

**Osborne Co-operative
Academy Trust**

(A Company Limited by Guarantee)

Annual Report and Financial Statements

Year ended 31 August 2022

Company Registration Number:
07703865 (England and Wales)

Contents

Trustees' Report	3
Governance Statement	17
Statement on Regularity, Propriety and Compliance	20
Statement of Trustees' Responsibilities	21
Independent Auditor's Report on the Financial Statements	22
Independent Reporting Accountant's Report on Regularity	25
Statement of Financial Activities incorporating Income and Expenditure Account	27
Balance Sheet	28
Statement of Cash Flows	29
Notes to the Financial Statements	30

Osborne Co-operative Academy Trust

Trustees' report

Reference and administrative details

Members

S Burton
T Jaffe
A O'Donoghue
Chelmsford Diocese Education Trust

Trustees

J Baines (resigned 27.11.2021)
S Cosgrow
I Duerden
M Fall
P Griffiths
K Goodacre
D Gough (formerly k/a Mummery)
T Jaffe (Chair)
E Stonehouse
A Walker

Company Secretary

K Draper

Senior Management Team:

- Chief Executive Officer
- Deputy Chief Executive Officer
- Chief Operations Officer

P Griffiths
L Coates
J Clark

Company Name

- Principal and Registered Office

Osborne Co-operative Academy Trust
Butts Lane
Stanford-le-Hope
Essex
SS17 0NW

Company Registration Number

07703865

Independent Auditor

Rowland Hall
44/54 Orsett Road
Grays RM17 5ED

Bankers

Lloyds Bank
77-81 High St,
Chelmsford, CMI IDIJ2

Solicitors

Browne Jacobson
Mowbray House
Castle Meadow Road
Nottingham, NG2 IBJ

Osborne Co-operative Academy

Trust Trustees' Report (continued)

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

The academy trust operates nine primary and three secondary academies in Thurrock and Essex. Its academies have a combined pupil capacity of 8007 and had a roll of 7064 in the school census of October 2022.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Osborne Co-operative Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Osborne Co-operative Academy.

Details of the trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on page 3.

Members' liability

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

Trustees' indemnities

Trustees benefit from Trustee Indemnity Insurance limited to £5,000,000 plus an additional indemnity for pollution defence costs limited to £500,000.

Method of recruitment and appointment or election of trustees

Osborne Co-operative Academy Trust seeks to have at least nine and no more than 11 trustees on its board. The members may appoint by ordinary resolution up to 5 trustees, one of whom may be from among their number and one of whom is the Chief Executive Officer. The trustees may appoint or elect up to two Academy Trustees from a local governing body from any academy. The trustees may also appoint up to four Co-opted Trustees put forward by the forum.

All Trustees and members of Local Governing Bodies are measured against the required knowledge, skills and competencies identified by the Department for Education in the Competency Framework for Governance, first published in January 2017.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Policies and procedures adopted for the induction and training of trustees

The trust adopted a policy for recruitment, induction, and training of Trustees in April 2017. Induction sessions are held for all newly appointed trustees, at which they are registered as 'Directors' with Companies House and receive information regarding the Trust's policies and documents. This session is mandatory.

New trustees are also required to meet the Chair of Trust and Chief Executive Officer. The opportunity to visit the Trust's schools and to meet the head teachers and staff is offered. A mentor can be appointed to offer such support to new trustees as they may wish.

Reviews are carried out annually to assess and identify areas for trustee development. Training and support will be available to trustees, from both internal and external sources. The Trust subscribes to a recognised, online governance training programme. All trustees are expected to participate regularly in their own development. The Trust also provides membership to the National Governance Association for all Trustees and members of Local Governing Bodies. This provides them with regular updates on legislation, statutory requirements and good practice in academy trusts and academies.

Organisational structure

Osborne Co-operative Academy Trust has an agreed scheme of delegation that sets out the matters reserved to the Members and to the Trustees. Matters not reserved to Members or Trustees are delegated to the Trust's committees or to the Chief Executive Officer. Local Governing Bodies are committees of the Trust.

The matters reserved to the Members include:

- Changes to the Articles.
- Appointment of Trustees.
- Appointment of external auditors.

The matters reserved to Trustees include:

- Oversight of performance.
- Strategy.
- Policy.
- Corporate structure.
- Membership of committees.
- The scheme of delegation.
- Financial reporting and controls.
- Remuneration.
- Acquisition of assets
- Material contracts.

The Trustees have established the following committees with appropriate terms of reference: Standards, Resources, Audit and Risk, Pay, and Information Technology.

The Chief Executive Officer is the Accounting Officer for the Trust.

Osborne Co-operative Academy

Trust Trustees' Report (continued)

Arrangements for setting pay and remuneration of key management personnel

Trustees do not receive payments in respect of their time for attending meetings or other contributions made to the Trust in that role, nor are they entitled to re-imbursement of expenses.

The arrangements for setting the pay and remuneration of the Trust's key management personnel are determined by the Trust's Pay Policy. This policy sets out the framework for making decisions on all staff pay within Osborne Co-operative Academy Trust. The policy is reviewed annually, in consultation with staff and unions.

The objective of the policy is to:

- ensure that pay arrangements enable the current and future delivery of the Trust's plans, the school curriculum and school improvement plans;
- support the recruitment and retention of high quality staff;
- recognise and reward staff for their contribution to the Trust; and
- ensure that pay decisions are made in a fair, transparent and consistent manner.

The policy complies with the School Teachers' Pay & Conditions Document (STPCD) and the accompanying guidance, and with the national and local pay agreements for support staff.

Osborne Co-operative Academy Trust has replaced its appraisal/performance management review process with a Professional Development Process.

Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require Osborne Co-operative Academy Trust to publish information on facility time arrangements for trade union officials at the trust.

The Academy Trust confirms there were no employees acting as trade union officials within the meaning of these regulations during the year ended 31st August 2022. Therefore, no employee spent time on facility time and no percentage of the pay bill was spent on facility time.

Related Parties and other Connected Charities and Organisations

Osborne Co-operative Academy Trust operates two faith schools. Chelmsford Diocese Education Trust is a Corporate Member of the Trust.

East Tilbury Children's Services Limited is also a wholly owned subsidiary of Osborne Co-operative Academy Trust. This Company has not traded since its inception. An application to strike off the company has been made.

Thurrock Council has service level agreements with Osborne Co-operative Academy Trust for the provision of the Hearing Impairment Resource Bases for primary and secondary age pupils, together with the associated outreach services for children and young people. This provision is operated by Warren Primary School and St Clere's Secondary School. Thurrock Council has service level agreements with Osborne Co-operative Academy Trust for the provision of the Visual Impairment Resource Base for primary and secondary age pupils, operated by Stanford-le-Hope Primary School and St Clere's Secondary School together with the associated outreach services for children and young people. Thurrock Council has service level agreements with Osborne Co-operative Academy Trust for the provision of the Assessment Base for nursery age pupils with emotional and behavioural needs, which is operated by Stanford-le-Hope Primary School. Thurrock Council also has service level agreements with Osborne Co-operative Academy Trust for the provision of Resource Bases for primary age pupils with emotional and behavioural needs operated by East Tilbury Primary School and Thameside Primary School.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Engagement with employees (including disabled persons)

Since its incorporation in 2011, Osborne Co-operative Academy Trust has operated a Joint Consultative Committee (JCC), which includes local and regional trade union officers in addition to representation from each of its schools. This body considers all employment related issues, policies and proposals. It also receives reports on performance. Members of the committee are asked to provide feedback to their stakeholders. Minutes of JCC meetings are reviewed by the trust board and are available to employees on request. Appropriate meetings are held between senior management and employees to discuss matters of concern to both parties including the performance of the organisation.

The trust annually reviews the performance and progress of each schools' equality objective plans. The trust has robust and appropriate recruitment and equality policies, which uphold the rights of all employees, including those with protected characteristics. The trust gives full and fair consideration to applications for employment made by all minority groups, including disabled persons, having regard to their particular aptitudes and abilities. As with all employees, disabled employees receive appropriate training to promote their career development. Employees who become disabled are retained in their existing posts where possible or retrained for suitable alternative posts. The trust provides support through occupational health and access to work as appropriate. In addition, all employees have access to the Education Support Partnership Assistance Programme, purchased by the trust to support their mental health and well-being.

All employees are involved in the performance of the trust by their participation in the annual professional development process. All employees agree objectives with their appraiser, linked to the aims and objectives of the school and/or trust development action plans and the international co-operative values.

The Trust continues to engage more directly with employees. Our staff engagement strategies continue to evolve and improve over the year to deliver regular information and communications to our different stakeholders through bulletins, updates, telephone calls, CEO all staff briefings and messages, online competitions and more. The Trust has developed a Retention and Recruitment strategy.

Engagement with suppliers, customers and others in a business relationship with the academy trust

As a co-operative academy trust, we are a value driven organisation. We engage positively and proactively with stakeholders, suppliers and others. Decisions are made in line with the trust's scheme of delegation, with consideration to stakeholder voice provided by the forum and local governing bodies. We are supported in decision making by the framework of the co-operative values. These are self-help, self-responsibility, democracy, equality, equity and solidarity. In addition to these internationally held values, we also adhere to the ethical values of openness, honesty, caring for others and social responsibility.

Consideration is given to long term costs and benefits and to maintaining the trust's reputation for high standards of business. Wherever possible, we purchase locally to support local business, seeking and obtaining both value for money and good service from our suppliers.

The Trust buys locally wherever possible, pays promptly and ensures that suppliers are dealt with fairly in accordance with HM Treasury's Procurement Policy Notices.

Beneficiaries fall into two main categories; pupils being educated in an Osborne Co-operative Academy Trust School and members of each school's local community who use the school's facilities for recreation. During the year the Trust, through its schools, continuously interacts with pupils and their parents and carers to ensure that they receive a suitable education.

Community use of our schools' facilities was severely affected by Covid-19 restrictions, however we are seeing a return to use of sports halls and indoor areas.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Objectives and activities

Objects and aims

The Academy Trust's object is specifically restricted to the following: 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 schools offering a broad and balanced curriculum and which shall include:

- I. Academies other than those designated Church of England, whether with or without a designated religious character; and
- II. Church of England academies designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and in having regard to any advice and following any directives issued by the Diocesan Board of Education.

Objectives, strategies and activities

The aims of Osborne Co-operative Academy Trust during the period 1 September 2021 to 31 August 2022 were to raise standards of learning by:

- enabling the pupils in our schools to recover learning lost due to the Covid pandemic through the use of strategic interventions, catch up classes and mental health support
- ensuring pupils in our schools make the best possible progress through access to a quality provision which is innovative, challenging and meets their individual learning needs;
- ensuring leadership and management throughout the schools is consistently inspirational, dynamic, efficient, effective, reflective and focused on delivering the Trust's aims, with due regard to our co-operative values of self-help, self-responsibility, equality, equity, democracy and solidarity, together with the ethical values of honesty, openness, social responsibility and caring for others; and
- providing pupils with the knowledge, skills and understanding they need to make healthy, positive life and lifestyle choices, fulfil their academic potential and be life-long co-operators with the skills and understanding to be active, caring citizens in their school, local and global communities.

All schools in the Trust have costed school development plans, which focus on continuous improvement to the standards of education provided to pupils in the schools. These plans are agreed by the Local Governing Body of the relevant school and monitored by Trustees. The Local Governing Bodies are committees of the Trust Board. The Trust's Professional Development Process supports with personal targets for school staff linked to the school development plan.

Public benefit

The Trustees confirm that they have complied with the duty set out in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

In setting our objectives and planning our activities Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education and on fee-charging.

The Trustees consider that the Trust's aims and objectives are demonstrably to the public benefit. The Trust provides education and recreational facilities for the benefit of the community situated around its schools. In addition, community-based projects and fundraising are undertaken during the year by both students and staff.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Strategic Report

Achievements and performance

The quality of education has been a significant priority this year. We have effectively supported Headteachers in this “limiting” Ofsted judgement. The positive Brentwood County High School Ofsted outcome indicates this support has been successful. The sensory service and alternative provision bases are effectively run. This is recognised by the LA through the KPIs.

The implementation of key central policies and practice linked to school improvement, appraisal, and IT was a priority for the trust during 2021-22. The professional development process, replacing the trust's appraisal process has been effectively implemented for both support staff and teachers. This work will support the retention and recruitment priorities in the 2022-23 Trust plan. This policy is also designed to embed the co-operative values in working practice across the Trust. The Trust Board has formed an IT sub-committee and the centralisation of all IT technicians has been completed.

Maintaining the future financial viability of the trust in a post pandemic environment was a further priority for 2021-22. The transfer of additional funds from the schools to the Trust reserves was a very sensitive issue but was completed without disagreement through our co-operative values. Following this transfer, all schools (with the exception of Brentwood County High School) have sufficient reserves to maintain a good level of cash flow in their own accounts. The joint procurement of both gas and electricity contracts has shown significant increases, however good negotiation secured contracts at a lower rate than many other MATs. All schools have been able to plan their energy expenditure from within the General Annual Grant funding for 2022-2023. The cost-of-living crisis and the unfunded staff pay rises projected into 2022-2023 do, however, provide further pressure on our future financial viability.

2021-22 was a very successful year for the trust with many milestones achieved. Highlights include the Ofsted outcome at Brentwood County High School, the completion of the new Thames Park Secondary School building and securing a change to the school's supplementary funding agreement which allows a sixth form to open at St Clere's School in September 2023. All schools have been effectively supported in preparation for the new Ofsted framework.

The Trustees' engagement in the retention and recruitment strategy will form a basis for the Trust plan 2022-23

Academic outcomes for all pupils in the year 2021-22 were mainly in line with expectations. Nationally, the impacts of the pandemic have been uneven and direct comparisons are not recommended to previous years or between schools. This was also the case within our Trust, where schools were affected by a wide range of factors. During the year, our schools were closely monitored and supported by our Trust's school improvement team. Our schools provided a variety of interventions and catch-up sessions for pupils, funded by grants from the DfE, supplemented by the pupil premium.

Key stage 1 & 2 outcomes for 2021-22 overall were broadly in line with National but will not be published by the DfE. Achievement was varied across our primary schools and the factors surrounding the outcomes have been thoroughly explored. Secondary outcomes have now been published by the DfE. Key stage 4 and Key stage 5 results at Brentwood County High School were stable. Whilst St Clere's School achieved similar outcomes at Key stage 4, specific challenging circumstances meant that these were not as strong as anticipated. Strategic plans are in place in all schools for 2022-23 in order to further mitigate the effects of the pandemic and stabilise outcomes.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Going concern

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

Promoting the success of the company

The Trust's charitable objectives are:

advance for the public benefit education in the United Kingdom, by establishing, maintaining, carrying on, managing and developing schools ("the Academies") offering a broad and balanced curriculum.

This is the sole aim of the Trust's business plan. To be successful the Trust must engage with pupils, employees and suppliers as set out above. By meeting its charitable objectives, the Trust has a positive impact on the communities around each school as it provides an excellent education and facilities to its beneficiaries.

The Trust has embraced the need to be a sustainable organisation.

In delivering its business plan the Trust expects all its employees, students, Trustees and governors to uphold the co-operative values of:

Self-help
Self-responsibility
Equality
Equity
Democracy
Solidarity

Together with the ethical values of openness, honesty, caring for others and social responsibility.

It also expects its employees, suppliers, beneficiaries and Trustees to exhibit high standards of business conduct in line with the Seven Principles of Public life:

Selflessness
Integrity
Objectivity
Accountability
Openness
Honesty
Leadership

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Financial review

Most of the Trust's income comes from the DfE and the ESFA in the form of recurrent grants, the use of which is restricted to the Trust's charitable objectives. The grants received from the DfE and ESFA during the year ended 31 August 2022 and the associated expenditure are reported as restricted funds in the Statement of Financial Activities ("SOFA").

The Trust's Fund balances at 31st August 2022 were in surplus by £134.1m. This is made up by Restricted Asset Funds being in surplus by £133.1m, Unrestricted Funds were in surplus by £5.1m, whilst Restricted General Funds were in deficit by £4.1m due to a pension fund deficit of £5.1m.

The principal sources of funding have been from the Education and Skills Funding Agency and the local authorities of Essex and Thurrock, with particular partnership agreements with Thurrock Council for resource bases. The key objectives of the academy trust have been delivered effectively (see page 9, Achievements and Performance).

Reserves policy

The level of reserves held takes into account the nature of the income and expenditure streams, the need to match them with commitments (including future capital projects) and the nature of reserves.

The current reserve provision is as follows:

Capital Reserves are identified for specific investments in education and premises.

A General Reserve has been established for each school at the minimum level of 3% of gross income. These funds are held centrally. Where schools are unable to maintain their reserves at this level due to unplanned expenditure, necessary to maintain safe education provision, they are required to re-instate them in subsequent years.

The reserves held on 31st August 2022 were £5.06m. Reserves of restricted funds held on 31st August 2022 were £1.07m. In extra-ordinary circumstances where schools go temporarily into deficit, the reserves held on behalf of other schools by the Trust will be used in order to avoid cash flow difficulties.

A surplus or deficit position of either the Teachers' or LGPS pension scheme would generally result in a cash flow effect for the academy trust in the form of an increase or decrease in employers' pension contributions over a period of years.

The balance of restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31st August 2022, is a net surplus of £5.06m + £1.07m = £6.133m

Investment policy

While in a period of continued financial uncertainty and low interest rates, the Trust Board's policy was to maximise liquidity and minimise risk. As a result, during the period 1st September 2021 to 31st August 2022, no investments were made. This policy will be reviewed as interest rates are rising.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Principal risks and uncertainties

The principal risks to the Trust are financial and result from an actuarial deficiency on the Local Government Pension Scheme. In addition, there are the usual risks associated with fraud, damage to reputation and failure to maintain academic standards. Control measures have been put in place to mitigate all these risks.

In the light of the Corporate Governance guidance contained within the Charities Statement of Recommended Practice 2019 and its predecessor of 2005, the Trustees have put in place high level controls and identified the major risks to which the Trust is exposed.

The high-level controls in place include:

- o Comprehensive strategic plans, budget and future management accounting;
- o Formal agenda for all committee meetings;
- o Detailed schemes of delegation and terms of reference for all committees;
- o Formal written policies and procedures;
- o Organisational structures and lines of reporting;
- o Clear and appropriate authorisation and approval levels; and
- o Vetting and safeguarding procedures as required by law for the protection of the vulnerable.

Medium and long-term forecasting has become an integral part of the Trust's management and planning processes and is increasing important to maintaining standards by avoiding short term measures within the Trust as costs increase and income fails to compensate.

The Trustees recognise that any system can only provide reasonable but not absolute assurances that major risks have been adequately managed.

The Trust has developed a system of risk identification and management which is firmly linked into both its strategic and operational plans. The Trustees are satisfied the risks have been adequately mitigated.

The Trustees has engaged Juniper Education to perform regular reviews of internal controls and governance. The Trust Board has a Resources, Audit and Risk committee. As the Trust identifies risks, it ensures that systems and procedures are put in place to manage those risks. Risks are considered in the following categories:

Income Risk

The Trustees negotiates grants and awards to finance the schools' activities and incorporates this information into its business plan. The DfE and Local Authorities provide almost all the funding for the Trust's Educational Operations. As such, our resources are subject to changes in central and local government policy. The reserve policy has been established to provide short term protection for our committed expenditure levels.

Price Risk

Prices for materials and services are subject to contracts with suppliers, based on current market prices. Representatives from all the Trust's schools meet regularly to review and align costs and incorporate them into operating budgets.

Fixed and semi fixed cost Impact

Salary costs represent 74% of the Trust's costs and are an increasing proportion of expenditure due to the focus on maintaining teaching capacity whilst responding to other financial pressures. The Trust is committed to implementing pay awards agreed nationally by the schoolteachers' review body and support staff unions.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Pay costs are also subject to increase due to annual awards of increments within pay bands to staff for successful performance management reviews. Austerity measures from central government raise the risk that increases to staffing costs will not be met by increased funding. In addition, rising national average wages and continuing financial constraints mean the opportunities for cost savings both inside and outside the staffing establishment become more limited.

Credit Risk

Credit risk on amounts owed to schools in the Trust by their debtors is low as the majority of income is received from government grants.

Liquidity and Interest Rate Risk

Schools in the Trust have 12-month cash flow forecasts to enable them to make maximum use of their funds. The Trust has sufficient cash balances. The Trust has loans provided under the Salix energy efficiency scheme which are provided at 0% interest.

Fundraising

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Streamlined energy and carbon reporting

UK Greenhouse gas emissions and energy use data for the period	1 st September 2021 to 31 st August 2022	1 st September 2020 to 31 st August 2021
Energy consumption used to calculate emissions (kWh)	6,649,086	7,010,458
Energy consumption break down (kWh) <ul style="list-style-type: none"> • Gas • Electricity • Transport fuel 	<ul style="list-style-type: none"> • 4,240,995 • 2,408,131 • N/A 	<ul style="list-style-type: none"> • 5,072,014 • 1,938,444 • N/A
<u>Scope 1 emissions in metric tonnes CO2e</u> Gas consumption Owned transport – minibuses	<ul style="list-style-type: none"> • 772.66 • 1.3 	<ul style="list-style-type: none"> • 932.59 • 0
<u>Scope 2 emissions in metric tonnes CO2e</u> Purchased electricity	<ul style="list-style-type: none"> • 465.68 	<ul style="list-style-type: none"> • 451.93
<u>Scope 3 emissions in metric tonnes CO2e</u> Business travel in employee owned vehicles	<ul style="list-style-type: none"> • 3.18 	<ul style="list-style-type: none"> • 1.12
Total gross emissions in metric tonnes CO2e	1,242.82	1,385.64
<u>Intensity Ratio</u> Tonnes CO2e per pupil (6905 pupils)	0.179	0.209

Quantification and reporting methodology

The figures have been produced by M. Frost & Associates Ltd. by totalling the kWh figures from bills and applying conversion factors from the latest GHG Conversion Factors for Company Reporting 2022 (gas - 0.18219 per kWh, electric - 0.19338 per kWh)

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

Measure taken to improve energy efficiency

We are committed to responsible energy management and will practice energy efficiency throughout our organisation, wherever it is cost effective. We recognize that climate change is one of the most serious environmental challenges currently threatening the global community and we understand we have a role to play in reducing greenhouse gas emissions.

The following energy efficiency measures were completed during 2021/2022

Completed

- Arthur Bugler - Ceilings and LED lighting to KS2 classrooms, hall and new LED lights in Kitchen
- Bonnygate - LED lighting to EYFS and 9 other classrooms
- East Tilbury - new boiler control panel
- Horndon - Ceilings and LED lighting to KS1 and hall. Lighting changed to LED in the majority of KS2 classrooms.
- Little Thurrock - LED lighting in EYFS
- St Clere's - new roof to gym/6th form and all new windows to main school building
- Doddinghurst Junior -All Crittal windows and doors were replaced

Osborne Co-operative Academy Trust

Trustees' Report (continued)

- Warren Primary School – new boiler control panel

The following energy efficiency measures are planned for implementation during 2022/2023

- Doddinghurst - Ceilings and LED lighting planned for summer 2023
- Horndon - LED lighting in the remaining KS2 classrooms will be done in 2023.
- Little Thurrock - Windows at front of the school are being replaced
- Thameside Primary - Boiler upgrades to two of the boilers improving efficiency Summer 2023

Plans for future periods

The Academy Trust's plans for future periods are focused on the statements of intent below.

Summary of Trust Improvement Objectives 2022/23 (INTENT)	
Q: Quality of Education	
1.	All schools have a curriculum which is coherent and at least meets the ambitions of the National Curriculum whilst supporting the context of the school and its neighbourhood. Subject specialist hubs with a strategic lead support improved specialist learning particularly in maths.
2.	Revised assessment methodologies, initially at secondary level, lead to better identification of gaps and misconceptions and results in higher rates of progress for students at all key stages
3.	Computing becomes an acknowledged strength of the Trust as a result of the cross-phase work on strengthening computing whilst embedding it through the broader curriculum in the primary sector
L: Leadership, Governance & CPD	
1.	The implementation of the trust retention and recruitment strategy in September 2022 will result in improved wellbeing and retention of staff along with high calibre, well-motivated recruits to vacancies at all levels
2.	The bidding process for schools and groups to access funding to support improvement priorities within the Trust Plan will provide more effective and impactful outcomes in all schools
3.	The improved offer of training through leadership programmes across (NPQ and aspiring leaders' programme) in the trust supports staff to further their own careers whilst also benefitting the Trust
4.	The Professional Development Process (PDP) for all teachers launched in September 2022, (Support Staff in April 2022), results in increased job satisfaction and improved outcomes that further embed the Co-operative Values in all our schools
5.	A continuous development programme for governors of Local Governing Bodies (LGB) is developed across the Trust, to ensure robust challenge for all schools to ensure sustainability of governance
6.	Develop leadership capacity within the trust through 'leaderful' so that we release leadership capacity to schools
I: Inclusion	
1.	SEN support at the centre from the centre of the Trust will give schools' the ability to more effectively support pupils with SEND and further impact on narrowing the gap for pupil outcomes at all key stages
2.	The Co-operative Difference (31st March 2023) conference reaffirms what makes our Trust a unique place to belong
3.	Osborne Trust has an in depth understanding of children's vulnerabilities, the trust systems proactively identify and support families at risk, who then fully engage with education, in line with the most recent safeguarding and attendance regulations.
M: Mental Health and Wellbeing	
1.	Wellbeing of staff will improve further by a decrease in sick leave and improved satisfaction surveys as a result of school-based well-being plans to support all staff
2.	The trust becomes the first Trauma Perceptive Practice Trust in Thurrock to develop trainers to support beyond the trust because of the effective embedding of the Trauma Perceptive Practice (TPP/US) approach across our trust.
E: Estates	
1.	Osborne Co-operative Academy Trust vision of a 13-school co-operative multi academy trust over three local communities is realised by 2022, with a focus on the Essex community to strengthen the work across all phases.
2.	The increased capacity of Health and Safety in Schools lead to all schools being safe working environments in which accidents and identified areas of need are significantly reduced

- | |
|--|
| <ol style="list-style-type: none">3. Our schools are increasingly self-regulating in terms of health and safety compliance, staff are trained and competent in their role. Central Trust monitoring evidence an embedded culture of health and safety.4. The centralisation of ICT technicians for all schools in September 2022 as part of the Trust five-year IT strategy, will result in increasingly effective use and management of digital resources5. GDPR compliance is embedded and is a strength within all our schools and at the central Trust, all staff receive update training in a timely manner and are fully equipped in dealing with GDPR issues as they arise. |
|--|

Funds held as custodian trustee on behalf of others

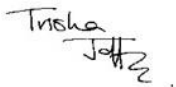
The Trust does not act as a custodian trustee and does not hold funds on behalf of others.

Auditor

Insofar as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on **13th December 2022** and signed on the board's behalf by:



Trisha Jaffe
Trustee

13th December 2022

Osborne Co-operative Academy Trust

Governance statement

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Osborne Co-operative Academy Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss.

As trustees, we have reviewed and taken account of the guidance in DfE's [Governance Handbook](#) and [competency framework for governance](#).

The board of trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Osborne Co-operative Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The **board of trustees** has formally met **11** times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
J Baines (resigned 27.11.21)	0	3
S Cosgrow	10	11
I Duerden	8	11
M Fall	11	11
P Griffiths	10	11
K Goodacre	7	11
D Gough (formerly k/a Mummery)	10	11
T Jaffe (Chair)	11	11
E Stonehouse	11	11
A Walker	8	11

The Osborne Co-operative Academy Trust Board of Trustees continues to keep the mix of the skillset of Trustees and Board effectiveness under review. Two new trustees are being sought, with expertise in education, estates or law. Strong academy governance is the foundation of school improvement and the maintenance of consistently high standards of governance is an ever-present challenge. The model of governance is explained on the Trust website. The Trust Board are seeking to extend their range of expertise.

Meetings of the Trust Board and Local Governing Bodies are held both in person and on-line. They are supported by trained governance professionals and Local Governing Bodies use standardized agendas to ensure all monitoring and scrutiny is carried out in a timely fashion. Trust officers continue to attend and support the development of Local Governing Bodies.

The Trust monitors the effectiveness of school governance through a variety of controls. These include online review of governance documentation for quality assurance and termly meetings with Chairs of Governors. The Trust engages with local governors through a programme of training, delivered by officers and external bodies.

The Trust maintains a register of Trustees' and officers' interests and Trustees are asked to declare any new interests or interests in agenda items at the start of each meeting. The Trust Secretary is also able to identify potential conflicts of declared interest arising from the agenda. The Trust's financial regulations specify the process for tendering. The evaluation process should involve at least two people and all those involved should disclose all interests, business and otherwise, that might impact upon their objectivity. If there is a potential conflict of interest, then that person must withdraw from the tendering process.

The Resources, Audit and Risk Committee is a sub-committee of the main Board of Trustees. Its purpose is to review the management accounts, the financial accounts, statements, and accounting policies, receive and review the internal and external auditors' reports and assist the Trust Board in fulfilling its oversight responsibilities with regard to the risk management of Osborne Co-operative Academy Trust. The Trust Board has continued the suspension of committee meetings, instead meeting monthly during term time as a whole board, with agendas that focus alternately on standards or resources, audit and risk. The full Trust Board met eleven times during the period 1 September 2021 to 31 August 2022. All oversight responsibilities of the Resources, Audit and Risk committee were carried out by the full Trust Board.

Attendance at meetings in the year was as stated above.

Review of value for money

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

The accounting officer considers how the academy 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 or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Business planning
- Financial governance by ensuring there is scrutiny of planned and actual expenditure
- Financial management including group purchasing and bulk order discounts
- Organisational structures

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 Osborne Co-operative Academy Trust for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees
- regular reviews by the finance and general purposes committee of reports, which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks.

The board of trustees has decided to buy-in an internal audit service from Juniper Education.

This option has been chosen because it separates the internal scrutiny and external audit processes, and follows a pattern established by Osborne Co-operative Academy Trust on its inception.

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

- Credit Card Management
- Centralisation of key functions
- Governance
- Recovery Curriculum

On an annual basis, the auditor reports to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. On an annual basis the auditor prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

Juniper Education has delivered their schedule of work as planned and no material control issues were identified. Overall, no high priority actions were identified. Twelve medium priority actions and twenty low priority actions were identified and have been addressed.

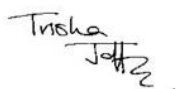
Review of effectiveness

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

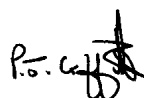
- the work of the internal auditor
- the financial management and governance self-assessment process or the school resource management self-assessment tool
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework
- the work of the external auditor
- correspondence from ESFA e.g. FNTI/NtI and 'minded to' letters.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Trust Board acting as 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 trustees on 13th December 2022 and signed on its behalf by:



Trisha Jaffe
Trustee



Paul Griffiths
Accounting Officer

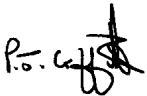
Osborne Co-operative Academy Trust

Statement of regularity, propriety and compliance

As accounting officer of Osborne Co-operative Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place 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 2021.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academy Trust Handbook 2021.

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



Paul Griffiths
Accounting Officer

13th December 2022

Osborne Co-operative Academy Trust

Statement of trustees' responsibilities

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

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

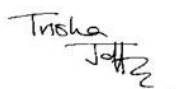
- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 13th December 2022 and signed on its behalf by:



Trisha Jaffe
Trustee

Osborne Co-operative Academy Trust

Independent Auditor's Report to the Members of Osborne Co-operative Academy Trust

Opinion

We have audited the financial statements of Osborne Co-operative Academy Trust (the 'academy trust') for the year ended 31st August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31st August 2022, 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 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or 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 trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, the trustees (who are also the directors of the academy 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 trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the academy 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 trustees either intend to liquidate the academy 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 auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Obtaining an understanding of the legal and regulatory frameworks applicable to the entity including, but not limited to, the Companies Act 2006, The Financial Reporting Standard 102, the Academy Accounts Direction 2021 to 2022 and UK Tax Legislation and considering the culture and control environment of the organisation.
- Enquiry of management, those charged with governance and the Academy Trusts Solicitors around actual and potential litigation and claims.
- Review of legal costs to ascertain the nature of the costs and possible related non-compliance.
- Review of minutes of Trustees meetings in the period.
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

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

Use of our report

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

Dean Matthew Flood FCCA (Senior Statutory Auditor)
For and on behalf of Rowland Hall
Chartered Certified Accountants,
Statutory Auditor

44/54 Orsett Road,
Grays,
Essex
RM17 5ED

Date

Osborne Co-operative Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Osborne Co-operative Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 1st November 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Osborne Co-operative Academy Trust during the period 1st September 2021 to 31st August 2022 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 Osborne Co-operative Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Osborne Co-operative Academy 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 Osborne Co-operative Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Osborne Co-operative Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Osborne Co-operative Academy Trust's funding agreement with the Secretary of State for Education dated 1st April 2012 and the Academies Financial Handbook, extant from 1 September 2021, 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 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1st September 2021 to 31st August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2021 to 2022 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw our conclusions includes:

- Discussions with the accounting officer
- Reviewing minutes and the general control environment.
- Specific tests were undertaken to obtain assurance on income
- Sample testing on expenditure to ensure regularity and propriety of activities and a review of delegated authorities.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1st September 2021 to 31st August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Dean Matthew Flood
Reporting Accountant
Rowland Hall Chartered Certified Accountants
44/54 Orsett Road
Grays
Essex
RM17 5ED

.....

Osborne Co-operative Academy Trust

Statement of Financial Activities for the year ended 31 August 2022 (including Income and Expenditure Account)

				<u>2021/22</u>	<u>2020/21</u>
		<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>	
		<u>Funds</u>	<u>General</u>	<u>Fixed Asset</u>	
	Note	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>Total</u>
					<u>£000</u>
Income and endowments from:					
Donations and capital grants	2	46	-	47,565	47,611
. Transfer from local authority on conversion		-	-	-	-
. Transfer from existing academies		-	-	-	-
Other trading activities	4	709	380	-	1,089
Investments	5	1	-	-	1
Charitable activities:					
Funding for the academy trust's educational operations	3	787	39,583	157	40,527
Total		1,543	39,963	47,722	89,228
Expenditure on;					
Raising funds	6	221	-	-	221
Charitable activities:					
Grants		-	-	-	-
Academy trust educational operations	7	-	42,785	2,974	45,759
Other		-	-	-	-
Total		221	42,785	2,974	45,980
Net incoming / (expenditure)		1,322	(2,822)	44,748	43,248
Transfers between funds	18	(982)	(213)	1,195	-
Net income/(expenditure)		340	(3,035)	45,943	43,248
Other recognised gains/(losses):					
Actuarial (losses) gains on defined benefit pension schemes	18,28	-	26,818	-	26,818
Net movement in funds		340	23,783	45,943	70,066
Reconciliation of funds					
Total funds brought forward		4,724	(27,848)	87,195	64,071
Total funds carried forward		5,064	(4,065)	133,138	134,137

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

A Statement of Total Recognised Gains and Losses is not required as all gains and losses are included in the Statement of Financial Activities

Osborne Co-operative Academy Trust

Balance Sheet as at 31 August 2022

Company Number 07703865

	Notes	2022 £000	2022 £000	2021 £000	2021 £000
Fixed assets					
Intangible assets	12	24		16	
Tangible assets	13	131,436		85,340	
			131,460		85,356
Current assets					
Stock	14	-		-	
Debtors	15	1,940		1,261	
Cash at bank and in hand		9,435		8,943	
		<u>11,375</u>		<u>10,204</u>	
Liabilities					
Creditors: Amounts falling due within one year	16	3,561		3,189	
Net current assets			<u>7,814</u>		<u>7,015</u>
Total assets less current liabilities			139,274		92,371
Creditors: Amounts falling due after more than one year	17		3		12
Net assets excluding pension liability			<u>139,271</u>		<u>92,359</u>
Defined benefit pension scheme liability	28		(5,134)		(28,288)
Total net assets			<u>134,137</u>		<u>64,071</u>
Funds of the academy trust:					
Restricted funds					
. Fixed asset fund	18	133,138		87,195	
. Restricted income fund	18	1,069		440	
. Pension reserve	18	(5,134)		(28,288)	
Total restricted funds			129,073		59,347
Unrestricted income funds	18		<u>5,064</u>		<u>4,724</u>
Total funds			<u>134,137</u>		<u>64,071</u>

The financial statements on pages 27 to 55 were approved by the trustees, and authorised for issue on 13th December 2022 and are signed on their behalf by:

Trisha Jaffe

Trisha Jaffe
Trustee

Osborne Co-operative Academy Trust

Statement of Cash Flows for the Year Ended 31 August 2022

	Notes	2022 £000	2021 £000
Cash flows from operating activities			
Net cash provided by (used in) operating activities	22	1,861	2,679
Cash flows from investing activities	24	(1,355)	(343)
Cash flows from financing activities	23	(14)	(14)
Change in cash and cash equivalents in the reporting period		492	2,322
Cash and cash equivalents at 1 September 2021		8,943	6,621
Cash and cash equivalents at 31 August 2022	25	9,435	8,943

Osborne Co-operative Academy Trust

Notes to the Financial Statements for the Year Ended 31 August 2022

1. ACCOUNTING POLICIES

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Osborne Co-operative Academy Trust meets the definition of a public benefit entity under FRS 102.

Going Concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Conversion to an Academy Trust

The conversion from a state-maintained school to an academy trust involved the transfer of identifiable assets and liabilities and the operation of the school for £nil consideration and has been accounted for under the acquisition accounting method.

Agency Arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from Education and Skills Funding Agency. Payments received from Education and Skills funding Agency and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control of the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid any balances held are disclosed in note 30.

Income

All incoming resources are 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.

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

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund. Capital grants are recognised when

there is entitlement and are not deferred over the life of the asset on which they are expended.

The academy trust is benefiting from ESFA's Free School Building Programme. The funding for the programme is not recognised as a capital grant until there is unconditional entitlement from costs being incurred, and the development is occurring on a site where the academy trust controls through lease. The expenditure is capitalised in assets under construction until the project is complete

Sponsorship income

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

Donations

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

Other income

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

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items, they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Transfer on conversion

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

Transfer of existing academies into the trust

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

Donated fixed assets (excluding Transfers on conversion/into trust)

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donation 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, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

All resources expended are inclusive of any irrecoverable VAT, although the Trust has agreed a scheme with HMRC to recover most input tax.

Intangible Fixed Assets

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Purchased computer software	- 3 Years
-----------------------------	-----------

Tangible Fixed Assets

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. Where a number of items of less than £1,000 are procured together or separately but which are components of a larger asset. The £1,000 limit will be assessed against the aggregated value.

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

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

Freehold buildings	- 50 Years
Long lease buildings	- 50 Years
Site Improvement - Diocesan property	- 2 Years
Fixtures, fittings and equipment	- 7 Years
Computer Hardware	- 3 Years

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

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Liabilities

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

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 within interest payable and similar charges.

Leased Assets

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

Salix Loans

Following guidance from Educational and Skills Funding Agency regarding the treatment of financing under the Salix scheme. Money received to cover expenditure under these schemes will be treated as loans from financial year 2014/2015.

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 17. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Stock

Stock would consist of catering stocks which are valued at the lower of cost or net realisable value. Due to the year-end being after the summer holiday, stock is minimal and there is none to disclose within the financial statements.

Taxation

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

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

Pensions Benefits

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

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 prospective unit credit method. As stated in note 28. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

Fund Accounting

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

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

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

Reserves Policy

The Trust has adopted the following policies in order to ensure funds are available to cover renewals of large capital items and unexpected events.

"Specific Capital Reserves

As part of the annual budgeting process all schools' governing bodies should consider whether additional capital reserves need to be established. The school condition and its development plan should be the main inputs into the process.

Proposals for establishing reserves will need to be agreed with the CEO and presented to the Trust Board for approval.

General Reserve

General Reserves are to be maintained at a level so that they are at least 3% of the gross income of the schools. The level will be reviewed annually by the Board.

Unspent income and/or grants not specifically identified for the other purposes will be added to this reserve. Any in year deficits will be resourced from this fund as far as possible. If deficits result in the fund falling below the 3% threshold, resources will need to be set aside in the next year's budget to restore it. Exceptionally, where the size of the short fall is large, the local governing body may propose to the Trust Board that it is restored over more than one year.

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. 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.

2. DONATIONS AND CAPITAL GRANTS

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>	2021/22	2020/21
	<u>Funds</u>	<u>Funds</u>	<u>Fixed</u>	<u>Total</u>	<u>Total</u>
			<u>Asset</u>		
	<u>£000</u>	<u>£000</u>	<u>Funds</u>	<u>£000</u>	<u>£000</u>
			<u>£000</u>		
Capital grants	-	-	1,008	1,008	1,101
Donated fixed assets	-	-	46,549	46,549	-
Other donations	46	-	8	54	97
	<u>46</u>	<u>-</u>	<u>47,565</u>	<u>47,611</u>	<u>1,198</u>
2020/21 total	<u>77</u>	<u>-</u>	<u>1,121</u>	<u>1,198</u>	

3. FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted Funds	Restricted Funds	Restricted Fixed Asset Funds	2021/22 Total	2020/21 Total
	£000	£000	£000	£000	£000
Dfe/ESFA Grants					
General Annual Grant (GAG)	-	31,939	-	31,939	27,928
Start Up grants	-	157	157	314	282
Pupil number adjustment	-	(21)	-	(21)	3
Rates reclaim	-	43	-	43	163
Pupil Premium	-	1,870	-	1,870	1,562
UIFSM	-	525	-	525	409
PE Sports grant	-	179	-	179	168
Teacher's Pay grant	-	25	-	25	360
Teacher's Pension grant	-	71	-	71	1,016
Covid Catch Up Premium	-	12	-	12	479
FSM Supplementary grant	-	-	-	-	86
FSM Additional costs	-	-	-	-	46
High Value Courses	-	19	-	19	25
Mass Testing	-	12	-	12	60
School Led Tutoring grant	-	125	-	125	-
Senior Mental Health Leads grant	-	7	-	7	-
Summer School	-	-	-	-	33
Supplementary grant	-	398	-	398	-
National Tutor Programme	-	10	-	10	13
NQT time off funding	-	26	-	26	-
Kickstart Programme	-	41	-	41	75
KS2 Moderation	-	2	-	2	2
Apprenticeship Incentive	-	14	-	14	3
Vaccination Funding	-	7	-	7	-
Early Careers Framework Mentor Backfill	-	19	-	19	-
Digital Education Platform	-	-	-	-	2
Other DfE Group Grants	-	(37)	-	(37)	40
	<u>-</u>	<u>35,443</u>	<u>157</u>	<u>35,600</u>	<u>32,755</u>

Other Government Grants

Local authority grants	-	4,131	-	4,131	4,081
	-	4,131	-	4,131	4,081
Other income from the academy trust's educational operations	787	9	-	796	601
	<u>787</u>	<u>4,140</u>	<u>-</u>	<u>4,927</u>	<u>4,682</u>
	<u>787</u>	<u>39,583</u>	<u>157</u>	<u>40,527</u>	<u>37,437</u>
2020/21 total	<u>579</u>	<u>36,684</u>	<u>174</u>	<u>37,437</u>	

4. OTHER TRADING ACTIVITIES

	Unrestricted Funds £000	Restricted Funds £000	2021/22 Total £000	2020/21 Total £000
Educational visits	-	350	350	34
Hire of facilities	253	-	253	120
Academy sales	5	-	5	7
Catering income	13	-	13	9
Sundry income	438	30	468	278
	<u>709</u>	<u>380</u>	<u>1,089</u>	<u>448</u>
2020/21 total	<u>363</u>	<u>85</u>	<u>448</u>	

5. INVESTMENT INCOME

	<u>Unrestricted Funds £000</u>	<u>Restricted Funds £000</u>	<u>2021/22 Total £000</u>	<u>2020/21 Total £000</u>
Short term deposits	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>
	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>
2020/21 total	<u>1</u>	<u>-</u>	<u>1</u>	

6. EXPENDITURE

Non Pay Expenditure

	<u>Staff Costs</u>	<u>Premises</u>	<u>Other</u>	<u>Total</u>	<u>Total</u>
	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>2021/22</u>	<u>2020/21</u>
				<u>£000</u>	<u>£000</u>
Expenditure on raising funds:					
. Direct costs	-	-	-	-	-
. Allocated support costs	209	-	12	221	163
Academy's educational operations:					
. Direct costs	29,115	254	2,156	31,525	28,518
. Allocated support costs	6,405	5,058	2,771	14,234	12,507
	35,729	5,312	4,939	45,980	41,188
2020/21 total	33,170	4,423	3,595	41,188	

Net income/(expenditure) for the period includes:	<u>2021/22</u>	<u>2020/21</u>
	<u>£000</u>	<u>£000</u>
Operating leases rentals	426	361
Depreciation	2,950	2,056
(Gain)/loss on disposal of fixed assets	-	-
(Gain)/loss on disposal of an investment	-	35
Amortisation of intangible fixed assets (includes within Charitable Activities - Academy trust educational operations)	24	34
Fees payable to auditor for:		
. audit	21	16
. other services	10	8

7. CHARITABLE ACTIVITIES

			<u>Total</u> <u>2021/22</u> £000	<u>Total</u> <u>2020/21</u> £000
Direct costs - educational operations			31,525	28,518
Support costs - educational operations			14,234	12,507
			<u>45,759</u>	<u>41,025</u>
Analysis of support costs			<u>2021/22</u>	<u>2020/21</u>
	Boarding	Educational		
		operations	<u>Total</u>	<u>Total</u>
	£000	£000	£000	£000
Support staff costs	-	6,288	6,288	5,795
Depreciation	-	2,696	2,696	1,893
Amortisation	-	24	24	34
Impairment	-	-	-	-
Technology costs	-	453	453	403
Premises costs	-	2,339	2,339	2,333
Legal costs - conversion	-	20	20	19
Legal costs - other	-	-	-	9
Other support costs	-	2,303	2,303	1,915
Governance costs	-	111	111	106
Total support costs	<u>-</u>	<u>14,234</u>	<u>14,234</u>	<u>12,507</u>
2020/21 total	<u>-</u>	<u>12,507</u>	<u>12,507</u>	

8. STAFF

a. Staff Costs

Staff costs during the period were:

	<u>2021/22</u> £000	<u>2020/21</u> £000
Wages and salaries	24,289	23,143
Social security costs	2,268	2,086
Operating costs of defined benefit pension schemes	8,677	7,537
Apprentice Levy	109	104
	<u>35,343</u>	<u>32,870</u>
Agency staff costs	380	149
Staff restructuring costs	6	151
	<u>35,729</u>	<u>33,170</u>
Staff restructuring costs comprise:		
Redundancy payments	-	128
Severance Payments	6	23
	<u>6</u>	<u>151</u>

b. non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £6,478 (2021: £22,500). Individually, the payments were: £6,478.

c. Staff numbers

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

	2021/22	2020/21
	No.	No.
Teachers	356	346
Administration and support	719	721
Management	38	44
	<u>1,113</u>	<u>1,111</u>

d. Higher paid staff

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

	2021/22	2020/21
	No.	No.
£60,001 - £70,000	20	14
£70,001 - £80,000	6	5
£80,001 - £90,000	3	5
£90,001 - £100,000	2	1
£100,001 - £110,000	1	1
£110,001 - £120,000	1	1
£120,001 - £130,000	-	-
£130,001 - £140,000	-	-
£140,001 - £150,000	-	1
£150,001 - £160,000	1	-

e. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £445,479 (2021: £578,389)

9. CENTRAL SERVICES

At the beginning of the year a Central Department was established to undertake Trust level functions and provide a number of services to the schools within the Trust including:

- Strategy and planning support;
- Management and Governance;
- Human Resources;
- Financial and accounting services;
- Health and Safety
- Education improvement and support services

The Trust is reimbursed for these services. The charge made is based on 6% of the estimated grant income in each school as at the beginning of the year.

The actual amounts charged during the year were as follows:

	2021/22	2020/21
	£000	£000
St Clere's School	564	529
East Tilbury Primary School	211	203
Thameside Primary School	265	245
Stanford Primary School	142	143
Arthur Bugler Primary School	121	111
Brentwood County High School	246	203
Horndon on the Hill CofE Primary School	61	60
Doddinghurst CofE Junior School	58	56
Little Thurrock Primary School	180	168
Thames Park Secondary School	114	61
Warren Primary School	85	51
Bonnygate Primary School	126	55
	2,173	1,885

10. RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES

The Trust Board was reconstituted on 17th July 2017 at which point all staff trustees resigned. One employee remains as a trustee appointed by the members.

One trustee has been paid remuneration or has received other benefits from employment with the academy trust. The Chief Executive Officer and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Chief Executive Officer and staff members under their contracts of employment, and not in respect of their role as trustees. The value of trustees' remuneration and other benefits was as follows:

P Griffiths (Chief Executive Officer):

Remuneration £150,000 - £155,000 (2021: £145,000 - £150,000)

Employer's pension contributions £nil (2021: £nil)

During the year ended 31 August 2022, travel and subsistence expenses totalling £158.40 (2021: £nil) were reimbursed or paid to one trustee (2021: 1 trustee).

Other related party transactions involving the trustees are set out in note 29.

11. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £1,000,000 on any one claim and the cost for the period ended 31 August 2022 for the whole Trust was £373.18 (2021: £1,391.54).

The cost of this insurance is included in the total insurance cost.

12. INTANGIBLE FIXED ASSETS

	Computer Software £000	2021/22 Total £000
Cost		
At 1 September 2021	130	130
Additions	32	32
At 31 August 2022	<u>162</u>	<u>162</u>
Amortisation		
At 1 September 2021	114	114
Charged in year	24	24
At 31 August 2022	<u>138</u>	<u>138</u>
Carrying Amount		
At 31 August 2021	16	16
At 31 August 2022	<u>24</u>	<u>24</u>

13. TANGIBLE FIXED ASSETS

	<u>Freehold Land and Buildings</u>	<u>Leasehold Land and Buildings</u>	<u>Leasehold Improvements</u>	<u>Site Improvements</u>	<u>Assets Under Construction</u>	<u>Furniture and Equipment</u>	<u>Computer Equipment</u>	<u>Motor Vehicles</u>	<u>Total</u>
	£000	£000	£000	£000	£000	£000	£000	£000	£000
Cost									
At 1 September 2021	59,819	30,819	2,578	308	-	433	1,537	-	95,494
Donation from DfE	5,060	29,250	-	-	12,239	-	-	-	46,549
Additions	780	-	821	242	-	169	485	-	2,497
At 31 August 2022	65,659	60,069	3,399	550	12,239	602	2,022	-	144,540
Depreciation									
At 1 September 2021	5,469	2,870	187	208	-	246	1,174	-	10,154
Charged in year	1,140	1,068	68	222	-	87	365	-	2,950
At 31 August 2022	6,609	3,938	255	430	-	333	1,539	-	13,104
Net book values									
At 31 August 2021	54,350	27,949	2,391	100	-	187	363	-	85,340
At 31 August 2022	59,050	56,131	3,144	120	12,239	269	483	-	131,436

The academy trust's transactions relating to land and buildings included:

New Free School : Thames Park Secondary School (handed over August 2022) Buildings £27,000,000, Land £2,250,000;

Major Refurbishment Works: Brentwood County High Sports Hall £5,059,594.00, Asset Under Construction Two New Blocks £12,239,367

14. STOCK

The Trust does not operate a stock system for supplies. All purchases of non capitalised equipment and consumables are charged directly to the school budgets.

15. DEBTORS

	<u>2022</u>	<u>2021</u>
	£000	£000
Trade debtors	49	35
VAT recoverable	693	387
Other debtors	36	44
Prepayments and accrued income	1,162	795
	<u>1,940</u>	<u>1,261</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<u>2022</u>	<u>2021</u>
	£000	£000
Trade creditors	1,087	457
Other taxation and social security	547	542
ESFA creditor: abatement of GAG	-	-
Loans	9	14
Other creditors	710	782
Accruals and deferred income	1,208	1,394
	<u>3,561</u>	<u>3,189</u>

Deferred income	<u>2022</u>	<u>2021</u>
	£000	£000
Deferred Income at 1 September 2021	533	331
Released from previous years	(533)	(331)
Resources deferred in the year	475	533
Deferred Income at 31 August 2022	<u>475</u>	<u>533</u>

At the balance sheet date the academy trust was holding funds: £318,044 Universal Infant Free School Meal Income received in advance for financial year 2022/23; £115,405 Trip/Event income received for rescheduled trips and events taking place in 2022/23; £21,174 Placement Fee income received in advance for Autumn Term 22; £2,054 Music Tuition Income received in advance for Autumn Term 22; £2,990 Wellbeing/Inclusion Grant; £1,200 Mental Health Grant £2,184 b/fwd. Jack Petchey Grant £584 b/fwd. LAC Pupil Premium Grant; £2,241 Nursery Fees for Autumn Term 22; £1,392 Breakfast Club Fees for Autumn Term 22; High Needs Top up received in advance for Autumn Term 21; £1,609 b/fwd. Tuck Shop Income; £5,181 b/fwd. Fundraiser balance

17. CREDITORS: AMOUNTS FALLING DUE IN GREATER THAN ONE YEAR

	<u>2022</u>	<u>2021</u>
	<u>£000</u>	<u>£000</u>
Loans	3	12
Other Creditors	-	-
	<u>3</u>	<u>12</u>

Loans of £101,256 and £12,500 from Salix which are provided on the following terms: first loan was offered at 0% and repayments of £6,329 are recovered twice a year by a reduction in monthly GAG payments issued by the ESFA in the months of March and September until September 2022. Second loan was also offered at 0% and repayments of £765.63 will be recovered twice a year by a reduction in monthly GAG payments issued by the ESFA in the months of March and September until September 2024.

Unrestricted funds for the year include income from lettings, catering, trips, rental of buildings, local authority surplus on transfer

18. FUNDS

	Balance at 01-Sep 2021 £000	Income £000	Expenditure £000	Gains, Losses and Transfers £000	Balance at 31-Aug 2022 £000
Restricted general funds					
General Annual Grant (GAG)	-	31,939	(31,939)	-	-
Start Up Grant	-	157	(157)	-	-
Other DfE Grants	-	3,347	(3,347)	-	-
Exceptional Government funding	-	-	-	-	-
Other Grants	883	4,520	(3,678)	(213)	1,512
Transfer on conversion/existing academies	(443)	-	-	-	(443)
Pension reserve	(28,288)	-	(3,664)	26,818	(5,134)
	(27,848)	39,963	(42,785)	26,605	(4,065)
Restricted fixed asset funds					
Transfer on conversion/existing academies	74,565	-	-	-	74,565
Transfer from LA of new buildings	11,590	-	-	-	11,590
Free School DfE	-	29,250	(540)	-	28,710
Donation DfE	-	5,060	(101)	-	4,959
Asset Under Construction - DfE	-	12,239	-	-	12,239
DfE/ESFA capital grants	529	1,008	(2,333)	1,195	399
Start Up Grant	97	157	-	-	254
Other DfE Grants	77	-	-	-	77
LA Capital Grants	222	-	-	-	222
Capital expenditure from GAG	60	-	-	-	60
Investment in Trading Subsidiary	-	-	-	-	-
Gain on Disposal of Assets	5	-	-	-	5
Donations	50	8	-	-	58
Sponsorship	-	-	-	-	-
	87,195	47,722	(2,974)	1,195	133,138
Total restricted funds	59,347	87,685	(45,759)	27,800	129,073
Total unrestricted funds	4,724	1,543	(221)	(982)	5,064
Total funds	64,071	89,228	(45,980)	26,818	134,137

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

Capital Grants (i.e. devolved formula capital and Academy's capital maintenance fund grants) are used for maintaining the schools within the Academy Trust.

Unrestricted funds for the year include income from lettings, catering, trips, rental of buildings, local authority surplus on transfer.

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

	Balance at 01-Sep 2020 £000	Income £000	Expenditure £000	Gains, Losses and Transfers £000	Balance at 31-Aug 2021 £000
Restricted general funds					
General Annual Grant (GAG)	-	27,928	(27,928)	-	-
Start Up Grant	-	185	(185)	-	-
Other DfE Grants	-	4,468	(4,468)	-	-
Exceptional Government funding	-	-	-	-	-
Other Grants	633	4,188	(3,681)	(257)	883
Transfer on conversion/exiting academies	(443)	-	-	-	(443)
Pension reserve	(20,828)	(3,875)	(2,672)	(913)	(28,288)
	(20,638)	32,894	(38,934)	(1,170)	(27,848)
Restricted fixed asset funds					
Transfer on conversion/existing academies	69,953	4,612	-	-	74,565
Transfer from LA of new buildings	11,590	-	-	-	11,590
DfE/ESFA capital grants	609	1,092	(2,091)	919	529
Start Up Grant	-	97	-	-	97
Other DfE Grants	-	77	-	-	77
LA capital grants	213	9	-	-	222
Capital expenditure from GAG	60	-	-	-	60
Investment in Trading Subsidiary	84	-	(35)	(49)	-
Gain on Disposal of Assets	5	-	-	-	5
Donations	30	20	-	-	50
Sponsorship	-	-	-	-	-
	82,544	5,907	(2,126)	870	87,195
Total restricted funds	61,906	38,801	(41,060)	(300)	59,347
Total unrestricted funds	3,905	1,595	(163)	(613)	4,724
Total funds	65,811	40,396	(41,223)	(913)	64,071

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	Total 2021/22 £000	Total 2020/21 £000
St Clere's School	1,876	1,603
East Tilbury Primary School	903	785
Thameside Primary School	1,115	979
Stanford Primary School	596	500
Arthur Bugler Primary School	440	532
Brentwood County High School	(249)	(463)
Horndon on the Hill CofE Primary School	53	73
Doddington CofE Junior School	87	59
Little Thurrock Primary School	361	109
Thames Park Secondary School	244	82
Warren Primary School	83	59
Bonnygate Primary School	585	548
Central Service	39	298
Total before fixed assets and pension reserve	6,133	5,164
Restricted fixed asset fund	133,138	82,544
Pension reserve	(5,134)	(20,828)
Total	134,137	66,880

Brentwood County High School is carrying a net deficit of £249k on these funds because:

Brentwood County High School joined the trust in September 2017 bringing a carry forward deficit on reserves of £443k. The first financial year 2017/18 with the trust saw a further deficit of £47k incurred. During 2018/19 a recovery plan was implemented which included staff restructuring across all areas, expenditure revenues and centralisation of key office functions and leadership resulting in a reduction of deficit reserves by £257k. Due to a fall in pupil numbers in Year 7, Brentwood County High incurred a further deficit in 2019/20 of £115k and 2020/21 £115k and finished 2021/22 with a surplus of £214k resulting in a cumulative deficit of £249k.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2022 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Intangible fixed assets	-	-	24	24
Tangible fixed assets	-	-	131,436	131,436
Current assets	5,072	3,553	2,750	11,375
Current liabilities	(8)	(2,481)	(1,072)	(3,561)
Non-current liabilities	-	(3)	-	(3)
Pension scheme liability	-	(5,134)	-	(5,134)
Total net assets	5,064	(4,065)	133,138	134,137

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Intangible fixed assets	-	-	16	16
Tangible fixed assets	-		85,340	85,340
Current assets	4,724	3,146	2,334	10,204
Current liabilities	-	(2,694)	(495)	(3,189)
Non-current liabilities	-	(11)	-	(11)
Pension scheme liability	-	(28,288)	-	(28,288)
Total net assets	4,724	(27,848)	87,195	64,071

20. CAPITAL COMMITMENTS

	2022 £000	2021 £000
Contracted for, but not provided in the financial statements	-	-

21. FINANCIAL COMMITMENTS

Operating Leases

At 31 August 2022 the total of the Academy Trust's future minimum lease payments under no-cancellable operating lease was:

	2022 £000	2021 £000
Amounts due within one year	111	149
Amounts due between one and five years	208	348
Expiring in over five years	37	69
	356	566

No operating leases were in place for land or buildings

Contracts for Repairs and Maintenance

	2022 £000	2021 £000
Contracted for, but not provided in the financial statements	56	48

Installation of roof guard rails at St Clere's School. Project completed in October 2022.

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

	<u>2021/22</u>	<u>2020/21</u>
	£000	£000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	43,248	(829)
Adjusted for:		
Amortisation (note 12)	24	34
Depreciation (note 13)	2,950	2,057
Capital grants from DfE and other capital income	(1,173)	(5,907)
Transfer of property on conversion	-	-
Transfer of property - Free School	(29,250)	-
Donation of Property	(5,060)	-
Asset under construction	(12,239)	
Interest receivable (note 5)	(1)	(1)
Defined benefit pension scheme obligation inherited	-	3,876
Defined benefit pension scheme cost less contributions payable (note 28)	455	369
Defined benefit pension scheme finance cost (note 28)	3,209	2,302
(Increase)/decrease in debtors	(678)	(70)
Increase/(decrease) in creditors	376	848
Net Cash provided by / (used in) Operating Activities	1,861	2,679

23. CASH FLOWS FROM FINANCING ACTIVITIES

	<u>2021/22</u>	<u>2020/21</u>
	£000	£000
Repayments of borrowing	(14)	(14)
Cash inflows from new borrowing	-	-
Net cash provided by / (used in) financing activities	(14)	(14)

24. CASH FLOWS FROM INVESTING ACTIVITIES

	<u>2021/22</u>	<u>2020/21</u>
	£000	£000
Dividends, interest and rents from investments	1	1
Proceeds from the closure of Investment in subsidiary company	-	49
Loss from the closure of subsidiary company	-	35
Purchase of intangible fixed assets	(32)	(8)
Purchase of tangible fixed assets	(2,497)	(1,717)
Capital grants from DfE/EFA	1,165	1,267
Capital funding received from sponsors and others	8	30
Net cash outflow from capital expenditure and financial investment	(1,355)	(343)

25. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £000	2021 £000
Cash in hand and at bank	9,435	8,943
Notice Deposits (less than 3 months)	-	-
Total cash and cash equivalents	9,435	8,943

26. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2021 £000	Cash flows £000	At 31 August 2022 £000
Cash	8,943	492	9,435
Cash equivalents	-	-	-
Overdraft facility repayable on demand	-	-	-
Loans falling due within one year	(14)	5	(9)
Loans falling due after more than one year	(12)	9	(3)
Finance lease obligations	-	-	-
Total	8,917	506	9,423

27. MEMBERS LIABILITY

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

28. PENSION AND SIMILAR OBLIGATIONS

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31 March 2016 and of the LGPS 31 March 2019.

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

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.

Valuation of the Teachers' Pension Scheme

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

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. 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 period amounted to £3,352,000 (2021: £3,428,000).

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

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The 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 2022 was £2,635,000 (2021: £2,289,000), of which employer's contributions totalled £2,116,000 (2021: £1,818,000) and employees' contributions totalled £519,000 (2021: £471,000). The agreed contribution rates for future years are 12.2% for employers and 5.5 to 12.5% for employees.

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

Principal Actuarial Assumptions	<u>At 31 August 2022</u>	<u>At 31 August 2021</u>
Rate of increase in salaries	3.9%	3.9%
Rate of increase for pensions in payment / inflation	2.9%	2.9%
Discount rate for scheme liabilities	4.25%	1.65%
Inflation assumption (CPI)	2.9%	2.9%
Commutation of pensions to lump sums	50%	50%

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

	<u>At 31 August 2022</u>	<u>At 31 August 2021</u>
<i>Retiring today</i>		
Males	21.0	21.6
Females	23.5	23.6
<i>Retiring in 20 years</i>		
Males	22.3	22.9
Females	24.9	25.1

Sensitivity analysis	<u>At 31 August 2022</u> £	<u>At 31 August 2021</u> £
Discount rate +0.1%	(775,000)	(1,333,000)
Discount rate -0.1%	797,000	1,369,000
Mortality assumption – 1 year increase	899,000	2,072,000
Mortality assumption – 1 year decrease	(875,000)	(1,995,000)
CPI rate +0.1%	750,000	1,240,000
CPI rate -0.1%	(733,000)	(953,000)

The Academy's share of the assets and liabilities in the scheme and the expected rates of return were:

	<u>Fair value at 31 August 2022</u> £	<u>Fair value at 31 August 2021</u> £
Equities	14,767,000	15,428,000
Gilts	505,000	607,000
Other Bonds	1,162,000	1,120,000
Property	2,482,000	1,682,000
Cash	785,000	672,000
Alternative Assets	3,930,000	2,674,000
Other Managed Funds	2,608,000	1,918,000
Total market value of assets	<u>26,239,000</u>	<u>24,101,000</u>
Present value of scheme liabilities - Funded	(31,373,000)	(52,389,000)
(Deficit) in the scheme	<u>(5,134,000)</u>	<u>(28,288,000)</u>

The actual return on scheme assets was £26,000. (2021 - £4,256,000)

Amounts recognised in the statement of financial activities

	<u>2022</u> £	<u>2021</u> £
Current service cost (net of employee contributions)	5,146,000	4,109,000
Past Service cost	168,000	-
Net interest cost	455,000	369,000
Loss on settlement	-	-
Total operating charge	<u>5,769,000</u>	<u>4,478,000</u>

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

	<u>2022</u> £	<u>2021</u> £
At 1 September 2021	52,389,000	36,107,000
LGPS Deficit Transferred on conversion	-	6,409,000
Re-introduced closed school fund – now absorbed	-	-
Current service cost	5,146,000	4,119,000
Past service cost	168,000	-
Interest cost	873,000	668,000
Employee contributions	519,000	471,000
Actuarial (gain)/loss	(27,168,000)	4,871,000
Curtailments and settlements	-	(16,000)
Benefits paid	(554,000)	(240,000)
At 31 August 2022	<u>31,373,000</u>	<u>52,389,000</u>

Movements in the fair value of Academy's share of scheme assets:

	<u>2022</u> £	<u>2021</u> £
At 1 September 2021	24,101,000	15,279,000
LGPS Deficit Transferred on conversion	-	2,534,000
Re-introduced closed school fund – now absorbed	-	-
Return on plan assets (excluding net interest on the net defined pension liability)	(350,000)	3,958,000
Interest income	418,000	298,000
Administration expenses	(11,000)	(11,000)
Actuarial gain/(Loss)	-	-
Employer contributions	2,116,000	1,818,000
Employee contributions	519,000	471,000
Assets distributed on settlements	-	-
Settlements	-	(6,000)
Benefits paid	(554,000)	(240,000)
At 31 August 2022	<u>26,239,000</u>	<u>24,101,000</u>

29. RELATED PARTY TRANSACTIONS

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notify the ESFA of all transactions made on or after 1st April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transaction took place in the financial period.

R Lockwood, daughter of P Griffiths, a trustee, is employed by the academy trust as a teacher. R Lockwood's appointment was made in open competition and P Griffiths was not involved in the decision making process regarding the appointment. R Lockwood is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

P Lockwood, son-in-law of P Griffiths, a trustee, is employed by the academy trust as a teacher. P Lockwood's appointment was made in open competition and P Griffiths was not involved in the decision making process regarding the appointment. P Lockwood is paid within the normal pay scale for her role and receives no special treatment as a result of his relationship to a trustee.

M Griffiths, son of P Griffiths, a trustee, is employed by the academy trust as a Network Manager. M Griffiths' appointment was made in open competition and P Griffiths was not involved in the decision making process regarding the appointment. M Griffiths is paid within the normal pay scale for his role and receives no special treatment as a result of his relationship to a trustee.

J Watkinson, son of T Jaffe, a trustee, is employed by the academy trust as an Assistant Headteacher. J Watkinson's appointment was made in open competition and T Jaffe was not involved in the decision making process regarding the appointment. J Watkinson is paid within the normal pay scale for his role and receives no special treatment as a result of his relationship to a trustee.

Total cost incurred by the Trust during the period was £209,694 (2021: £235,612)

Periscope Design Solutions Ltd, a company owned by A Walker, a trustee whose services were used at Arthur Bugler Primary School to provide website maintenance and hosting. All transactions involving this company were conducted in accordance with the requirements of the Academies Financial Handbook and with the academy trust's financial regulations and normal procurement procedures.

Total cost incurred by the Trust during the period was £188.29 (2021: £Nil)

30. AGENCY ARRANGEMENTS

The academy trust distributes bursary funds to students as an agent for the Education and Skills Funding Agency. In the accounting period ending 31st August 2022 the trust received £14,888 and disbursed £17,861 from the fund. An amount of £10,585 (2021: £13,558) is included in other creditors relating to undistributed funds that is repayable to the Education and Skills Funding Agency.

31. EVENTS AFTER BALANCE SHEET DATES

There are no events which have taken place since 31st August 2022 which either required adjusting entries or which require recognition in the notes.