

MARISH ACADEMY TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

MARISH ACADEMY TRUST
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details	1 - 4
Trustees' report	2 - 10
Governance statement	11- 21
Statement on regularity, propriety and compliance	22
Statement of trustees' responsibilities	23
Independent auditor's report on the financial statements	24 – 26
Independent reporting accountant's report on regularity	27 – 28
Statement of financial activities incorporating income and expenditure account	29
Balance sheet	30
Statement of cash flows	31
Notes to the financial statements	32 - 61

MARISH ACADEMY TRUST
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2020

Members

R Grayson
C Small
R G Ratcliffe
Dr M Maher
G Morgan

Trustees

R Grayson	(Chair of Trustees during 2019-2020)
V Turner	(Co- Chair of Trustees from September 2020)
C Small	
H Okoro	(Co- Chair of Trustees from September 2020)
C Heywood	
S Hall	
J Wills	(Appointed May 20)
C Johns	(Appointed May 20)
C Small	
G Denham	(Executive Headteacher)

Company Secretary N/A

Senior Management Team

G Denham	(Executive Headteacher)
A Court	(Deputy headteacher, Headteacher from 1.9.20)
D Sinclair	(Deputy headteacher)
L Kelly	(Deputy headteacher)
N Gentles	(Deputy headteacher)
S Quadir	(Deputy headteacher)
E Dowe	(Deputy Headteacher)
P Hewlett	(Trust Finance lead)
B Bradshaw	(Executive Facilities Lead)
A Rajput	(Trust Assistant HR Manager)
J Davies	(Safeguarding Lead)
S Adams	(Trust Executive Administrator)

Company Name

Marish Academy Trust

Principal and Registered Office

Marish Academy Trust, Marish Primary School, Swabey Road, Langley, Berkshire, SL3 8NZ

Company Registered Number

08073873 (England & Wales)

Independent Auditor

MHA MacIntyre Hudson, Abbey Place, 24 - 28 Easton Street, High Wycombe, Buckinghamshire, HP11 1NT

Bankers

Lloyds Bank Plc, High Street, Slough Branch, P O Box 1000, BX1 1LT

Solicitors

Winckworth Sherwood LLP, Minerva House, 5 Montague Close, London, SE1 9BB

MARISH ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The trustees present their annual report together with the financial statements and auditors' reports of the charitable company for the period 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates two primary academies for pupils aged 2 to 11 serving a catchment area in Slough. It had a combined roll of 1288 in the school census in Jan 2020, increased from 1286 in May 2019, confirming a stable and slightly increasing number on roll each year.

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 Marish Academy Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company operates and is known as Marish Academy Trust.

Membership of the Academy Trust comprises the following:

Marish Primary School
Willow Primary School

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 pages 3 & 4.

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 indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust.

Method of Recruitment and Appointment or Election of Trustees

The members may appoint new trustees for charitable activities of the Academy who also serve as directors of the charitable company.

The Academy's trustees are subject to retirement after a four-year term. Trustees are eligible for re-election at the meeting at which they retire. The four years' term of reference does not apply to the Executive Headteacher.

New members are recruited in accordance with the Articles of Association and are appointed by existing members.

Policies and Procedures Adopted for the Induction and Training of Trustees

New trustees are provided with an induction pack and training is arranged. Where necessary, induction will provide training on charity and educational legal and financial matters. All trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees.

MARISH ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Organisational Structure

The Organisational structure consists of three levels: Members, The Academy Strategic Board (trustees) and the Academy Leadership Team.

The Strategic Board of Trustees is responsible for each school within the Trust and for the statutory duties which may not be delegated to sub committees.

The trustees with the Executive Headteacher are responsible for setting general policy, adopting an annual plan and budget, monitoring the Trust by use of budgets and making major decisions about the direction of the Trust, capital expenditure and senior staff appointments. The Executive Headteacher is also the CEO and the Accounting Officer for Marish Academy Trust.

The Academy Leadership Team consists of the Executive Head of the Trust, deputy headteachers and the executive leads. These managers control the academy at an executive level implementing the policies approved by the Academy Trust board.

Arrangements for setting pay and remuneration of key management personnel

The Marish Academy Trust has a well-established pay policy for all staff including Key Management Personnel.

The teachers' pay policy is based on the Department of Education's model policy which is non-statutory. A similar pay policy is used for all support (non-teaching) staff, based on a Schools HR Cooperative model. The Strategic Board of the Governing body will determine the salary of a serving Executive, Deputy or Assistant headteacher and Senior Administration Executives in accordance with the policies.

Executive, Deputy and Assistant headteachers and Senior Administration Executives must demonstrate sustained high quality of performance in respect of Trust wide/school leadership and improvement and pupil progress. All senior staff are subject to a review of performance against their performance objectives before any performance points will be awarded. Guidance provided by the Department of Education, concerning the application of the criteria for Leadership Group progression will be taken fully into account.

The arrangements for setting the pay and the remuneration of the Executive Headteacher, follow the Department of Education agreed model, with trustee representatives meeting with an external advisor, to evaluate their performance and then making a recommendation to the board of trustees about pay and remuneration.

Our process for determining the pay and remuneration of all senior leaders, is fully compliant with the Academies Handbook 2020 and we are aware that executive pay not only includes salary but that other benefits, such as pension should be factored into our considerations.

Trade union facility

Relevant union officials

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

1

Full-time equivalent employee number

162

For 2019-2020 Marish Academy Trust has a nil return for trade union facility time and any paid union activities. This is because although we have one trade union representative on staff, no facility or paid trade union activity was undertaken within this financial year.

MARISH ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Trade union facility (continued)

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Provide the total cost of facility time	0
Provide the total pay bill	
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	0
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Related parties and other connected charities and organisations.

Like many successful schools, Marish collaborates with many other organisations on an informal partnership basis. These are mutually beneficial relationships, wherein services, facilities, skills or expertise and sometimes staff's expertise and time are shared, usually in return for reciprocal benefit rather than any financial reward.

Marish Academy Trust, is not part of any soft federations and nor does it have any formal or contractual relationships with connected parties and organisations. We are mindful of our responsibilities as the custodian of public funds and therefore avoid or declare any pecuniary or personal interests with related parties.

OBJECTIVES AND ACTIVITIES

Objects and Aims

In line with our articles of association our object is to advance for public benefit, education by establishing schools or academies which make provision for our communities. Specifically, we aim for both schools to be outstanding by providing a broad, balanced enriched curriculum which delivers learning opportunities allowing each child to exceed expectations and fulfil their potential. We aim to provide a quality curriculum and learning environment within a community context that works in partnership with other local stakeholders to ensure the wellbeing and every pupil matters outcomes for all children and families, not just those within our own schools. We aim to become more than just schools, in fact a learning community without walls, which empowers all its members to become leaders and make a positive difference.

MARISH ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Objectives, Strategies and Activities

The trustees monitor the academies strategic aims through the Aspire plan. The priorities are monitored closely by the Board of Trustees by way of the Executive Head and Senior Leadership Teams reports.

Aims from our 3-year Academy Aspire Plan include:

TARGET 1. Maximise Outcomes for all Pupils

Marish Academy Trust is committed to all pupils reaching their potential and in many cases exceeding expectations. This extends beyond attainment and general wellbeing to the development and achievement of the whole child as a unique individual and potential role model and leader. The Schools in the Academy Trust are supported to improve outcomes for all pupils and pupil groups over time and within a truly inclusive learning community. Outreach is also provided to other schools including a major project with Iqra School and liaison with other schools locally to share best practice for disadvantaged pupils and in school leadership.

TARGET 2. Ensure Excellent Provision and Practice

Marish Academy Trust is committed to providing the best learning opportunities possible both within our customised and ever evolving curriculum and beyond its limits. An ethos of aspiration ensures that we constantly reflect on our provision and practice and seek feedback to help us tailor what we offer to the needs to our children and communities. Some examples of current best practice include our work on our Resilience Building Curriculum, Provision for children with complex needs, becoming an Attachment Awareness Hub, R-Time and International Schools Awards and our specialist Reading Recovery Department.

TARGET 3. Develop Future Leaders for 21st century Schools and Communities

Marish Academy Trust is committed to growing future leaders both for our own schools, but also more widely across the education system and into society generally. This includes empowering all staff, governors and children as leaders in some capacity and is demonstrated by our ongoing commitment to leadership development programmes, such as 'ITT Trainees Programme', 'Empower to Deliver', 'Fast track into leadership', and the 'Junior Leaders' Programme which are individually tailored to meet the needs of each participant. In 2021 we will enshrine these programmes and ongoing succession planning within a new 5-year strategic plan to secure the future success of the Trust long term.

TARGET 4. Build Best Quality Facilities

Marish Academy Trust has embarked upon on several building development projects to improve the facilities for the pupils and families at both our schools. These include plans to re-organise the offices in both schools and at Willow this is completed. A permanent resource base extension was completed recently and we moved in March 2020. Currently we are finishing a project to improve both EYFS play areas and the KS2 playground at Marish, completion expected by the end of 2020. Further ideas include the provision of more covered outdoor play space in both schools, enhancing ICT hardware, a school wide tannoy system and the re-organisation of the car parking at both schools.

Public Benefit

The trustees of the Academy Trust have complied with their duty to have due regard to the guidance on Public Benefit published by the Charity Commission, in exercising their powers and duties. Our over-arching aim is to improve educational outcomes and wellbeing for the children and families they serve. However, this has been a very unusual year and our previous key performance indicators in terms of school performance either do not exist or are irrelevant in the wake of the pandemic.

Impact of Covid-19 virus on Marish Academy Trust

Our schools being closed effectively limited the provision of education which will impact inevitably on the results pupils achieve when testing resumes. With the support of trustees, we worked very hard to support our community with food parcels and the provision of hard copy educational materials or computers in some cases, where pupils struggled to access materials and lessons online.

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Impact of Covid-19 virus on Marish Academy Trust (continued)

However, the period during lockdown was easy to manage with most staff working from home and only a few people required to work in school on rotation to support the small numbers of vulnerable and key worker children attending. The major difficulties for us have arisen since September 2020 which is not actually in the relevant accounting period. This is because of the extra costs incurred to staff the school adequately, given numbers of staff self-isolating every week, because they believe they have Covid. These pressures are exacerbated by the constant uncertainty and will have a financial impact in the current and future years. Moreover, the impact on the staff team's resilience and mental health is considerable, especially now we are seven months into this and our schools have 95+ pupil attendance which means we have to try and function normally, but have less staff and more constraints about space and how we utilise it.

We were in a relatively strong financial position going into this crisis, the vast majority of our pupils have returned and the government has provided assurances about funding, so we are confident we will remain a going concern.

Volunteers, notably some trustees and members supported the Trust with the distribution of essential food parcels and educational materials to our community during April, when the provision of free school meals vouchers did not work for us. This was impressive, especially as several of them are elderly and potentially at risk if they contracted the virus, but they gave of their time and energies willingly to serve our community and this should not go unacknowledged. Several senior staff too went over and above what their job required, organising deliveries and on frequent occasions visiting pupils' homes to check on families. This was very much appreciated by the community.

Fundraising was limited during the pandemic, but as most of our fundraising is immediately spent on the pupils, this was of no import.

Our risk register has been updated to reflect the risk of the pandemic. The main risks in the short term are operational: extra staffing and cleaning costs and the potential negative impacts of having to close classes or one whole school. The future risks to the Academy Trust of having to implement the virus control measures over an extended period of time are considerable. During the previous accounting period although the risk register was updated and trustees considered the risks at each meeting online, none of the potential risks actually occurred.

A further risk is that staff members die in service or have to retire as a result of contracting Co-vid 19 and this may have implications for the Trust's pension liabilities. The Trust has no investments, beyond money held in bank accounts.

The Trust's level of reserves and reserves policy are constantly kept under review and these feature as an item in the risk register. Some substantial capital spend was already allocated and set aside for summer 2020 and these projects have gone ahead, although slightly later than planned. Given the increased staffing costs in the current financial year 20-21, it is likely the trustees may defer further capital spends until the pandemic is over.

A final, but important risk to consider, is the inability of teams of adults to meet in person. Whilst possible in theory, this is not practical, especially when the Trust is located in a tier 2 area. Not only does this impact on the internal relationships within the Trust, but also effects partnerships with stakeholders, such as parents, the LA and other schools and organisations, locally and further afield.

MARISH ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

STRATEGIC REPORT.

Key Performance Indicators

The Academy's key financial performance indicators for the year were:

- % of Employee Total Costs to total income was 82.3% compared to 78.0% in 2019.
- % of Direct Educational Operation Cost to Total Cost was 73.9% compared to 72.5% in 2019;
- % of Support Costs – educational operation to Total Cost was 26.1% compared to 27.5% in 2019; and
- % of Premises' Costs to Total Cost was 5.03% compared to 5.69% in 2019.

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.

FINANCIAL REVIEW

During the 2019-20 financial year the Trust has been able to maintain healthy financial position. The Trust has remained resilient in the year under challenging economic conditions, even with the advent of the pandemic and at the same time continues to move forward in achieving its aim of providing an outstanding education to all pupils.

The trust has continued to invest in facilities, namely during this year, various projects to enhance facilities for all children, such as the EYFS outdoor area improvements, the new KS2 playground at Marish, refurbishing more toilets at Marish and a major redecoration of all corridors across both schools. Additionally, we have invested in new iPads for pupils and several ICT initiatives aimed at making remote online access to lessons easier. Whilst the new SEND extension wing, funded by the LA, is now complete, we have had to refurbish the portakabin they vacated so that one class can be re housed in there. This is in response to the additional space requirements necessary as we negotiate a way through the pandemic. The Trust with the support of the Local Authority continues to improve and increase the provision of place numbers within our Resource Base, including several children from neighbouring Local Authorities as well as an increase to 55 places commissioned by Slough. Additionally, at Marish, we have two bulge classes in Year 6 opened in October 2018 and October 2019, both at the behest of the LA, but also to relieve enormous pressure from endless successful appeals.

Excluding capital income and expenditure and pension adjustments, the total income for the year has increased by £412,922 to £7,149,217 whilst the total expenditure has increased by £731,343 to £7,039,088. This has resulted in a surplus of £110,129 (2019: surplus of £428,550 was achieved).

The Trust has exceeded its target for the level of reserves of £200,000 and maintained a healthy cash-flow throughout the year.

Moving forward, the Trust has reviewed the level of staffing costs in the three-year budget forecast and believe we can maintain current provision, with expenditure on staffing at below 85%. This includes taking into account, a flat funding projection and upcoming increase of employment costs (pensions and national insurance) and raising inflation. Additionally, to enable us to provide value for money, we are currently undertaking an in-depth benchmarking exercise.

The FRS102 pension scheme liability at 31 August 2020 has increased by £2,091,000, including an actuarial loss of £1,562,000 in the year (loss of £515,000 in 2018/19). It does not have a direct impact on the operation of the trust and at present does not contribute towards financial risks in the trust finances.

MARISH ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Reserves Policy

The Academy's reserves policy:

- Assists in strategic planning by considering how new projects or activities will be funded
- Informs the budget process by considering whether reserves need to be used during the financial year or built up for future projects
- Informs the budget and risk management process by identifying any uncertainty in future income streams.

The Trustees identify:

- When reserves are drawn on, so that they understand the reasons for this and can consider what corrective action, if any, needs to be taken
- When reserve levels rise significantly above target so that they understand the reasons and can consider the corrective action, if any that needs to be taken
- Where the reserves level is below target, and consider whether this is due to short-term circumstance or longer term reasons which might trigger a broader review of finances and reserves.

When considering an appropriate level of reserves, the trustees consider:

- The risk of unforeseen emergency or other unexpected need for funds
- Covering unforeseen day-to-day operational costs, for example employing temporary staff to cover a long-term sick absence
- A fall in a source of income, such as lettings
- Planned commitments, or designations, that cannot be met by future income alone, for example payroll costs and plans for a major capital project
- The need to fund potential deficits in a cash budget, for example money may need to be spent before a funding grant is received.

The financial risks identified determine the amount of reserves the Academy needs to hold.

The Marish Academy Trust has decided that the reserves level will be £200,000 based on analysis of the points above and the likelihood that they may occur and the amount of funding that would be required if they did. The level of reserve will be reviewed and set on an annual basis as part of the budget setting plan.

The reserves for the Trust as of 31 August 2020 were £3,348,779. This figure consists of unrestricted £375,604 and restricted £695,775 funds and includes fixed asset funds and pension reserve. The actual reserves excluding pension and assets funds equates to £1,071,379.

Planning ahead and considering the current school expansion programme and increasing pupil numbers, it is likely that this level of reserves will remain the same or slightly decrease in the future. In effect, the reserves limit revision next year will have to balance between maintaining secure financial position and meeting the community's needs.

At 31 August 2020 the total funds comprised:

Unrestricted		375,604
Restricted:	Fixed asset funds	7,457,400
	Pension reserve	(5,180,000)
	Other	695,775
		<hr/>
		£3,348,779
		<hr/>

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Investment Policy

The current economic climate with the lowest interest rates in history has greatly limited any viable and safe option for investment. The trustees believe that keeping the healthy amount of reserves take precedence over maximising income. The Trust investment strategy is to save capital and reinvest it directly to the school, namely by enhancing and expanding school facilities to address steadily increasing pupil numbers.

Principal Risks and Uncertainties

The principal risks facing the Academy are:

- Pandemic Covid risk- resulting in further closure or partial closure of the Academy- mitigated by cleaning regime and bubble maintenance and segregation, online learning provision and rule of six between staff.
- Reputational risk – mitigated by a well-established marketing policy and regular reviews and feedback from parents and pupils.
- Performance risk – mitigated by regular review of school Aspire (development) plan and the Executive Head teacher's targets.
- Financial Risk – The principal financial risks are a reduction in pupil numbers, reduction in central government funding, unbudgeted increase in teaching or support staff costs, or unbudgeted major capital repairs. The risks presented here are mitigated by prudent budget planning, budget monitoring and termly auditor /internal scrutineer inspection visits.
- Risks associated with personnel – mitigated by rigorous safeguarding recruitment process, a robust staff performance management policy and an external professional HR support.

The Academy Trust practices through its Board, namely the Strategic Board and the constituted subcommittee for Finance, Audit and Risk, robust risk management principles. Any major risks highlighted at any sub-committee are brought to the main Board with proposed mitigating actions and they continue to be reported until the risk is adequately mitigated.

The Strategic Board accepts managed risk as an inevitable part of its operations but maintains an objective not to run unacceptable levels of risk in any area. The subjective nature of this process requires major risks to be resolved by the Strategic Board collectively, whilst more minor risks are dealt with by senior executive officers.

PLANS FOR FUTURE PERIODS

The last academic year 2019/20 was unlike any other because of the Covid 19 pandemic. Its impact is likely to be felt through 2020-21 as well, as without a vaccine as yet, uncertainty and a degree of fear prevails. Prior to 2020, our progress results were above average in both schools and attainment placed both schools in the top 5 in Slough as well as above average nationally. In 2019 we were again invited to contribute to the 2020 Parliamentary review, but the pandemic has delayed publication. Such sustained success would not be possible without a robust financial planning and comprehensive school improvement plan. However, the pandemic means we have to reflect again and ensure a mid to long term financial business budget and plan has been created to ascertain the prospective opportunities and challenges. Various scenarios have been considered based on past performance and their likelihood of reoccurring in future.

Based on these scenarios, the likeliest overall future outlook for the Trust is moderately positive to positive. Nonetheless, potential negative impact factors must also be considered, and therefore regular financial monitoring and control is vital to long term sustainability. Here our finance, audit and risk committee, plays a vital part, providing challenge and support to the Academy Leadership team and ensuring we are not only compliant with the latest Academies Financial Handbook, but also demonstrate best practice in strategic planning, completing regular resource, premises and curriculum management forecasts, compared to actual expenditure in this and previous years. This year 2020/21 a new five-year strategic plan will be established to secure the future success of the Trust. Moreover, the Trust has a well-established reserves policy that protects the operation of the schools and contributes to their future security. These measures ensure the Trust conforms to best practice, and form part of its overall financial control and governance framework.

MARISH ACADEMY TRUST
(A company limited by guarantee)

TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

PLANS FOR FUTURE PERIODS (continued)

Most importantly of all, this strategic action enables the Academy Leadership to predict our future financial circumstances well in advance and take proactive action, such a recruitment freeze, up to a year ahead of a projected decrease in income or increase in expenditure.

The Trust will continue its journey to become an outstanding education establishment by building on the current strategies. It will invest in people by providing tailored training and develop leaders to ensure outstanding provision. It will also build upon this year's success is to invest in the best Trust facilities, beginning with the SEND wing expansion project to address the need for further SEND places within our community.

FUNDRAISING

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

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 auditors, MHA MacIntyre Hudson, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

This Trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 11 January 2021 and signed on the board's behalf by:

Vivienne Turner
Co- chair of Trustees

MARISH ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

SCOPE OF RESPONSIBILITY

As trustees we acknowledge we have overall responsibility for ensuring that Marish 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.

The board of trustees has delegated the day-to-day responsibility to the Mrs H.G.Denham, 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 Marish Academy Trust and the Secretary of State for Education. She is also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

As trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance. In fact, we use the competency framework to review our own efficacy as a board of trustees at, at least six of our meetings in any year.

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/Member	Term of Office	Attendance (11 Meetings)
R Grayson	T/M	20/10/15 - 19/10/19	100%
S. Hall	T	1/12/18 – 31/11/22	50%
H Okoro	T	11/9/17 – 10/9/21	82%
C Small	T/M	14/3/16 - 13/3/20	73%
C. Heywood	T	15/1/18 – 14/1/22	73%
V Turner	T	20/10/15 - 19/10/19	73%
C Johns	T	18/05/2020- 17/05/24	33%
J Wills	T	18/05/2020- 17/05/24	66%
G Denham	T accounting officer & CEO	10/11/2014	100%

Review of Governance

Over the academic year 2019/20 we have evaluated the effectiveness off the governing body at regular monthly intervals using the questions derived from the governor competency framework mentioned above.

Firstly, a review of the governing body is included in the SEF and referenced in each termly head teacher's report and extracts are shown below:

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Review of Governance (continued)

Extract from the SEF dated August 2020

'Governance

Since November 2015, the Strategic Board of the Governing Body has continued to develop its expertise and ability to challenge and support the school leadership. Several new trustees have engendered a new team spirit within the governing body, which has resulted in much more involvement, particularly with the leadership team. They also bring together complementary skill sets, such as financial acumen, pastoral and leadership skills and safeguarding excellence. Governors attend monthly Strategic Board meetings and join staff for leadership training, safeguarding training and annual visioning days.

The trustees maintain an overview of all aspects of the work of the school, including budget setting, staff appointments, monitoring of standards and support and challenge leaders. They are knowledgeable about the schools and fulfil all their statutory duties, including those relating to the Equality Act 2010- and the latest version of KCSiE. Regular meetings with the SIP and other consultants, as well as with the school leadership ensure that the link Governors for Child Protection, Pupil Premium, Sports 'Premium and SEND have a developed understanding of how the allocated money is spent and its impact. The Ofsted report 2019 states:

'Your Governors provide a good balance of support and challenge to you and your leadership team. They are knowledgeable because they visit the school regularly to see for themselves how well the school runs on a daily basis.'

Reviewing the data and policies before the meetings, and having an in-depth understanding of what standards should look like, allows governors to ask probing questions and to challenge the school appropriately, having an immediate impact on school improvement. One such example is mentioned in the SIP's report from March 2019:

'For example, during a meeting I attended on the day of my visit, governors were moved by a thorough explanation of 'attachment issues', which affect so many of the pupils across both academies. All leaders work closely with governors to share their work. Leaders attend meetings with governors and some governors visit the academies to see pupils' learning. As a result, governors challenge leaders skillfully because of their excellent knowledge and understanding of the academies' performance. Governors' minutes show that they pose insightful questions to all leaders.'

Extract from Headteacher's report in Autumn Term 2019

1. Governance-Updated evaluation of effectiveness of the Strategic Board

Each term we evaluate the effectiveness of our Strategic Board and its ability to challenge leadership and fulfil statutory duties such as policy development, monitoring of finances and other key functions. We also review the impact of the involvement of governors in school. Two Former HMI consultants and our SIP meet governors regularly. For example: the SIP attended our March Strategic Board meeting and in early April, a new trustee took part in some training on attendance and curriculum, delivered by the former HMIs.

These consultants always report back to the strategic board, in the same way our auditors do for internal and external scrutiny. The Strategic Board then ensures that any areas for development raised are addressed before their next visit, so sustaining the trajectory of continuous improvement. We also revise our GB monitoring policy, (which is explicitly linked to school improvement priorities) once annually, so that it reflects current practice. The Strategic Board has promptly addressed some challenging HR and finance issues over the last year and therefore the overall effectiveness of the Governing Body is judged to be at least good.

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Review of Governance (continued)

2. Leadership training- E2D and updated evaluation of Academy Aspire Plan/SEF

This year we have not held a visioning day as the visioning day held in early July 2018 determined priorities for school and Trust improvement over the next two years. Listed below are the agreed five priorities from that day, although the specific foci change over time:

Strategic Leadership development: specifically, management of change, teaching and learning, HR and finance. This has proved timely, as our Finance and HR leads both left the Trust, at short notice, in the autumn of 2018 and our succession planning was key to ensuring stability. The fact that we have managed HR and Finance with these vacancies throughout this academic year, with no major difficulty, is a testament to the robust senior leadership team and the commitment of governors.

Extract from Headteacher's report in spring term 2020

Section 1B- Progress against previous inspection areas for improvement.

Willow: The Ofsted report from June 2016, stated that to move the school to outstanding, the leadership team needed to:

1. *Ensure that all pupils, especially the most able in key stage 2, consistently make the rapid progress of which they are capable by making sure that teachers provide work that fully challenges pupils in lessons.*
2. *'Improve leadership and management by developing leaders' skills in supporting teaching so that it becomes more outstanding.'*

First area for improvement: Evidence of improved Attainment and Progress at KS2 since last inspection

Attainment and progress in 2017 were broadly average, but in 2018 and 2019 attainment and progress have improved to well above national averages. More able children at Willow have also achieved more in last two years at KS2, especially in 2019.

Second area for improvement: Evidence of improved leadership to develop teachers' skills so that teaching becomes more outstanding, since last inspection.

To address this issue, we have changed how we hold teachers to account. Known as the Impact Strategy, every week we focus on a different curriculum subject and analyse its provision from EYFS to year 6. We do this through detailed triangulation of learning walk observation, pupil voice, work scrutiny and, (twice a year, only) data analysis. Further to this, we have introduced a focus on the more-able, SEND and disadvantaged pupils to get a full and detailed picture of progress for all within that subject. During the summer of 2019, we also introduced reviews of the 'hidden', middle ability children. This year our weekly review across subjects is accompanied by a focus on 'impact readers' who are the lowest 20% in terms of reading achievement in any year group.

Improvements in 2020 include involving teams of subject leaders in this review and training them in completing an 'impact investigation' on their own. They then highlight the development needs, issues and concerns for themselves and so take ownership of implementing improvement.

Marish: The Ofsted letter from July 2019 states that to move the school to outstanding, the leadership of Marish needed to:

1. *Ensure that year 6 pupils have the same access to the rich and broad curriculum enjoyed in other year groups.*
2. *All Governors have a strategic overview of the strengths and weaknesses of the school and can articulate these clearly and concisely.*

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

First area for improvement: Ensure that year 6 pupils have the same access to the rich and broad curriculum enjoyed in other year groups. We have already made sure this is the case in 2019/20. Year 6 have had less assessment and more enrichment experiences both with and beyond the curriculum this term. These include: four resilience building days, regular maths and science investigations, Art, DT and ICT activities and involvement in the active standing programme to improve physical activity and general well-being as well as being involved in 8 PE competitions.

Second area for improvement: All Governors have a strategic overview of the strengths and weaknesses of the school and can articulate these clearly and concisely. We have already clarified our expectations of trustees and governors through training about the curriculum and the creation of information documents, which explain Trust strategies for disadvantaged pupils, for example, in a brief and easily digestible format. Further training from the former HMLs and our SIP will follow later this academic year.

Section 1C- Current School Improvement Priorities in 2019-20

1. To improve the quality of education still further in both schools by:
 - Improving the curriculum provision we deliver in line with our new intent, implementation and impact policy, ensuring all staff and governors understand our curriculum drivers, its breath and threshold concepts
 - Ensuring the leadership of the curriculum is delegated to teams of subject leaders Trustwide, which include experts and novices who learn from them, to build and sustain capacity
 - Incorporating the views of children, parents and teachers in the development of an evolving enriched curriculum that is inclusive, exciting and relevant
 - Monitoring the delivery of all subjects to check challenge and progression is built in for all children through the triangulation of learning walk observation, work scrutiny, analysis of pupil voice and their views about their learning, within the framework of our revised IMPACT Strategy
 - Continuing the practice of half termly resilience building days, to ensure that we equip our pupils for the challenge of becoming and remaining life-long learners
 - Embedding the strong practice in the core subjects and MFL and PSHE across the whole curriculum, over the next year and ensuring that all pupils in years 1-6 have access to the full breadth of the curriculum.
2. To improve behaviour and attitudes still further by:
 - Analysing behaviour and exclusion data according to ethnicity and disadvantage, including being known to social care. (See disadvantaged strategy and ignite plan)
 - To move from being an attachment aware school, to a position where all leaders have an advanced awareness of attachment and other issues that may result in disruptive behaviour and all staff are trained about these and how to intervene proactively and positively. (See attachment awareness ignite plan)
3. To improve Personal Development still further by embedding British values, SMSC, PSHE, resilience building and character education throughout all lessons and experiences and make explicit reference to these in the school environment
4. To improve Leadership management still further by embedding strategic leadership training for all leaders and ensuring succession planning is explicit and shared. (See Growing our own ignite plan)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Section 1C- Current School Improvement Priorities in 2019-20

5. To improve the quality of education in early years by:
- Prioritising reading, developing learning opportunities both at school and at home
 - Providing CPD opportunities for staff to enhance curriculum, impact and outcomes
 - Developing the use of Tapestry, focusing on ensuring parents have access to their child's learning journey
 - Enhancing the outdoor learning provision
 - Prioritise the teaching of wider vocabulary, particularly linked to SSM and topic related work.

Extract from Headteacher's report and SEF in summer term 2020

Marish's response to and progress through the Co-vid 19 Pandemic and lockdown in 2020

Marish responded to the crisis swiftly and proactively. On the 23rd March we closed the smaller school within our Trust, Willow Primary and moved the children of key workers and those who were vulnerable to join the similar, but larger group, at Marish. We then laid on a system of education and care for these children from both Trust schools using all available staff on a rota basis. 81% of staff Trustwide were available and prepared to work in school from 23rd March. Children were welcomed from 7.30am to breakfast club, had the usual school day timings although provision was inevitably more flexible with a hot school meal provided and then after school club was offered until 5pm each week day. Through April and May, we had between 30 and 60 children each weekday including throughout holidays.

When lockdown began we knew that many of our families either those disadvantaged already, or those who would slip into poverty during lockdown would find it difficult to feed their families. This is because habitually we feed some children three times a day and for most holiday weeks during the year. Many adults in our community work at Heathrow Airport or in fast food or restaurant provision locally. Many of these people lost their jobs or were furloughed immediately. To address this issue we decided to provide food parcels for the those in need and organized a weekly phone call to each family to ascertain who was struggling.

Whilst the vast majority of those who needed assistance with food were already pupil premium, there were a number of families who were facing particular hardship because it was difficult for them to get out to the shops, perhaps because of pregnancy, ill health, fear or being a single parent with several young children. Free school meals vouchers were not going to help in these particular situations and in fact the system provided by Edenred was not functional until the week beginning the 18th of April. We enlisted the help of the kitchen staff, especially the Marish chef and asked the governors to authorize an extraordinary purchase of food staples from our usual catering food provider, Brakes. We then delivered 400 food parcels to needy families over the next four weeks at a cost to the school, of approximately £16,000. These monies were reclaimed from DFE in July 2020. A team of staff including the headteacher took the parcels out to families, using our school minibuses as delivery vans.

Each week online work was provided to all year groups via the website and every family Trustwide was contacted by a team of staff working from home. They were all asked if they needed help with food, educational materials and internet access. If they answered yes we endeavoured to solve problems, delivering hard copies of work books and loaning laptops in many cases. Parent questionnaire evidence from the end of May, shows that parents were grateful and acknowledged the extreme lengths the trust had gone to meet needs. No family went hungry to our knowledge. From April 18th the Edenred system worked for us and most families transferred over to the vouchers from the food parcels. A few still needed support up until June when more children could return to school, because they found it difficult to get to the shops. In all these cases we delivered food parcels until June.

MARISH ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Extract from Headteacher's report and SEF in summer term 2020 (continued)

From the 23rd of March, we worked hard to get vulnerable children and those with an EHCP back into school, with senior staff including the headteacher and deputies going out to visit families, often persuading them on the doorstep to send their children into school. Even when this was unsuccessful, we saw the children, could check on their well-being and offered educational support. We also liaised with social care, the virtual school, the EP service and the SEN department at the LA, compiling a list of most vulnerable children and making repeated attempts to get each and every one of these children into school from mid-April. In one or two cases where there was a safeguarding concern we also liaised with the police and the behaviour service. Often, we were frustrated by the inaction of all other agencies, who refused to go out and see families at all except online. However, we did not give up.

Our tenacity prior to the 1st of June paid off, as did the electronic cards and the video we made telling children we missed them. We had between 250 and 300 children back in school trust wide from the beginning of June. On 22nd June we invited Year 5 children back and the numbers increased to 400 plus. On 3rd July Year 6 left Marish and Willow for the final time and with extra capacity available in the building we invited years 2, 3 and 4 back on 6th July for our annual transition project. This is organized so that all year groups move up to their next class in July, rather than in September, a strategy we have found enables staff and pupils to build relationships in July and hit the ground running in September. Our aim to ensure that all children whose parents wanted them to return had the opportunity to come back for at least two full weeks before the end of the summer term was achieved. Overall we had approximately 800 of the 1300 pupils on roll return for part of the summer term - no mean achievement. Of these about a dozen children were in fact from other schools locally, who could not, for a variety of reasons, make provision for them to return.

The **finance, audit and risk review committee** is a sub-committee of the main board of trustees. Its purpose is to oversee the finances and the work of the external auditor and to receive reports from the external auditor which it then passes on to all trustees. It also agrees a programme of internal scrutiny on behalf of the trustees annually and reviews the risk register at each meeting. It meets at least six times annually, more frequently if circumstances dictate.

During the year Clare Johns, a new trustee joined the committee. Attendance at meetings in the year was as follows:

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
R Grayson	100%	11
S Hall	66%	11
C Small	55%	11
V Turner	55%	11
C Johns (only appointed in April)	50%	2
G Denham (staff trustee)	100%	11

REVIEW OF VALUE FOR MONEY

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

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

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

REVIEW OF VALUE FOR MONEY (continued)

- Reviewing all spending during 2019/20 on paper and printing and launching an Academy wide drive to go paperless and investigating software packages to support finance, HR and payroll systems. The aim of this was to stream line and reduce workload as well as lessening our carbon footprint and improving our environment locally. Not only are paper copies of documents potentially unnecessary, but they also take many hours and lots of space to file and archive. This space and time has become ever more important during the Covid Pandemic. So as well as a reduction in spend on paper and printing, we expect to make a substantial saving of time and improve staff well-being by having more space available. Discounts will also be negotiated and savings achieved by buying three year licences for any software we purchase.
- Additionally, surplus monies from previous years have been ploughed back into improving provision for the current children, with additional ICT equipment purchased including class sets of iPads for pupil use, additional laptops and computers for both children and staff. Considerable amounts of new software and some hardware, such as cameras, microphones, printers and scanners has been purchased to support remote education and working and the flexible communication this entails. Finally, in August this year we resurfaced the KS2 playground at Marish and the children are now enjoying a safe surface to run and play upon.
- Two senior leaders trained as attachment leads in 2019 have put in place a training programme for all staff to develop the trust as an attachment aware hub and to deliver an attachment specific pathway for children who need it. This excellent practice has been recognised by the Local Authority and the Virtual School in Slough. Two further senior leaders and one consultant have also undertaken the nationally accredited attachment training course and are using this to good effect. Our three play therapists have also been in great demand across this year and we have been able to provide continuity of support across the year, throughout the pandemic when such support has been impossible to access from external professionals.
- Covid Food parcel deliveries prompted streamlining of our food purchase and deliveries. Previously we had been buying food from a variety of supermarkets for Breakfast and after school clubs. Now we order almost everything from Brakes our wholesale suppliers and this is more economical and saves time too.
- Monthly Management accounts have been a necessary focus this year and we have worked hard with our auditors to ensure compliance with AFH 2019. These are produced at monthly intervals and shared with Trustees, a month in arrears and with the chair each month. Any significant variances against budget or previous years are analysed and addressed as necessary. For example, we monitor KPI such as the overall percentage of staffing costs as a percentage of income and the amount of capital spend each month.

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

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 Marish Academy Trust for the period 1 September 2019 to 31 August 2020 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 2019 to 31 August 2020 and our Strategic Board meetings. The board of trustees and from 1st September 2019, this has been will be a key part of the work delegated to our audit committee. From September 2020, regular monitoring of risk register is a standing agenda item on our bi monthly Finance, Audit and Risk Committee Agendas and therefore regularly brought to the attention of and reviewed by all trustees at the Strategic Board monthly meetings.

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
- Delegation of authority and segregation of duties
- Identification and management of risks

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

THE RISK AND CONTROL FRAMEWORK (continued)

In 2019-20, the trustees decided on a yearly scheme of internal scrutiny work, driven and agreed by the audit committee which has been informed by our annual review of the risk register to include:

- The timely review of management account practice and compliance in the autumn term, following the previous recommendations of the auditor report on the same last April.
- In the first half term of 2020 we will review our key performance indicators in the light of our completed school resource management checklist due to be submitted in November 2019.
- During the early part of the summer term, a review of budgeting and expenditure and any variances in preparation for the budget out turn forecast in May and the three-year budget forecast in July.

Up to the end of the 2020 financial year, the process the Trust has used to check its financial systems, controls, transactions and risks has been to engage its external auditor to do a supplementary programme of work, focussing on Review of Financial Procedures Manual (to suggest updates and amendments to the processes detailed in the manual), and on Review of the Management Accounts Process (to ensure the information produced for Trustees was in compliance with the AFH, and to suggest possible improvements in the format). The latest such report is dated March 2020 and will be submitted with our accounts as per AFH 2019 para.3,15.

Going forward, the board of trustees has considered the need for a specific internal audit function and has decided to buy internal audit services from January 2021 from Baxter and Co Accountants. Their role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. In 2021 this is likely to comprise of the following:

D1 Authorised salaries – Review a sample of employees and check that the amount they are being paid (per the payroll reports) agrees to appropriately authorised documentation such as salary letters; contracts of employment; etc.;

D2 Amendments to payroll – Review a sample of variable payments such as overtime, midday supervisor time, etc. to ensure these agree to appropriately authorised documentation (timesheets, lunch registers, standard hourly rates);

D3 Payroll authorisation – Ensuring the monthly payroll reports are being reviewed by appropriate individuals and this review is evident;

R1 Non-Grant income – Review a sample of non-grant income receipts to ensure appropriate controls are being observed;

S2 Conflicts of interest – We will be checking that a register of business interests is being kept and regularly updated, plus consider related party transactions

S3 Management support to finance staff - We will enquire of finance staff if they have any concerns that they wish to bring to our attention and if they feel they have sufficient access to trustees (or senior personnel) to express any concerns.

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

THE RISK AND CONTROL FRAMEWORK (continued)

H1 Payments – Review a sample of payments made ensuring appropriate controls are being observed (Purchase orders raised; approved for payment; reviewed / authorised in line with scheme of financial delegation; recorded correctly on accounting software; etc.);

H2 Procurement cards – Review activity and select a sample to ensure appropriate controls are being observed (Similar checks to payments above and ensuring that there is an independent review of statements by an appropriate individual);

F1 Bank reconciliations – Review a sample of bank reconciliations to ensure they have been performed correctly; on a timely basis; agree to the accounting records; and have been independently reviewed;

F2 Control accounts – Review the main control accounts in operation at the Trust (debtors, creditors, VAT, payroll) to ensure they have been reconciled regularly; agree to accounting records; and have been independently reviewed;

S6 Compliance with ESFA transparency requirements (Website) – We will review the trust's website to ensure many of the necessary disclosures are made which include: Statutory accounts; structure and remit of trustees; relevant details for trustees (term of office, appointment date, business interests, etc.). Details of key individuals will also be checked against Companies House records and the DfE data collection via 'Get Information about Schools'.

S7 Other requirements from the AFH and AAD – This will include checks such as ensuring management accounts are prepared monthly and include the relevant reports (Income & expenditure; balance sheet; cashflows; etc.); enquire if the trust are considering key financial performance indicators; ensuring certain policies / documents are in place such as whistleblowing policies, risk registers, and business continuity plans; consideration of 'irregular expenditure' such as alcohol and excessive gifts; enquire what progress is being made on recommendations previously noted by both internal and external auditors.

P1 Census return checks – This is a review of the census data recorded by each academy and how it has been submitted (via 'COLLECT'). We would target one academy each year and rotate the academy selected to ensure all academies are reviewed over a period of time

S1 Limits of Authority – This will consist of various areas being reviewed such as: Ensuring there are regular trustee meetings; ensure there is a written scheme of financial delegation and this has been ratified by trustees; ensure that various returns due to the ESFA have been submitted in a timely manner (i.e. BFRO, BFR3Y, LBCT); consider transactions that *may* require ESFA approval such as leases, ex-gratia payments, guarantees;

S4 Assurance arrangements – We would ensure that trustees are considering the recommendations and advice of auditors; ensure trustees are specifically considering risks that the Trust may face; and ensure that letters from the ESFA are circulated to trustees as appropriate;

S5 Hospitality, personal benefit – We will consider the Trust's gifts / hospitality policies; review expense claims from trustees; if appropriate, review the lettings policy of the Trust and consider any preferential rates being given for lettings.

MARISH ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

THE RISK AND CONTROL FRAMEWORK (continued)

On a quarterly basis, **internal auditor/reviewer** reports to the board of trustees, through the Finance, audit and risk committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual 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. The latest such report will be submitted with the accounts and is dated March 2020.

The internal auditor/reviewer has delivered their schedule of work as planned and we can confirm that there were no material control issues arising when this latest report was written. However, during the Covid crisis no further visits have taken place in financial year 2019/20.

REVIEW OF EFFECTIVENESS

As accounting officer, the **Executive Headteacher** 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/reviewer
- the work of the external auditor
- the financial management and governance self-assessment process using relevant KPIs and the school resource management tool.
- the work of the managers within the academy trust who have responsibility for the development and maintenance of the internal control framework

The trustees and accounting officer have been advised of the implications of the result of their review of the system of internal control by the **audit committee and the auditors' reports. These conclusions have informed the programme of work and the plan for the next year ensuring any weaknesses are addressed and that** rigorous improvement of our financial systems is continually reviewed.

Approved by order of the members of the board of trustees on 11 January 2021 and signed on its behalf by:

Vivienne Turner
Co-Chair of Trustees

Gill Denham
Accounting Officer

MARISH ACADEMY TRUST
(A company limited by guarantee)

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE
FOR THE YEAR ENDED 31 AUGUST 2020**

As accounting officer of Marish 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 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 Academies Financial Handbook 2019.

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 Academies Financial Handbook 2019.

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.

Gill Dentham
Accounting officer

11 January 2021

MARISH ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

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 of the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 11 January 2021 and signed on its behalf by:

Vivienne Turner
Chair of Trustees

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
MARISH ACADEMY TRUST**

Opinion

We have audited the financial statements of Marish Academy Trust (the 'academy trust') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including 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 2019 to 2020 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 31 August 2020 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 and the Academies Accounts Direction 2019 to 2020 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 Auditors' 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
MARISH ACADEMY TRUST (CONTINUED)**

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Other information includes the Reference and Administrative Details, the Trustees' Report including the Strategic Report, and the Governance Statement. 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the 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.
- the Trustees' Report including the Strategic 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 Trustees' Report including the Strategic 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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
MARISH ACADEMY TRUST (CONTINUED)**

Responsibilities of trustees

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

Auditors' responsibilities for the audit of the financial statements

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

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

Use of our report

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

BIANCA SILVA BA ACA DChA (Senior Statutory Auditor)

for and on behalf of
MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

Abbey Place
24-28 Easton Street
High Wycombe
Buckinghamshire
HP11 1NT

Date: 20 January 2021

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO MARISH ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 13 July 2018 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Marish Academy Trust during the year 1 September 2019 to 31 August 2020 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 Marish Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Marish 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 Marish Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Marish Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Marish Academy Trust's funding agreement with the Secretary of State for Education dated 1 June 2012 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO MARISH ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 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 to our conclusion includes:

- reviewing the minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy;
- testing of a sample of payroll payments to staff;
- testing of a sample of payments to suppliers and other third parties;
- consideration of governance issues;
- evaluating the internal control procedures, reporting lines, testing as appropriate; and
- making appropriate enquiries of the Accounting Officer.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant
MHA MacIntyre Hudson
Chartered Accountants
Statutory Auditors
Abbey Place
24-28 Easton Street
High Wycombe
Buckinghamshire
HP11 1NT

Date: 20 January 2021

MARISH ACADEMY TRUST
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020**

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:						
Donations and capital grants	3	5,000	3,989	21,928	30,917	70,353
Charitable activities	4	49,869	7,060,045	-	7,109,914	6,712,768
Other trading activities	5	27,997	-	-	27,997	20,047
Investments	6	2,317	-	-	2,317	760
Total income		85,183	7,064,034	21,928	7,171,145	6,803,928
Expenditure on:						
Charitable activities	7	51,140	7,521,870	348,170	7,921,180	7,191,274
Total expenditure		51,140	7,521,870	348,170	7,921,180	7,191,274
Net (expenditure)/ income		34,043	(457,836)	(326,242)	(750,035)	(387,346)
Transfers between funds	19	-	(189,176)	189,176	-	-
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	26	-	(1,562,000)	-	(1,562,000)	(515,000)
Net movement in funds		34,043	(2,209,012)	(137,066)	(2,312,035)	(902,346)
Reconciliation of funds:						
Total funds brought forward		341,561	(2,282,135)	7,594,466	5,653,892	6,556,238
Net movement in funds		34,043	(2,209,012)	(137,066)	(2,312,035)	(902,346)
Total funds carried forward		375,604	(4,491,147)	7,457,400	3,341,857	5,653,892

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 32 to 61 form part of these financial statements.

MARISH ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08073873

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
Fixed assets			
Intangible assets	14	12,869	-
Tangible assets	15	7,444,531	7,594,466
		<u>7,457,400</u>	<u>7,594,466</u>
Current assets			
Debtors	16	191,465	132,862
Cash at bank and in hand		1,328,467	1,432,613
		<u>1,519,932</u>	<u>1,565,475</u>
Creditors: amounts falling due within one year	17	(449,975)	(410,549)
Net current assets		<u>1,069,957</u>	<u>1,154,926</u>
Total assets less current liabilities		<u>8,527,357</u>	<u>8,749,392</u>
Creditors: amounts falling due after more than one year	18	(5,500)	(6,500)
Defined benefit pension scheme liability	26	(5,180,000)	(3,089,000)
Total net assets		<u><u>3,341,857</u></u>	<u><u>5,653,892</u></u>
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	19	7,457,400	7,594,466
Restricted income funds	19	688,853	806,865
Pension reserve	19	(5,180,000)	(3,089,000)
Total restricted funds	19	<u>2,966,253</u>	<u>5,312,331</u>
Unrestricted income funds	19	<u>375,604</u>	<u>341,561</u>
Total funds		<u><u>3,341,857</u></u>	<u><u>5,653,892</u></u>

The financial statements on pages 29 to 61 were approved by the Trustees, and authorised for issue on 11 January 2020 and are signed on their behalf, by:

Vivienne Turner
Co-chair of Trustees

Gill Lennam
Accounting Officer

MARISH ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	21	(4,076)	471,458
Cash flows from investing activities	23	(99,070)	(108,827)
Cash flows from financing activities	22	(1,000)	(1,000)
Change in cash and cash equivalents in the year		(104,146)	361,631
Cash and cash equivalents at the beginning of the year		1,432,613	1,070,982
Cash and cash equivalents at the end of the year	24, 25	1,328,467	1,432,613

The notes on pages 32 to 61 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies

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

1.1 Basis of preparation of financial statements

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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 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 the 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 Department for Education Group.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.3 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 year is deducted from income and recognised as a liability.

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

• **Donations**

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

• **Other income**

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

• **Donated fixed assets (excluding transfers on conversion or into the Academy 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 donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

1.4 Expenditure

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.4 Expenditure (continued)

• **Charitable activities**

Expenditure on charitable activities 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 irrecoverable VAT.

1.5 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 Academy Trust 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.

1.6 Operating leases

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

1.7 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.8 Tangible fixed assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible 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:

Long-term leasehold property	- 2% per annum straight line (buildings only)
Fixtures and fittings	- 20% per annum straight line
Motor vehicles	- 20% per annum straight line
Computer equipment	- 33% per annum straight line

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 incorporating Income and Expenditure Account.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

1.10 Cash at bank and in hand

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.11 Liabilities and provisions

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 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.

1.12 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 bases 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 15. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies (continued)

1.13 Pensions

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. 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.

1.14 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.15 Intangible assets

Intangible assets costing £NIL 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 assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life as follows:

Computer software	- 3 years
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

2. 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

The judgements that have had a significant effect on amounts recognised in the financial statements are those concerning the choice of depreciation policies and asset lives.

3. Income from donations and capital grants

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	5,000	3,989	-	8,989
Capital grants	-	-	21,928	21,928
	5,000	3,989	21,928	30,917

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

3. Income from donations and capital grants (continued)

	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Donations	2,720	-	2,720
Capital grants	-	67,633	67,633
Total 2019	<u>2,720</u>	<u>67,633</u>	<u>70,353</u>

4. Funding for the Academy Trust's educational operations

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	4,970,823	4,970,823
Pupil premium	-	309,985	309,985
Other DfE/ESFA revenue grants	-	404,045	404,045
	-	<u>5,684,853</u>	<u>5,684,853</u>
Other government grants			
Local authority revenue income	-	1,276,488	1,276,488
	-	<u>1,276,488</u>	<u>1,276,488</u>
Other funding			
Other income	49,869	62,291	112,160
	<u>49,869</u>	<u>62,291</u>	<u>112,160</u>
Exceptional government funding			
Coronavirus exceptional support	-	36,413	36,413
	-	<u>36,413</u>	<u>36,413</u>
	<u>49,869</u>	<u>7,060,045</u>	<u>7,109,914</u>

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding". The funding received for coronavirus exceptional support covers £36,413 of additional utilities, information technology, catering and cleaning costs. These costs are included in notes 7 and 9 below as appropriate

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

4. Funding for the Academy Trust's educational operations (continued)

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
DfE/ESFA grants			
General Annual Grant (GAG)	-	4,917,132	4,917,132
Pupil premium	-	328,927	328,927
Other DfE/ESFA revenue grants	-	196,210	196,210
	-	5,442,269	5,442,269
Other government grants			
Local authority revenue income	-	1,081,743	1,081,743
	-	1,081,743	1,081,743
Other funding			
Other income	69,037	119,719	188,756
	69,037	119,719	188,756
	69,037	6,643,731	6,712,768

There are no unfulfilled conditions or other contingencies attached to the government grants above.

5. Income from other trading activities

	Unrestricted funds 2020 £	Total funds 2020 £
Hire of facilities	174	174
Other income	27,823	27,823
	27,997	27,997

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

5. Income from other trading activities (continued)

	Unrestricted funds 2019 £	Total funds 2019 £
Hire of facilities	611	611
Other income	19,436	19,436
	<u>20,047</u>	<u>20,047</u>

6. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest receivable	<u>2,317</u>	<u>2,317</u>

	Unrestricted funds 2019 £	Total funds 2019 £
Bank interest receivable	<u>760</u>	<u>760</u>

7. Expenditure

	Staff Costs 2020 £	Premises 2020 £	Other 2020 £	Total 2020 £
Academy's educational operations:				
Direct costs	4,950,767	149,432	753,631	5,853,830
Allocated support costs	1,422,844	231,318	413,188	2,067,350
	<u>6,373,611</u>	<u>380,750</u>	<u>1,166,819</u>	<u>7,921,180</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

7. Expenditure (continued)

	Staff Costs 2019 £	Premises 2019 £	Other 2019 £	Total 2019 £
Academy's educational operations:				
Direct costs	4,380,654	154,703	635,530	5,170,887
Allocated support costs	1,315,025	256,367	448,995	2,020,387
	<u>5,695,679</u>	<u>411,070</u>	<u>1,084,525</u>	<u>7,191,274</u>

8. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Academy's educational operations	<u>5,853,830</u>	<u>2,067,350</u>	<u>7,921,180</u>

	Activities undertaken directly 2019 £	Support costs 2019 £	Total funds 2019 £
Academy's educational operations	<u>5,170,887</u>	<u>2,020,387</u>	<u>7,191,274</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2020 £	Total funds 2019 £
Staff costs	4,953,557	4,368,377
Depreciation	348,170	381,529
Technology costs	179,420	79,269
Educational supplies	158,669	124,104
Educational consultancy	139,070	110,771
Staff expenses	52,078	44,514
Other direct costs	22,866	62,323
	5,853,830	5,170,887

Analysis of support costs

	Total funds 2020 £	Total funds 2019 £
Pension finance cost	54,000	52,000
Staff costs	1,422,844	1,327,302
Technology costs	20,602	11,990
Premises costs	248,738	316,367
Other support costs	287,881	283,673
Legal fees	700	700
Governance costs	32,585	28,355
	2,067,350	2,020,387

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

9. Analysis of specific expenses

Included within expenditure are the following transactions:

	Total	Individual items above £5,000	
	£	Amount	Reason
		£	
Gifts made by the trust	3,662	-	

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2020	2019
	£	£
Operating lease rentals	105,224	110,248
Depreciation of tangible fixed assets - owned by charity	341,831	381,529
Amortisation of intangible assets	6,339	-
Fees paid to auditors for:		
- audit	9,300	9,000
- other services	16,235	19,355
	<u>16,235</u>	<u>19,355</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

11. Staff

a. Staff costs

Staff costs during the year were as follows:

	2020	2019
	£	£
Wages and salaries	4,640,102	4,254,741
Social security costs	404,604	364,696
Pension costs	1,315,773	1,001,749
	6,360,479	5,621,186
Agency staff costs	11,422	74,493
Staff restructuring costs	4,500	-
	6,376,401	5,695,679

Staff restructuring costs comprise:

	2020	2019
	£	£
Severance payments	4,500	-
	4,500	-

b. Staff numbers

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

	2020	2019
	No.	No.
Teachers	50	50
Administration and support	150	141
Management	11	9
	211	200

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

11. Staff (continued)

c. Higher paid staff

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

	2020	2019
	No.	No.
In the band £60,001 - £70,000	2	1
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	1	-
	<u><u> </u></u>	<u><u> </u></u>

d. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. 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 £893,118 (2019 - £834,353).

12. Related party transactions - trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2020	2019
		£	£
G Denham, Head Teacher	Remuneration	115,000 - 120,000	100,000 - 105,000
	Pension contributions paid	25,000 - 30,000	15,000 - 20,000

During the year ended 31 August 2020, no Trustee expenses have been incurred (2019 - £NIL).

13. Trustees' and Officers' insurance

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

14. Intangible assets

	Computer software £
Cost	
Additions	<u>19,208</u>
At 31 August 2020	<u>19,208</u>
Amortisation	
Charge for the year	<u>6,339</u>
At 31 August 2020	<u>6,339</u>
Net book value	
At 31 August 2020	<u><u>12,869</u></u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

15. Tangible fixed assets

	Long-term leasehold property £	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation					
At 1 September 2019	8,246,880	58,550	1,083,169	211,635	9,600,234
Additions	156,296	-	35,600	-	191,896
At 31 August 2020	<u>8,403,176</u>	<u>58,550</u>	<u>1,118,769</u>	<u>211,635</u>	<u>9,792,130</u>
Depreciation					
At 1 September 2019	969,283	36,400	874,076	126,009	2,005,768
Charge for the year	149,433	9,674	150,945	31,779	341,831
At 31 August 2020	<u>1,118,716</u>	<u>46,074</u>	<u>1,025,021</u>	<u>157,788</u>	<u>2,347,599</u>
Net book value					
At 31 August 2020	<u>7,284,460</u>	<u>12,476</u>	<u>93,748</u>	<u>53,847</u>	<u>7,444,531</u>
At 31 August 2019	<u>7,277,597</u>	<u>22,150</u>	<u>209,093</u>	<u>85,626</u>	<u>7,594,466</u>

Included in long leasehold property is land at valuation of £4,712,000 (2019: £4,712,000) which is not depreciated.

16. Debtors

	2020 £	2019 £
Due within one year		
Prepayments and accrued income	148,458	101,635
VAT recoverable	43,007	31,227
	<u>191,465</u>	<u>132,862</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

17. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	(1,256)	26,163
Other taxation and social security	103,225	92,686
Other creditors	95,180	81,205
Accruals and deferred income	252,826	210,495
	449,975	410,549
	2020	2019
	£	£
Deferred income at 1 September 2019	55,254	62,873
Resources deferred during the year	62,375	55,254
Amounts released from previous periods	(55,254)	(62,873)
	62,375	55,254

Deferred income relates to monies received from the ESFA relating to Infant Free School Meals for the 2020/21 school year.

Included within other creditors due in less than one year is a SALIX loan of £1,000 (2019: £1,000) from the ESFA which is provided on the following terms: interest is not charged and repayments will be made through a reduction in revenue grants over an 8 year payback.

18. Creditors: Amounts falling due after more than one year

	2020	2019
	£	£
Other loans	5,500	6,500

Other creditors falling due within more than one year is comprised of a SALIX loan of £5,500 provided on the following terms: interest is not charged and repayments will be made through a reduction of revenue grants over an 8 year payback from 2018. £500 of this loan is repayable after more than 5 years.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

19. Statement of funds

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
Unrestricted funds						
Unrestricted funds	341,561	85,183	(51,140)	-	-	375,604
Restricted general funds						
General Annual Grant (GAG)	397,689	4,970,823	(4,899,659)	(189,176)	-	279,677
Pupil premium	-	309,985	(309,985)	-	-	-
Other DfE/ESFA grants	-	404,045	(404,045)	-	-	-
Local authority income	409,176	1,276,488	(1,276,488)	-	-	409,176
Corona virus support	-	36,413	(36,413)	-	-	-
Other income	-	66,280	(66,280)	-	-	-
Pension reserve	(3,089,000)	-	(529,000)	-	(1,562,000)	(5,180,000)
	<u>(2,282,135)</u>	<u>7,064,034</u>	<u>(7,521,870)</u>	<u>(189,176)</u>	<u>(1,562,000)</u>	<u>(4,491,147)</u>
Restricted fixed asset funds						
Devolved formula capital	-	21,928	-	(21,928)	-	-
Fixed asset fund	7,594,466	-	(348,170)	211,104	-	7,457,400
	<u>7,594,466</u>	<u>21,928</u>	<u>(348,170)</u>	<u>189,176</u>	<u>-</u>	<u>7,457,400</u>
Total Restricted funds	<u>5,312,331</u>	<u>7,085,962</u>	<u>(7,870,040)</u>	<u>-</u>	<u>(1,562,000)</u>	<u>2,966,253</u>
Total funds	<u>5,653,892</u>	<u>7,171,145</u>	<u>(7,921,180)</u>	<u>-</u>	<u>(1,562,000)</u>	<u>3,341,857</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

19. Statement of funds (continued)

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

All general funds are held for the purposes of education in line with the Academy's objectives.

The General Annual Grant (GAG) represents the core funding for the educational activities of the school that has been provided to the Academy via the Education and Skills Funding Agency and the Department for Education. The GAG fund has been set up because the GAG must be used for the normal running costs of the Academy.

Other government grants and DfE/ESFA grants represent grants from the respective bodies.

The pension reserve fund has been created to separately identify the pension deficit inherited from the local authority upon conversion to Academy status, and through which all the pension scheme movements are recognised.

The transfers between the restricted funds and the restricted fixed asset funds represents amounts capitalised during the period.

The restricted fixed assets fund has been set up to recognise the tangible assets transferred to the Academy on conversion and purchased by the Academy following conversion.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2020.

Total funds analysis by academy

Fund balances at 31 August 2020 were allocated as follows:

	2020	2019
	£	£
Marish Primary School	669,434	808,134
Willow Primary School	395,023	340,292
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	1,064,457	1,148,426
Restricted fixed asset fund	7,457,400	7,594,466
Pension reserve	(5,180,000)	(3,089,000)
	<hr/>	<hr/>
Total	3,341,857	5,653,892
	<hr/> <hr/>	<hr/> <hr/>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

19. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2020 £
Marish Primary School	3,168,707	1,322,769	358,840	440,194	5,290,510
Willow Primary School	1,698,273	212,841	191,721	179,665	2,282,500
Academy Trust	4,866,980	1,535,610	550,561	619,859	7,573,010

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2019 £
Marish Primary School	2,814,469	1,056,461	304,734	438,328	4,613,992
Willow Primary School	1,566,185	290,841	116,248	222,479	2,195,753
Academy Trust	4,380,654	1,347,302	420,982	660,807	6,809,745

MARISH ACADEMY TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

19. Statement of funds (continued)

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

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
Unrestricted funds						
Unrestricted funds	322,187	89,844	(70,470)	-	-	341,561
Restricted general funds						
General Annual Grant (GAG)	426,260	4,917,132	(4,977,132)	31,429	-	397,689
Pupil premium	-	328,927	(328,927)	-	-	-
Other DfE/ESFA grants	-	196,210	(196,210)	-	-	-
Local authority income	-	1,081,743	(672,567)	-	-	409,176
Other income	-	122,439	(122,439)	-	-	-
Assets on conversion	30,088	-	-	(30,088)	-	-
Pension reserve	(2,132,000)	-	(442,000)	-	(515,000)	(3,089,000)
	<u>(1,675,652)</u>	<u>6,646,451</u>	<u>(6,739,275)</u>	<u>1,341</u>	<u>(515,000)</u>	<u>(2,282,135)</u>
Restricted fixed asset funds						
Devolved formula capital	95,177	67,633	-	(162,810)	-	-
Fixed asset fund	7,798,775	-	(381,529)	177,220	-	7,594,466
Capital maintenance fund	15,751	-	-	(15,751)	-	-
	<u>7,909,703</u>	<u>67,633</u>	<u>(381,529)</u>	<u>(1,341)</u>	<u>-</u>	<u>7,594,466</u>
Total Restricted funds	<u>6,234,051</u>	<u>6,714,084</u>	<u>(7,120,804)</u>	<u>-</u>	<u>(515,000)</u>	<u>5,312,331</u>
Total funds	<u><u>6,556,238</u></u>	<u><u>6,803,928</u></u>	<u><u>(7,191,274)</u></u>	<u><u>-</u></u>	<u><u>(515,000)</u></u>	<u><u>5,653,892</u></u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

20. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	7,444,531	7,444,531
Intangible fixed assets	-	-	12,869	12,869
Current assets	375,604	1,144,328	-	1,519,932
Creditors due within one year	-	(449,975)	-	(449,975)
Creditors due in more than one year	-	(5,500)	-	(5,500)
Provisions for liabilities and charges	-	(5,180,000)	-	(5,180,000)
Total	375,604	(4,491,147)	7,457,400	3,341,857

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	7,594,466	7,594,466
Current assets	341,561	1,223,914	-	1,565,475
Creditors due within one year	-	(410,549)	-	(410,549)
Creditors due in more than one year	-	(6,500)	-	(6,500)
Provisions for liabilities and charges	-	(3,089,000)	-	(3,089,000)
Total	341,561	(2,282,135)	7,594,466	5,653,892

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

21. Reconciliation of net expenditure to net cash flow from operating activities

	2020 £	2019 £
Net expenditure for the period (as per Statement of Financial Activities)	(750,035)	(387,346)
Adjustments for:		
Amortisation	6,339	-
Depreciation	341,831	381,529
Capital grants from DfE and other capital income	(21,928)	(67,633)
Defined benefit pension scheme finance cost	529,000	442,000
Increase in debtors	(59,268)	(27,472)
(Decrease)/increase in creditors	(47,698)	131,140
Dividends, interest and rents from investments	(2,317)	(760)
Net cash (used in)/provided by operating activities	(4,076)	471,458

22. Cash flows from financing activities

	2020 £	2019 £
Repayments of borrowing	(1,000)	(1,000)
Net cash used in financing activities	(1,000)	(1,000)

23. Cash flows from investing activities

	2020 £	2019 £
Dividends, interest and rents from investments	2,317	760
Purchase of intangible assets	(19,208)	-
Purchase of tangible fixed assets	(104,107)	(177,220)
Capital grants from DfE Group	21,928	67,633
Net cash used in investing activities	(99,070)	(108,827)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

24. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	<u>1,328,467</u>	<u>1,432,613</u>

25. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	1,432,613	(104,146)	1,328,467
Debt due after 1 year	(6,500)	1,000	(5,500)
	<u>1,426,113</u>	<u>(103,146)</u>	<u>1,322,967</u>

26. Pension commitments

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 Royal County of Berkshire. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £50,914 were payable to the schemes at 31 August 2020 (2019 - £80,705) and are included within creditors.

Teachers' Pension Scheme

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

26. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £435,956 (2019 - £267,047).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £529,000 (2019 - £447,000), of which employer's contributions totalled £407,000 (2019 - £340,000) and employees' contributions totalled £ 122,000 (2019 - £107,000). The agreed contribution rates for future years are 20.6 per cent for employers and 12.5 per cent 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

26. Pension commitments (continued)

Principal actuarial assumptions

	2020	2019
	%	%
Rate of increase in salaries	3.25	3.70
Rate of increase for pensions in payment/inflation	2.25	2.20
Discount rate for scheme liabilities	1.65	1.85
Inflation assumption (CPI)	2.25	2.20
Inflation assumption (RPI)	3.05	3.20

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

	2020	2019
	Years	Years
<i>Retiring today</i>		
Males	21.5	22.1
Females	24.1	24.0
<i>Retiring in 20 years</i>		
Males	22.9	23.7
Females	25.5	25.8

Sensitivity analysis

	2020	2019
	£000	£000
Discount rate +0.1%	7,898	5,538
Discount rate -0.1%	8,341	5,806
Mortality assumption - 1 year increase	8,413	5,867
Mortality assumption - 1 year decrease	7,830	5,480
CPI rate +0.1%	8,326	5,795
CPI rate -0.1%	7,912	5,548

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

26. Pension commitments (continued)

The Academy Trust's share of the assets in the scheme was:

	2020	2019
	£	£
Equities	1,714,000	1,436,000
Other bonds	385,000	375,000
Property	417,000	326,000
Cash and other liquid assets	278,000	203,000
Alternative assets	142,000	241,000
Total market value of assets	<u>2,936,000</u>	<u>2,581,000</u>

The actual return on scheme assets was £120,000 (2019 - £140,000).

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

	2020	2019
	£	£
Current service cost	(880,000)	(665,000)
Past service cost	-	(63,000)
Interest cost	(54,000)	(52,000)
Administrative expenses	(2,000)	(2,000)
Total amount recognised in the Statement of Financial Activities	<u>(936,000)</u>	<u>(782,000)</u>

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

	2020	2019
	£	£
Opening defined benefit obligation	5,670,000	4,184,000
Current service cost	880,000	665,000
Interest cost	106,000	112,000
Employee contributions	122,000	107,000
Actuarial losses	1,374,000	595,000
Benefits paid	(36,000)	(56,000)
Past service costs	-	63,000
Closing defined benefit obligation	<u>8,116,000</u>	<u>5,670,000</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

26. Pension commitments (continued)

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

	2020	2019
	£	£
Opening fair value of scheme assets	2,581,000	2,052,000
Interest income	52,000	60,000
Actuarial (losses)/gains	(188,000)	80,000
Employer contributions	407,000	340,000
Employee contributions	122,000	107,000
Benefits paid	(36,000)	(56,000)
Administration expenses	(2,000)	(2,000)
Closing fair value of scheme assets	2,936,000	2,581,000

	2020	2019
	£	£
The amount shown in the Statement of Financial Activities is:		
Changes in financial assumptions	(1,630,000)	(595,000)
Return on assets excluding amounts included in net interest	68,000	80,000
	(1,562,000)	(515,000)

	2020	2019
	£	£
The amount shown in the Balance Sheet is:		
Present value of defined benefit obligation	(8,116,000)	(5,670,000)
Fair value of scheme assets	2,936,000	2,581,000
Defined benefit pension scheme liability	(5,180,000)	(3,089,000)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

27. Operating lease commitments

At 31 August 2020 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020	2019
	£	£
Not later than 1 year	35,005	89,788
Later than 1 year and not later than 5 years	36,747	10,716
	<u>71,752</u>	<u>100,504</u>

28. 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.

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 Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial year:

H Henley (daughter of G Denham, trustee) were paid under contracts of employment in 2020 (2019 - E Denham and H Henley, daughters of G Denham, were paid under contracts of employment).

No other related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 12.