserve relates to the Trust's share of the deficit on the Local Government Pension Scheme. During the year surplus funds were transferred from restricted general funds to restricted fixed asset funds to pay for premises improvements mainly at William Perkin C of E High School and Twyford C of E High School.

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

18 Funds (continued)

Restricted Fixed Asset Funds:

This includes income from the DfE/ESFA for the purchase of capital works or equipment. £422,000 (2022 £704,000) was transferred from the GAG fund for capital works. £261,000 (2022 £73,000) related to devolved formula capital grant received from the ESFA.

Other Restricted Funds:

These comprise funds made up of voluntary donations mainly from parents of children at each school. The Mozambique Partnership Fund relates to funds raised mainly through sponsored walks to provide support to Aurelio Manave School in Maciene, Mozambique as part of a partnership established under the Diocese of London's Alma Project. The Twyford C of E High School (TCEHS) Gospel Choir Fund was the result of a legacy.

Unrestricted Funds:

This mainly comprises income arising from hiring the premises to local groups and clubs. A portion of these funds has been designated as a sinking fund to pay for major repairs to the artificial grass pitch at William Perkin C of E High School (WPCEHS) and is included in the Free Reserves figure stated in the Directors' Report.

Analysis of academies by fund balance

Fund balances at 31 August 2023 were allocated as follows:

	2023 £000s	2022 £000s
Twyford C of E High School	1,131	1,083
William Perkin C of E High School	695	918
Ada Lovelace C of E High School	303	369
Ealing Fields High School	720	773
Funds held at Trust level	228	191
Total before fixed assets and pension reserve	3,077	3,334
Restricted fixed asset fund	48,042	48,749
Pension reserve	(1,155)	(2,201)
Total	49,964	49,882

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 (excluding depreciation)	Total Expenditure (excluding depreciation) 2023 £000s	Total Expenditure (excluding depreciation) 2022 £000s
	£000s	£000s	£000s	£000s	£000s	£000s
Twyford C of E High School	8,122	758	376	1,765	11,021	9,609
William Perkin C of E High School	7,091	652	364	1,404	9,511	8,469
Ada Lovelace C of E High School	4,639	451	187	926	6,203	4,369
Ealing Fields High School	3,823	478	154	1,309	5,764	4,884
Central services	934	1,557	535	454	3,480	2,696
Pension reserve	-	-	-	215	215	1,183
Academies Trust	24,609	3,896	1,616	6,073	36,194	31,210

19 Analysis of net assets between funds

Fund balances at 31 August 2023 are represented by:

	Unrestricted Funds £000s	Restricted General and Other Funds £000s	Restricted Fixed Asset Funds £000s	Total Funds 2023 £000s	Total Funds 2022 £000s
Tangible fixed assets	-	-	47,877	47,877	48,537
Current assets	956	5,884	165	7,005	6,780
Current liabilities	-	(3,763)	-	(3,763)	(3,224)
Non-current liabilities	-	-	-	-	(10)
Pension scheme liability	-	(1,155)	-	(1,155)	(2,201)
Total net assets	956	966	48,042	49,964	49,882

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

19 Analysis of net assets between funds (continued)

Analysis of net assets between funds for the prior year

Fund balances at 31 August 2022 were represented by:

	Unrestricted Funds £000s	Restricted General and Other Funds £000s	Restricted Fixed Asset Funds £000s	Total Funds 2022 £000s	Total Funds 2021 £000s
Tangible fixed assets	-	-	48,537	48,537	48,745
Current assets	777	5,781	222	6,780	6,867
Current liabilities	-	(3,224)	-	(3,224)	(3,277)
Non-current liabilities	-	-	(10)	(10)	(30)
Pension scheme liability	-	(2,201)	-	(2,201)	(7,689)
Total net assets	777	356	48,749	49,882	44,616

20 Capital Commitments

	2023 £000s	2022 £000s
Contracted for but not provided in the financial statements	209	249

21 Commitments under operating leases

Operating leases

At 31 August 2023 the total of the Trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £000s	2022 £000s
Land and Buildings		
Amounts due within one year	404	404
Amounts due between one and five years	1,055	1,456
	<u>1,459</u>	<u>1,860</u>
Plant and Machinery		
Amounts due within one year	105	115
Amounts due between one and five years	87	192
	<u>192</u>	<u>307</u>
Total	<u>1,651</u>	<u>2,167</u>

On 1 September 2017, when Ealing Fields High School transferred to the Twyford Trust, a 25 year lease on the former King Fahad Academy Site on Little Ealing Lane was transferred to the Trust with undertakings from the Education and Skills Funding Agency that funding would be provided to meet the rental costs. Twyford C of E High School uses the Twyford Avenue Sports Ground under licence. The annual charge is £75,000 and the licence can be broken in July of each year.

22 Reconciliation of net income to net cash flow from operating activities

	2023 £000s	2022 £000s
Net income for the reporting period (as per the Statement of Financial Activities)	(1,179)	(1,405)
Adjusted for:		
Depreciation (note 13)	1,685	1,642
Capital grants receivable from DfE and other capital income	(514)	(233)
Interest receivable (note 6)	(55)	(1)
Defined benefit pension cost less contributions payable (note 27)	140	1,057
Defined benefit pension finance income (note 27)	75	126
Operating cash flows before working capital	<u>152</u>	<u>1,186</u>
Decrease/(increase) in debtors	268	1,192
(Decrease)/increase in creditors	539	(53)
Net cash flow from operating activities	<u>959</u>	<u>2,325</u>

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

23 Cash flows from investing activities

	2023 £000s	2022 £000s
Interest received (note 6)	55	1
Purchase of tangible fixed assets (note 13)	(1,025)	(1,434)
Capital grants received from DfE/ESFA	459	(194)
Net cash used in investing activities	(511)	(1,627)

24 Cash flows from financing activities

	2023 £000s	2022 £000s
Debt due beyond a year:		
Unsecured SALIX loan repayable by 2023 - repayments of borrowings.	(10)	(20)
Net cash used in financing activities	(10)	(20)

25 Analysis of changes in net debt

	Balance at 1 September 2022 £000s	Cash flows £000s	Balance at 31 August 2023 £000s
Cash	4,922	438	5,360
	4,922	438	5,360
Loans falling due within one year	(20)	10	(10)
Loans falling due after more than one year	(10)	10	-
Total	4,892	458	5,350

26 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 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.

27 Pension and similar obligations

The Academy Trust's employees belong to three principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the Local Government Pension Scheme (LGPS) for most non-teaching staff, which is managed by The Local Pensions Partnership for the London Borough of Ealing; and the Church of England Funded Pension Scheme (CEFPS) for chaplaincy staff. All are multi-employer defined-benefit schemes. Ealing Fields High School had accumulated a deficit of £180,000 on the LGPS and this balance was transferred into the deficit balance of the Academies Trust on 1st September 2017.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016, of the LGPS 31 March 2022 and of the CEFPS 31 December 2021.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year (2022 Nil).

Teachers' Pension Scheme

Introduction

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

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

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

27 Pension and similar obligations (continued)

Teachers' Pension Scheme (continued)

Valuation of the Teachers' Pension Scheme

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

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £3,556,000 (2022 £3,120,000).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The 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 scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £991,000 (2022 £913,000), of which employer's contributions totalled £699,000 (2022 £665,000) and employees' contributions totalled £292,000 (2022 £248,000). The agreed contribution rates for future years are 15.8% from 1 April 2023 rising to 16.4% from 1 April 2024 (2022 15.2%) for employers and 5.5 - 12.5 per cent for employees.

Trust directors decided to un-pool the Trust's scheme from that of the London Borough of Ealing in February 2014. Following the latest actuarial valuation, the Trust pays an annual contribution of £120,000 (2022 £107,000) in addition to normal funding levels to recover the deficit over a period of 17 years from 1 April 2017.

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

Principal actuarial assumptions

The following information is based on a full actuarial valuation of the fund at 31 March 2019 updated to 31 August 2022 by a qualified independent actuary.

	2023	2022
Rate of increase in salaries	4.05% *	4.05% *
Rate of increase for pensions in payment	2.90%	2.90%
Discount rate	5.30%	4.30%
Inflation (CPI)#	2.80%	2.80%
Commutation of pensions lump sums	50.00%	50.00%

A mature duration profile has been used to determine assumptions.

* An adjustment has been made for short term pay restraint in line with the 2019 actuarial valuation.

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

	2023	2022
Post retirement mortality assumptions (normal health)	Years	Years
Retiring today		
Males	21.5	22.9
Females	23.9	25.0
Retiring in 20 years		
Males	22.8	24.4
Females	25.7	26.9

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

27 Pension and similar obligations (continued)

Local Government Pension Scheme (continued)

Sensitivity analysis

	(-) increase/ (+) decrease in deficit 2023 £000s	(-) increase/ (+) decrease in deficit 2022 £000s
Discount rate +0.1%	193	232
Discount rate -0.1%	(197)	(238)
Mortality assumption - 1 year increase	(191)	(200)
Mortality assumption - 1 year decrease	191	196
CPI rate +0.1%	(197)	(237)
CPI rate -0.1%	193	232

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

	Fair value at 31 August 2023 £000s	Fair value at 31 August 2022 £000s
Equity instruments	5,437	4,534
Government bonds	-	-
Other bonds	1,682	1,735
Property	616	766
Cash	225	156
Other	711	625
Total Fair Value of assets	8,671	7,816

The actual return/(loss) on scheme assets was £242,000 (2022 (£582,000)).

Amounts recognised in the statement of financial activities

	2023 £000s	2022 £000s
Current service cost (net of employee contributions)	914	1,696
Net interest cost	75	126
Administration expenses	46	26
Total operating charge	1,035	1,848

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

	2023 £000s	2022 £000s
At 1 September	10,017	15,506
Current service cost	914	1,696
Interest cost	429	264
Employee contributions	301	248
Actuarial (gain)/loss on liabilities	(1,463)	(7,391)
Benefits paid	(372)	(306)
At 31 August	9,826	10,017

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

	2023 £000s	2022 £000s
At 1 September	7,816	7,817
Interest on plan assets	354	138
Actuarial gain/(loss) on assets	(202)	(720)
Employer contributions	820	665
Employee contributions	301	248
Benefits paid	(372)	(306)
Administration expenses	(46)	(26)
At 31 August	8,671	7,816

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

27 Pension and similar obligations (continued)

Local Government Pension Scheme (continued)

Defined benefit pension scheme liability

	2023 £000s	2022 £000s
The fair value of the Trust's share of scheme assets	8,671	7,816
The present value of defined benefit obligations	(9,826)	(10,017)
Net liability	<u>(1,155)</u>	<u>(2,201)</u>

The Church of England Funded Pension Scheme

The Trust participates in the Church of England Funded Pensions Scheme for stipendiary clergy, a defined benefit pension scheme. This scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Responsible Bodies.

Each participating Responsible Body in the scheme pays contributions at a common contribution rate applied to pensionable stipends.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. There is insufficient information available to account for it as defined benefit plan so contributions are accounted for as if the scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year (2023: £8,000, 2022: £10,000), less the figures highlighted in the table below as being recognised in the SoFA, giving a negative charge of £Nil for 2023 (2022: negative charge of £3,000).

A valuation of the Scheme is carried out once every three years. The most recent Scheme valuation completed was carried out at as 31 December 2021. The 2021 valuation revealed a surplus of £560m, based on assets of £2,720m and a funding target of £2,160m, assessed using the following assumption

- An average discount rate of 2.7% p.a.;
- RPI inflation of 3.6% p.a. (and pension increases consistent with this);
- CPIH inflation in line with RPI less 0.8% pre 2030 moving to RPI with no adjustment from 2030 onwards;
- Increase in pensionable stipends in line with CPIH;
- Mortality in accordance with 90% of the S3NA_VL tables, with allowance for improvements in mortality rates in line with the CMI2020 extended model with a long term annual rate of improvement of 1.5%, a "smoothing parameter" of 7 and an initial addition to mortality improvements of 0.5% pa and an allowance for 2020 data of 0% (i.e. w2020 = 0%).

Following the 31 December 2018 valuation, a recovery plan was put in place until 31 December 2022 and the deficit recovery contributions (as a percentage of pensionable stipends) are as set out in the table below. An interim reduction to deficit contributions to 3.2% of pensionable stipends was made with effect from 1 April 2022. Following finalisation of the 31 December 2021 valuation, deficit contributions ceased with effect from 1 January 2023, since the Scheme was in surplus.

As at 31 December 2020 and 31 December 2021 the deficit recovery contributions under the recovery plan in force were as set out in the table below. For senior office holders, pensionable stipends are adjusted in the calculations by a multiple, as set out in the Scheme's rules.

	January 2021 to December 2022	January 2018 to December 2020
% of pensionable stipends		
Deficit repair contributions	7.1%	11.9%

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. However, as there are no agreed deficit recovery payments from 1 January 2023 onwards, the balance sheet liability as at 31 August 2023 is nil. The movement in the balance sheet liability over 2022 and over 2023 is set out in the table below.

	2023 £000s	2022 £000s
Balance sheet liability at 1 September	1	2
Deficit contribution paid	(1)	(1)
Remaining change to the balance sheet liability* (recognised in SoFA)	-	-
Balance sheet liability at 31 August	<u>-</u>	<u>1</u>

* Comprises change in agreed deficit recovery plan, and change in discount rate and assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions. No assumptions are needed for December 2022 as there are no agreed deficit recovery payments going forward. No price inflation assumption was needed for December 2021 since pensionable stipends for the remainder of the recovery plan were already known.

	December 2022	December 2021	December 2020
Discount rate	n/a	0.0% pa	0.2% pa
Price inflation	n/a	n/a	3.1% pa
Increase to total pensionable payroll	n/a	-1.5% pa	1.6% pa

The legal structure of the scheme is such that if another Responsible Body fails, Twyford Church of England Academies Trust could become responsible for paying a share of that Responsible Body's pension liabilities.

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 August 2023 (continued)

28 Related Party Transactions

All transactions involving related parties or connected parties are conducted at arm's length and in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, the trust's financial regulations and normal procurement procedures, unless otherwise stated.

Directors who are also staff receive salary payments from the Trust and directors who are parents have financial dealings with the Trust as other parents do. Directors with these interests do not take part in decisions which directly affect them or their children. A number of directors made personal donations amounting to £1,000 (2022 £1,000) to the Trust during the year.

Dame Alice Hudson is a close relative of two people who were Trust employees during the year and one person who was placed in a Trust school as a trainee teacher and started as an employee in September 2023. The recruitment and management arrangements followed the Trust's normal procedure except that Dame Alice played no part in the process. The posts were paid within the normal pay scales for the roles and Dame Alice's relatives received no special treatment as a result of their relationship to a director. Payments during the year to the relatives were in the range £65,000 - £70,000 (2022 £50,000 - 55,000).

The Rt Rev'd Lusa Nsenga-Ngoy is a director of the London Diocesan Fund and also a Member of Veritas Educational Trust. £27,000 (2022 £21,600) was paid to the London Diocesan Fund during the year for renting a house for the Trust's chaplain and as donations to a partner school in Mozambique. No expenditure was outstanding at the end of the year (2022 £Nil). £27,000 (2022 £19,000) was paid to the Bishop Ramsey CE School which is part of Veritas Educational Trust during the year for teacher training services. No expenditure was outstanding at the end of the year (2022 £Nil).

The Trust transacts with the London Diocesan Board for Schools (LDBS) and its subsidiary, Grow Education Partners. Expenditure totalling £30,000 (2022 £37,418), relating to a subscription to an advice service, data protection services and recruitment services took place in the year. Furthermore the freehold of the Twyford C of E High School site is owned by the LDBS (see note 13). No expenditure was outstanding at the end of the year (2022 £Nil). The LDBS is also a corporate member of the Veritas Educational Trust.

Mrs Gemma Peck Wheeler is employed by the Department for Education, from which the Trust receives most of its income.

Mr Inigo Woolf is also a Director of the London Diocesan Fund.

The key management personnel disclosure is included in note 10.

29 Agency Arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2023 the trust received £47,000 (2022 £42,000) and disbursed £39,000 (2022 £33,000) from the fund. An amount of £17,000 (2022 £9,000) is included in other creditors relating to undistributed funds that is repayable to ESFA.

The Academy Trust administers the disbursement of School Direct Funding on behalf of the DfE. In the accounting period ending 31 August 2022 the Trust received £4,000 (2022 £4,000) and disbursed £Nil (2022: £Nil) of funds. An amount of £20,000 (2022 £16,000) is included in other creditors relating to undistributed funds that is repayable to the DfE.

30 Teaching School Trading Account

	2023 Total	2022 Total
Income		
Direct income		
Other income (Teaching School, School Direct and Training grants and other income)	867	588
Total Income	<u>867</u>	<u>588</u>
Expenditure		
Direct costs		
Direct staff costs	258	140
Staff development	386	231
Total direct costs	<u>644</u>	<u>371</u>
Other costs		
Support staff costs	161	95
Other support costs	2	2
Total other costs	<u>163</u>	<u>97</u>
Total Expenditure	<u>807</u>	<u>468</u>
Surplus from all sources	60	120
Teaching School balances at 1 September	120	-
Teaching School balances at 31 August	<u>180</u>	<u>120</u>

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TWYFORD CHURCH OF ENGLAND ACADEMIES TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 24 September 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Twyford Church of England Academies Trust during the year 1 September 2022 to 31 August 2023 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 Twyford Church of England Academies Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Twyford Church of England Academies Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Twyford Church of England Academies Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Twyford Church of England Academies Trust accounting officer and the reporting Accountant

The accounting officer is responsible, under the requirements of Twyford Church of England Academies Trust's funding agreement with the Secretary of State for Education dated 1 July 2012 and the Academy Trust Handbook, extant from 1 September 2022, 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 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed, and income received during the year 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

Our work on regularity included a review of the internal controls policies and procedures that have been implemented and an assessment of their design and effectiveness to understand how the academy complied with the framework of authorities. We also reviewed the reports commissioned by the Directors to assess the internal controls throughout the year.

We performed detailed testing based on our assessment of the risk of material irregularity, impropriety and noncompliance. This work was integrated with our audit on the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

In line with the Framework and guide for external auditors and reporting accountants of academy trusts issued April 2023, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO TWYFORD
CHURCH OF ENGLAND ACADEMIES TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Tim Borton FCA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming LLP

Chartered Accountants

Statutory Auditors

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14/12/2023