

# **Genesis Education Trust**

## **Annual Report and Financial Statements**

31 August 2021

Company Limited by Guarantee  
Registration Number  
10653595 (England and Wales)

## Contents

### Reports

Reference and administrative information	1
Trustees' report	2
Governance statement	15
Statement of regularity, propriety and compliance	19
Statement of Trustees' responsibilities	20
Independent auditor's report on the financial statements	21
Independent reporting accountant's report on regularity	26

### Financial statements

Statement of financial activities	28
Balance sheet	29
Statement of cash flows	30
Principal accounting policies	31
Notes to the financial statements	37

## Reference and administrative information

<b>Members</b>	Laurence Jones Fr Telen Salvador Mark Spener Ellis Graham Moss
<b>Trustees</b>	Graham Moss (Chair of the Trustees) Rev. Canon Ade Ademola (Vice-chair) Heather Boardman (resigned 8 October 2021) Lisa Collison Heather Fleetwood (appointed 23 November 2020) Beverley Hall Hilton Osagioduwa Idahosa Nicola King Paul Powell (resigned 13 July 2021) Prof. Susannah Quinsee (appointed 23 November 2020)
<b>Chief executive officer</b>	Beverley Hall
<b>Company Secretary</b>	Alison Brown
<b>Senior Management Team</b>	Beverley Hall (Chief Executive Officer) Amir Lemouchi (Deputy Executive Principal) Elaine McDonald-James (Chief Operations Officer) Jenni Matthews (Head of St Mary's School) Emma Cherry (Head of St Saviour's School) Sophie Newman (Head of St Margaret's School)
<b>Registered address</b>	St Mary's C Of E Primary School Brooke Road Walthamstow London E17 9HJ
<b>Company registration number</b>	10653595 (England and Wales)
<b>Auditor</b>	Buzzacott LLP 130 Wood Street London EC2V 6DL

## **Trustees' report** Year to 31 August 2021

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

The trust operates three Church of England schools within East London. The academies have a combined pupil capacity of 1,470. The MAT formed in April 2017 and is working with other schools and academies to support school to school improvement.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution**

The academy is a charitable company limited by guarantee and an exempt charity. The charitable company's Memorandum of Association is the primary governing document of the academy trust. The Trustees of Genesis Education Trust are also the directors of the charitable company for the purpose of company law. Details of the Trustees who served during the year are included in the Reference and administrative details on page 1.

#### **Members' liability**

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

#### **Trustees' indemnities**

The trust holds an insurance policy with the DfE Risk Protection Arrangement (RPA) which includes Trustees liability insurance. This qualifies as third-party indemnity insurance as defined under Section 236 of the Companies Act 2006.

#### **Principal activities**

The principal activity of the Academy is to advance, for the public benefit, education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad curriculum.

There were four members of the Academy Trust as at 31 August 2021.

#### **Method of recruitment and appointment or election of Trustees**

The Trustees are appointed under the rules contained within the Trust's Memorandum and Articles of Association and Membership of the board of Trustees in accordance with the structure contained within it. The number of Trustees and the appointments made are in line with the guidance in the Articles of Association.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT** (continued)

### **Policies and procedures adopted for the induction and training of Trustees**

All newly appointed Trustees are given induction training which reflects their previous experience. The Trust will undertake an annual skills audit of Trustees and, when gaps are identified, training courses will be offered to address these issues. Any declarations of interest are requested at each full Trust Board meeting. A declaration of interest form is completed by each member of the Trust Board and each member of the Senior Management Team; these forms are monitored in order to identify any conflicts of interest.

### **Organisational structure**

The Trustees are responsible for exercising oversight of the governance and management of the Trust. In exercising their responsibilities, trustees consider the advice given by the CEO, other executive officers and Local Governing Bodies (LGBs), as appropriate.

The Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the Trust by use of results and budgets; making major decisions about the direction of the Trust, capital expenditure and senior staff appointments.

### **Pay policy for key management personnel**

The remuneration of key management personnel is determined by the LGB Personnel Committee. The committee is guided by the Pay Policy and supported by an HR partner ensuring that all available relevant information is considered including legislative obligations, teaching and support pay scales in relation to salaries and settlement levels, internal differentials, recruitment difficulties, the proposed cost and ability to pay.

### **Trade union facility time**

Genesis Education Trust has no employees who were relevant union officials during this reporting period.

### **Connected organisations, including related party relationships**

There are no related parties which either control or significantly influence the decisions and operations of the Trust. The principal related party with which the Academy Transacts is the Little Learners Nursery Group, of which Elaine McDonald-James is a director. Transactions with this organisation and with trustees are disclosed in the notes to the financial statements.

## OBJECTIVES AND ACTIVITIES

### Objects and aims

- ◆ To create a safe, secure and positive environment where young people feel listened to and valued.
- ◆ To develop a stimulating, flexible curriculum in order to meet the needs and aspirations of different individuals.
- ◆ To create varied learning and enrichment opportunities to encourage the personal development of young people so that they gain the positive attributes and ethical grounding needed to make a valuable contribution to society.
- ◆ To develop high quality teaching and learning provision alongside effective pupil support structures, so that every child is able to achieve their full academic potential.
- ◆ To ensure access to relevant, engaging and effective professional development opportunities so that staff, as well as pupils, become lifelong learners.
- ◆ To collaborate with the wider community and work in partnership with relevant organisations in order to enhance our educational provision and strengthen community spirit.
- ◆ To ensure high quality and effective communication and consultation with staff, pupils, parents/carers and the wider community.
- ◆ To be an innovative and flexible organisation, receptive to new ideas that will bring further improvement to our learning community.

### Vision statement

To deliver high quality and distinctive educational services that reflects our community.

### Vision and values

The Genesis Education Trust is the collaboration with partnership agreement between The Federated Schools of St Mary's and St Saviour's, Walthamstow with St Margaret's in Barking – forming an Independent Church Multi-Academy Trust with a desire to strengthen Church of England unity within East London by implementing the good/outstanding provision we offer.

Our schools have the shared belief that each child deserves a quality education and we are committed to improving each child's life chances by providing aspirational learning experiences. Each school wants to ensure that pupils and staff achieve their full potential: believing in excellence through distinctiveness. We have designed a curriculum that gives pupils the opportunity to look beyond themselves, ask 'big questions' and think globally about life, developing an understanding of disadvantage and deprivation. We encourage our schools to become involved with their community, providing opportunities for pupils to engage in social action and to understand how they can challenge injustice. Outstanding SIAMS reports at each of our schools show that each of the school delivers, within a Christian context, the best educational, spiritual, physical, social and emotional outcomes for children and their families.

## **OBJECTIVES AND ACTIVITIES** (continued)

### **Vision and values** (continued)

Our vision and its associated values develops aspiration and the **G**rowing greatness in our pupils, giving them the **E**motional resilience to cope well when things are difficult and the perseverance to overcome barriers to their own learning and to make positive choices through **T**ransformational learning. We ensure that new learning is linked to previous learning so that important connections are made and so that knowledge becomes meaningful and memorable. In addition we ensure that children further their cultural capital through our enrichment programmes. Children are empowered by exposure to the best of arts, culture and humanities, using this as their inspiration and foundation for future growth

During the periods of lockdown we provided a full timetable of lessons to pupils in school and at home. Those children who were working remotely were involved in live lessons every morning that mirrored those that were taking place in school. We matched afternoon timetables and children could access all areas of the curriculum effectively. Our staff closely monitored pupil engagement and followed up missed work and children who were not online. This meant that the large majority of pupils were engaged, producing work to the same standards as those pupils working in school and were provided with individual feedback on a daily basis, to ensure that they were making good progress, misconceptions were addressed and AfL (Assessment for Learning) was in place

We actively seek opportunities through our outreach work and school improvement and in our academy leadership; we are currently supporting a number of schools across London and beyond. We are working within a teaching school hub with a comprehensive strategy dedicated to supporting teachers, with the aim of raising teacher quality and effectiveness. We have continued to provide high quality training and support remotely, when face to face support was no longer advised. This has taken the form of leading schools in their approach to remote learning, delivering live lessons and ensuring pupil engagement. Since pupils have returned to school much of the support is around addressing the impact of lost learning by pupils due to their extended absence from school. Our MAT is now well established and our systems, vision and aims are embedded. We are secure in our effectiveness and recognise that our vision is realised through effective operational delivery. We plan effective CPD for our staff to ensure that they have expert knowledge of the subjects they teach and enable pupils to understand all key concepts

The Trust has launched a successful Accelerated Leadership Programme. This was introduced to address the growth in leadership positions caused by an increased number of roles in academy trusts. Research shows there is already a current need for between 2,000-3,000 additional leaders and half of the existing leadership pool is expected to leave education within the next six years due to retirement and leaders leaving the profession early. It is therefore essential that we provide a career pathway to accelerate more people into leadership roles and increase the retention of valuable staff; encouraging those with potential to consider leadership, particularly those from underrepresented groups. We have the programme this year, with excellent results and as a result will roll the programme out year on year.

## **OBJECTIVES AND ACTIVITIES** (continued)

### **Vision and values** (continued)

Our aim is for our pupils to be lifelong learners and as educators we are no different. We have revised our coaching model and now operate a systematic approach with three clear steps to success: demonstration, team teaching and observation. This format provides a clear purpose and clarity for both the coach and coachee to follow, outlining clearly our desired outcome for all those involved. In addition, all staff have access to bespoke CPD and this provides a strong dimension of teachers' professional learning in school. We have created a model of improvement that facilitates coaching for all staff members and it is built into all aspects of CPD in our schools, ensuring that a large proportion of our CPD is strategic in essence. We recognise that effective coaching creates opportunities for trusting, open, professional relationships to be enhanced and these help to develop our ongoing cycle of school improvement. The desired outcome of the mentor/coaching model is that it leads teachers to become self-directed. Staff become proficient at identifying their own needs, their ability to determine their goals and their ability to define the sources they need in order to further develop. They have the ability and experience to choose appropriate strategies and evaluate outcomes without the support of others. They take primary charge of their own development, setting clear goals for themselves and shaping their development in line with these goals, monitoring their own progress and evaluating outcomes.

At the Genesis Education Trust we recognise that the most important factor in any school is to make certain that everything possible has been put in place to ensure that each child succeeds. We recognise that our teachers' practices must be outstanding and have created a unique and proven approach alongside a creative curriculum that provides this. We invest heavily in teaching and learning as we are committed to giving all children the best possible chance. We support and develop our staff and are always seeking to develop the path to success for our current staff members, including the introduction of our Accelerated Leadership Programme.

## **STRATEGIC REPORT**

### **Achievements and performance**

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

#### **OFSTED**

St Mary's C of E School – Outstanding (March 2016)

St Saviour's C of E School – Outstanding (September 2019)

St Margaret's Barking – Good (October 2019)

#### **SIAMS**

St Mary's C of E School – Outstanding (June 2016)

St Saviour's C of E School – Outstanding (May 2015)

St Margaret's Barking – Excellent (January 2020)

## **STRATEGIC REPORT** (continued)

### **Data**

The government announced that all the statutory testing that was due to take place in schools and colleges in England during the summer term 2021 was cancelled and that it would not be necessary for schools or colleges to publish educational performance data based on tests, assessments or exams for 2021. This was one of the steps taken in light of the pandemic (COVID-19).

We recognise that there will be significant lost learning for the period from January 2021 until March 2021 and we have put a series of specific accelerated learning plans into place to ensure that our pupils continue to reach their potential. The process through which skills are formed is dynamic – knowledge builds on knowledge and we recognise therefore that there is a need to catch up the lost learning quickly, so that the loss does not compound and lead to further educational issues.

### **Flood damage**

Unprecedented rainfall in July resulted in extensive flooding in our three schools and we have had to work on detailed project recovery plans to limit the impact of the flooding on the teaching and learning in our schools. At St Saviour's, the damage was limited to the outside areas and therefore repairs were made quickly. In St Margaret's it affected four classrooms and some office space; however, in St Mary's the flood water has caused extensive damage to the entire ground floor. This has meant an ongoing programme of building works, repair and renovations that will last a significant number of months. To address our limited space whilst works are carried out, mobile classrooms and a marquee lunch hall have been erected in the playground. We will continue to work on mitigating any impact on our pupils through effective planning and quality first teaching.

### **Going concern**

The Trust has reviewed and considered budgets and forecasts alongside the Academy Trust's ongoing development plan. Our financial position is stable and this will remain the case for the foreseeable future. There have been no financial uncertainties and our level of reserves has increased. Our catch up funding has been used to support pupils in three ways; teaching, targeted academic support and through wider strategies, for example courageous advocacy for pupils targeting loneliness in our community.

Our catch up teaching involves quality teaching supported by evidence, informed CPD foci on phonics, mental maths and remote learning and the assessment of attainment gaps, with a quick targeted response in place to eradicate 'lost learning' rapidly. We have also provided effective live remote teaching practices to ensure expectations of pupil outcomes remain high regardless whether learning from home or in school. This has all been provided in class, through interventions and using additional support.

Our nurseries have continued to operate throughout the year and the letting of additional space to the nurseries has accrued additional money through the rent charges. This additional funding stream has offset the decrease in the fees generated by breakfast and after school clubs, which fell during the period of lockdown as a result of fewer pupils being in school and many parents being furloughed and therefore not requiring the wrap around care.

## **STRATEGIC REPORT** (continued)

### **Going concern** (continued)

The Trustees have a reasonable expectation based upon these measures 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.

## **Financial review**

### ***Financial report for the year***

Net expenditure across all funds for the year was £424,613 (2020 – net expenditure of £526,669). In addition, an actuarial loss on the defined benefit pension scheme of £158,000 (2019 – a gain of £23,000) was recognised. After excluding expenditure recognised in the pension fund of £350,000 (2020 – £301,000), and movements in the fixed asset fund, being capital grants of £311,258 (2020 – £28,805) depreciation of £143,722 (2020 – £146,216) and improvements made to church school buildings of £285,443 (2020 – £166,082), the operational surplus (before transfers between funds) of the trust for the year was £29,294 (2020 – a surplus of £8,677).

The results for the period are shown on page 28.

The Academy had net liabilities at 31 August 2021 of £3,733,286 (2020 – £3,150,673), including a fixed asset fund of £360,177 (2020 – £480,122) and a deficit on the pension reserve of £4,498,000 (2020 – £3,990,000). Excluding these funds, the Academy had £404,537 (2020 – £359,205) of reserves at 31 August 2021 comprised solely of unrestricted funds in at both balance sheet dates. The net liability position is therefore largely driven by pension obligations of £4,498,000 (2020 – £3,990,000). The buildings of the schools within the Trust are owned by the Diocese, and for this reason they are not recognised within the accounts. This has the effect of severely reducing the value fixed assets relative to the LGPS liability, which directly impacts the total Net Asset/Liability position. Having taken this into consideration, the Trustees have assessed the Trust's level of operational reserves and consider it appropriate to prepare the accounts on a going concern basis.

### ***Reserves policy***

Our MAT has effective financial stewardship to enable it strategically to achieve efficiencies and economies of scale. We plan ahead and put robust, consistent systems in place for our medium- and long-term efficiency and sustainability; including financial planning and budget forecasting. All this is aligned with the vision for our MAT, anticipating possible changes and planning ahead making us more resilient and well placed to mitigate any risks.

## **STRATEGIC REPORT** (continued)

### **Financial review** (continued)

#### ***Reserves policy*** (continued)

As a result of the regular monitoring and reviewing of our financial position we keep a reserve or contingency that is appropriate to all possible situations. The Trustees have set a target level of reserves of between £300,000 and £400,000, being the majority of one month's payroll costs. The level of free reserves at 31 August 2021 stood at £404,537. Whilst this is marginally higher than the target as stated in the reserves policy, the Trustees consider this level of reserves to be appropriate given the uncertainties of the ongoing Coronavirus pandemic. Although the cost of repairing the damage caused by the recent flooding at St Mary's School will be met by the ESFA's Risk Protection Arrangement, the trustees also consider it prudent to hold a buffer of reserves in case of unforeseen costs which may not be met by the scheme.

#### ***Capital policy***

##### *Purpose*

Academies are expected to create reserves from their annual GAG funding. During the early years of operation GAG Funding levels create little opportunity to achieve a surplus. Currently, the DfE provides minimal funding in the way of Devolved Formula Capital Grant. In addition academies are able to bid for a share of the Academies Capital Maintenance Fund.

The Board of Genesis Education Trust ("the Trust") require a capital reserve to be created to fund future capital expenditure.

##### *Scope*

The Chief Operations Officer, in conjunction with the Chief Executive Officer, is responsible for ensuring compliance with Trust Policies and Procedures.

##### *Procedure*

The Chief Operations Officer should propose a capital reserve schedule to the Trustees identifying the need to replace assets and the related sums required.

##### *Purpose*

The Trustees should agree the value of capital reserves to be created in a year as part of the budget approval process. Funds should be transferred to a separate bank account at such a time that is clear that to do so would not create a deficit cash flow situation.

Any separate bank account should have instant access in order to ensure any "unknown" major expenditure can be moved to the current account in order to ensure cash flow does not indicate a deficit. Spend of the capital reserve fund should only occur as agreed budgeted spend which is approved by the Trustees as part of the budget process.

## **STRATEGIC REPORT** (continued)

### **Financial review** (continued)

#### ***Revenue policy***

##### *Purpose*

Academies are expected to hold contingency reserves from their annual GAG funding or other income. The Trustees require a revenue reserve to be created to fund future expenditure related to the Trust's strategic long-term aims and developments.

##### *Scope*

The Chief Operations Officer, in conjunction with the Chief Executive Officer, is responsible for ensuring compliance with the Trust's Policies and Procedures.

##### *Procedure*

The policy of the Trust is to carry forward a prudent level of resources designed to meet the long-term cyclical needs of renewal and any other unforeseen contingencies, subject to the constraint that the level of resources does not exceed the level permitted by the DfE.

This Policy will be reviewed by the Board on a 3-yearly cycle and must be signed by the Chair of Trustees and Chief Executive Officer.

#### ***Material investments policy***

##### *Purpose and scope*

The purpose of the Investments Policy is to set out the processes by which Genesis Education Trust ("the Trust"). The Trustees will meet their duties under the Trust's Articles of Association and Academies Financial Handbook issued by the EFSA to invest monies surplus to operational requirements in furtherance of the Trust's charitable aims and to ensure that investment risk is properly and prudently managed.

##### *Definition of duties*

The Trust's Articles gives the Trustees the power "to expend the funds of the Trust in such manner as they shall consider most beneficial for the achievement of the Objects and to invest in the name of the Trust such part of the funds as they may see fit and to direct the sale or transposition of any such investments and to expend the proceeds of any such sale in furtherance of the Objects."

Whilst the Board of Trustees has responsibility for the Trust's finances, the Scheme of Delegation approved by the Board of Trustees delegates responsibility to the Finance and Resources Committee to approve the Investments Policy to manage, control and track financial exposure, and ensure value for money; to review the trust's investments and investment policy on a regular basis.

## **STRATEGIC REPORT** (continued)

### **Financial review** (continued)

#### ***Material investments policy*** (continued)

The Chief Operations Officer is responsible for producing reliable cash flow forecasts as a basis for decision making. They are responsible for making investment decisions that comply with this Policy and for providing sufficient management information to the Finance Committee so it can review and monitor investment performance.

#### *Objectives*

The investment objectives are:

- ◆ To achieve best financial return available whilst ensuring that security of deposits takes precedence over revenue maximisation.
- ◆ Only invest funds surplus to operational need based on all financial commitments being met without the Trust bank account becoming overdrawn.

By complying with this policy, all investment decisions should be exercised with care and skill and consequently be in the best interests of the Trust, commanding broad public support.

#### *Investment strategy*

Investment risk will be managed through asset class selection and diversification to ensure that security of deposits takes precedence over revenue maximisation.

For selection, assets will only be considered with banking institutions which have credit ratings assessed by Fitch and/ or Moody to show good credit quality.

To manage the risk of default, deposits should be spread by banking institution and be subject to a maximum exposure of £500,000 with any Prudential Regulation Authority authorised institution by the Bank of England (refer to Financial Conduct Authority (FCA)). Whilst this exceeds the protection limit of £75,000 provided by the FCA it is accepted that it is not always practicable to find a sufficient number of investments of this size that meet the prudent criteria outlined in this policy.

#### ***Spending and liquidity policy***

Decisions on how much to invest and how long to invest for, will be based on operational requirements, demonstrated by cash flow forecasts produced by the Chief Operations Officer. The cash flow forecasts will take account of the annual budget and spending plans approved by the Board of Trustees and updated on a monthly basis.

A sufficient balance must be held in the current account so that the Trust's financial commitments can always be met without the bank account going overdrawn. The size of the balance will be determined by a forecast of future need and kept under review.

## STRATEGIC REPORT (continued)

### Financial review (continued)

#### ***Spending and liquidity policy (continued)***

Investments for a fixed term should not normally exceed one year in order to provide flexibility for the following year's plans, unless a clear rationale is provided for exceeding one year to the benefit of the Trust.

#### ***Monitoring and review***

The Trust has authorised signatories, two of which are required to sign instructions to the deposit taking institution.

The Chief Operations Officer will monitor the cash position and cash flow forecast and report investments held and the performance of investments against objectives to the Finance Committee at appropriate intervals, depending on the terms of the investments. For example, if investments are held one year then an annual report is appropriate.

This Investment Policy has been approved by the Finance Committee; it is reviewed by the Finance Committee on an annual basis to ensure continuing appropriateness.

#### **Principal risks and uncertainties**

The risks facing any academy trust are varied and complex and the Board of Trustees are very well aware of these risks.

The Trustees confirm that the major risks facing the Academy Trust have been identified and addressed. This has been undertaken through work of the Board of Trustees, Committees and the work of the Academy Leadership Teams.

The Trustees consider that the principal risks currently facing the Academy Trust are:

- ◆ **Pupil numbers:** Due to the demographics of the area of all three schools there is a risk of falling pupil numbers. This risk is mitigated by the parents from the nursery choosing to send their children to the schools, resulting in numbers being stable.
- ◆ **The impact of Covid-19 on income:** The income from breakfast and after school clubs may be affected if there is another lockdown due to COVID. This is mitigated by the rental income received from the nursery and additional rental income due to the nursery requiring additional rooms and seconded staff to assist with the "bubble" system

The risk register aims to ensure that the Genesis Trust complies with risk management best practice and sets out the current processes and responsibilities for risk management in the MAT. The requirements can be summarised as:

- ◆ The Trustees acknowledge their responsibility for the system of internal control.
- ◆ An ongoing process is in place for identifying, evaluating and managing all significant risks.

## **STRATEGIC REPORT** (continued)

### **Financial review** (continued)

#### **Principal risks and uncertainties** (continued)

- ◆ An annual process is in place for reviewing the effectiveness of the system of internal control.
  
- ◆ There is a system in place to deal with internal control weakness or failures.

In assessing what constitutes a sound system of internal control, consideration should be given to:

- ◆ The nature and extent of the risks facing the organisation.
- ◆ The extent and categories of risk which it regards as acceptable.
- ◆ The likelihood of the risks concerned materialising.
- ◆ The organisation's ability to reduce the incidence and impact of the risks that do materialise.

The trust will ensure there is sufficient risk management in place to ensure that it and its schools remain compliant with legal and moral requirements. Such mitigations should ensure compliance with financial, operational as well as Health and Safety regulations, including activities that ensure safe working practice. These controls will be managed through a timetabled testing/audit system.

## **FUNDRAISING**

The Academy Trust aims to achieve best practice in the way in which it communicates with supporters. It takes care with both the tone of its communications and the accuracy of its data to minimise the pressures on supporters. It applies best practice to protect supporters' data and never sells data, it never swaps data with other organisations, and ensures that its communication preferences can be changed at any time. The Academy Trust manages its own fundraising activities and does not employ the services of Professional Fundraisers. It undertakes to react to and investigate any complaints regarding its fundraising activities and to learn from them and improve its service. During 2020/21, the Charity received no complaints about its fundraising activities.

## **PLANS FOR THE FUTURE**

We will continue to focus on the outreach work and the support we are giving to schools in Waltham Forest and beyond. We aim to increase the variety of training that we can offer, providing a cohesive approach to training and development as a way of driving school improvement. We will continue with our professional development, leadership training, school-to-school support, promoting specialist leaders of education. We have begun a new initiative of an Accelerated Leaders Programme.

This will give teachers within our MAT the opportunity to develop mentoring skills, gaining professional and leadership development which in turn provides more opportunities for promotion, aiding in our retention of good teachers.

**PLANS FOR THE FUTURE** (continued)

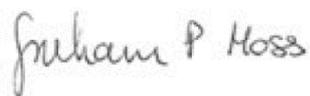
Following the year end, the Trust continued to assess and respond to the damage caused by flooding at St Mary's School and repair works will continue until such a time as the school building is once again safe for staff and students.

**DISCLOSURE OF INFORMATION TO AUDITORS**

In so far as the Trustees are aware:

- ◆ there is no relevant audit information of which the charitable company's auditor are unaware; and
- ◆ that Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

The Trustees' Report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, and signed on its behalf by:



**Graham Moss**

Chair of Trustees

Date: 9/12/2021

### **Scope of responsibility**

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

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

### **Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 3 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Graham Moss (Chair of the Trustees)	3	3
Rev Canon Ade Ademola (Vice Chair)	3	3
Heather Boardman	3	3
Lisa Collison	3	3
Heather Fleetwood	2	2
Beverley Hall	3	3
Hilton Osagioduwa Idahosa	1	3
Nicola King	2	3
Paul Powell	3	3
Prof Susannah Quinsee	3	3

Whilst the Academy Trust's Board of Trustees has met fewer than six times during the course of the financial year, the Trustees are of the opinion that that they have been able to maintain sufficient oversight of the Academy Trust's finances through the establishment of the Audit & Finance Committee. The purpose of this sub-committee is to assist the decision-making of the full Board of Trustees by enabling more detailed consideration of the Academy's finances and resources. The Committee draws any matters of significance or concern to the attention of the full Board of Trustees.

All directors and governors take part in an annual skills audit in which they identify areas of strengths and areas that need development. The trust use this information to provide training and support as well as identifying key skills required from new governors or board members. Board members are recruited from the local community, church and Academy Ambassadors to help fill areas where there are skills required. The Trust is a member of the National Governance Association and the trustees receive periodic external training through this forum, which also provides external reviews of the Trust's governance practices.

**Governance** (continued)

The Finance Committee is a sub-committee of the main board of trustees. Its purpose is to:

- ◆ Draw any matters of significance or concern to the attention of the Governing Body;
- ◆ Consider and recommend acceptance or non-acceptance of the Academy Budget for approval at the start of each financial year;
- ◆ Monitor and review expenditure on a regular basis and ensure compliance with overall financial planning and ESFA financial regulations;
- ◆ Consider the appointment of the external auditor, the nature and scope of the external audit and any problems or reservations arising from the external audit; and
- ◆ To review the internal audit function, considering any major findings and management's responses, as well as ensuring co-ordination between the internal and external auditors.

Attendance at meetings during the year was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of possible</b>
Rev Canon Ade Ademola (Chair)	3	3
Beverley Hall	3	3
Graham Moss	3	3
Lisa Collison	2	3

**Review of Value for Money**

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

The Accounting Officer considers how the academy'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 has delivered improved value for money during the year by:

We ensure that our Trust's use of resources has provided good value for money by securing the best possible outcomes for pupils, in the most efficient and effective way. Our main educational aims are to improve teaching and learning, pupil attainment, curriculum and leadership and management. All this needs to be achieved through the best value practise that ensures quality in all areas and reviews and evaluates impact.

Our MAT is also mindful of best value within every transaction we make. We explore alternative purchasing options, implementing tender processes where necessary and actively seek opportunities to procure products and services across a number of schools to create economies of scale, driving down costs and negotiating favourable rates. We review all contracts annually to ensure they remain fit for purpose. Continuing to make effective use of information about student progress for teachers to use to tailor teaching approaches and interventions, motivate students and to involve and inform parents and carers.

**Review of Value for Money** (continued)

The Trust continued to pay suppliers in line with its normal procedures. There have been no detrimental impacts to suppliers as a result of this decision and the requirement to obtain value for money has not been affected in any way.

**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 ongoing process designed to identify and prioritise the risks to the achievement of academy 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 Genesis Education Trust for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The board of trustees has reviewed the key risks to which the academy 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 ongoing process for identifying, evaluating and managing the academy's significant risks, that has been in place for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

**The risk and control framework**

The academy'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 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; and
- ◆ identification and management of risks. The board of trustees has considered need for a specific internal audit function in the light of the newly revised FRC ethical standard and has appointed Landau Baker and Strictly Education as its internal auditors.

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

**The risk and control framework** (continued)

- ◆ a review of the Trust's core financial controls (Autumn Term);
- ◆ a review of governance arrangements (Spring Term); and
- ◆ a School Resource Management (SRM) review (Summer Term).

There were no significant adverse findings from these visits and recommendations have been duly considered and actioned where necessary.

On an annual basis, the auditor reports to the board of trustees through the audit committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities.

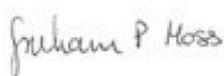
**Review of effectiveness**

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

- ◆ the work of the internal auditors;
- ◆ the work of the external auditor;
- ◆ the financial management and governance self-assessment process; and
- ◆ the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the board of trustees and signed on their behalf, by:



Graham Moss  
(Chair of Trustees)

Date: 9<sup>th</sup> December 2021



Beverley Hall  
(Accounting Officer)

Date:

9<sup>th</sup> December  
2021

**Statement of regularity, propriety and compliance** 31 August 2021

As accounting officer of Genesis Education Trust I have considered my responsibility to notify the academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy, under the funding agreement in place between the academy 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 2020.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial Handbook 2020.

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.



Beverley Hall  
Accounting Officer

Date: 9/12/2021

## Statement of trustees' responsibilities 31 August 2021

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

Company law requires the 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 Academy and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

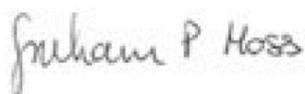
- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities' SORP FRS 102 and the Academies Accounts Direction 2020 to 2021;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Academy will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Academy's transactions and disclose with reasonable accuracy at any time the financial position of the Academy 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 Academy 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 Academy applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the Academy'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 and signed on its behalf by:



Graham Moss (Chair of Trustees)

Date: 9<sup>th</sup> December 2021

**Independent auditor's report to the members of Genesis Education Trust**

**Opinion**

We have audited the financial statements of Genesis Education Trust (the 'charitable company') for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), 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) (the Charities SORP 2019) and the Academies Accounts Direction 2020 to 2021.

In our opinion, the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

**Conclusions relating to going concern** (continued)

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

**Other information**

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

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

We have nothing to report in this regard.

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

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

- ◆ the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the 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; and

**Matters on which we are required to report by exception** (continued)

- ◆ we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the charitable company through discussions with management, and from our knowledge of the academy trust sector;
- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;

**Auditor's responsibilities for the audit of the financial statements** (continued)

- ◆ we considered the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP FRS102, the Academies Accounts Direction 2020 to 2021, the Academies Financial Handbook 2020, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of trustees' meetings and papers provided to the trustees
- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

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

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

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

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

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

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reviewing the minutes of trustees' meetings;
- ◆ enquiring of management and those charged with governance as to actual and potential litigation and claims;
- ◆ reviewing any available correspondence with Ofsted, ESFA and HMRC; and

**Auditor's responsibilities for the audit of the financial statements** (continued)

- ◆ the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

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

**Use of our report**

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



Hugh Swainson (Senior Statutory Auditor)  
For and on behalf of Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

Date: 14.12.2021

**Independent reporting accountant assurance report on regularity to Genesis Education Trust and Skills Funding Agency**

In accordance with the terms of our engagement letter dated 13 August 2020 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Genesis Education Trust during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Genesis Education Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Genesis Education 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 Genesis Education Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Genesis Education Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Genesis Education Trust's funding agreement with the Secretary of State for Education dated 29 March 2017 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

**Approach** (continued)

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's income and expenditure.

The work undertaken to draw our conclusions includes sample testing of the following:

- ◆ An assessment of the risk of material irregularity and impropriety across all of the Academy Trust's activities;
- ◆ Further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- ◆ Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

**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 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

 Hugh Swainson

Reporting Accountant  
Buzzacott LLP  
Chartered Accountants  
130 Wood Street  
London  
EC2V 6DL

Date: 14.12.2021

**Statement of financial activities (including an income and expenditure account)**  
Year to 31 August 2021

	Notes	Restricted funds			2021 Total funds £	2020 Total funds £
		Unrestricted funds £	General funds £	Fixed asset funds £		
<b>Income from:</b>						
Donations and capital grants	1	—	—	325,258	<b>325,258</b>	106,757
Charitable activities: funding for the trust's educational operations	2	—	7,032,101	—	<b>7,032,101</b>	7,196,025
Other trading activities	3	1,624,798	—	—	<b>1,624,798</b>	1,626,340
Investments	4	67	—	—	<b>67</b>	1,198
<b>Total income</b>		<u>1,624,865</u>	<u>7,032,101</u>	<u>325,258</u>	<b>8,982,224</b>	<u>8,930,320</u>
<b>Expenditure on:</b>						
Charitable activities: academy trust's educational operations	5,6	1,579,533	7,398,139	143,722	<b>9,121,394</b>	9,290,907
Grants	7	—	—	285,443	<b>285,443</b>	166,082
<b>Total expenditure</b>		<u>1,579,533</u>	<u>7,398,139</u>	<u>429,165</u>	<b>9,406,837</b>	<u>9,456,989</u>
<b>Net income (expenditure)</b>	8	45,332	(366,038)	(103,907)	<b>(424,613)</b>	(526,669)
Transfers between funds	17	—	16,038	(16,038)	—	—
<b>Net movement in funds before other recognised gains (losses)</b>		<u>45,332</u>	<u>(350,000)</u>	<u>(119,945)</u>	<b>(424,613)</b>	<u>(526,669)</u>
<b>Other recognised (losses) gains</b>						
Actuarial (losses) gains on defined benefit pension scheme	19	—	(158,000)	—	<b>(158,000)</b>	23,000
<b>Net movement in funds</b>		<u>45,332</u>	<u>(508,000)</u>	<u>(119,945)</u>	<b>(582,613)</b>	<u>(503,669)</u>
<b>Reconciliation of funds</b>						
Total fund balances brought forward at 1 September 2020		<u>359,205</u>	<u>(3,990,000)</u>	<u>480,122</u>	<b>(3,150,673)</b>	<u>(2,647,004)</u>
<b>Total fund balances carried forward at 31 August 2021</b>		<u>404,537</u>	<u>(4,498,000)</u>	<u>360,177</u>	<b>(3,733,286)</b>	<u>(3,150,673)</u>

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

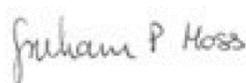
All of the Academy Trust's income and expenditure during the year derived from continuing operations.

The notes on pages 37 to 54 form part of these financial statements.

Balance sheet 31 August 2021

	Notes	2021 £	2021 £	2020 £	2020 £
<b>Fixed assets</b>					
Tangible fixed assets	14		<u>360,177</u>		<u>480,122</u>
			<b>360,177</b>		<b>480,122</b>
<b>Current assets</b>					
Debtors	15	<b>294,963</b>		609,957	
Cash at bank and in hand		<u>1,276,136</u>		<u>384,476</u>	
		<b>1,571,099</b>		994,433	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	16	<u>(1,166,562)</u>		<u>(635,228)</u>	
<b>Net current assets</b>			<u><b>404,537</b></u>		<u>359,205</u>
<b>Total assets less current liabilities</b>			<u><b>764,714</b></u>		<u>839,327</u>
<b>Net assets excluding pension scheme liability</b>			<b>764,714</b>		839,327
Defined benefit pension scheme liability	19		<u>(4,498,000)</u>		<u>(3,990,000)</u>
<b>Total net liabilities</b>			<u><b>(3,733,286)</b></u>		<u>(3,150,673)</u>
<b>Funds of the Academy</b>					
<b>Restricted funds</b>					
. Fixed assets fund	17	<b>360,177</b>		480,122	
. Restricted income funds	17	—		—	
. Pension reserve	17	<u>(4,498,000)</u>		<u>(3,990,000)</u>	
<b>Total restricted funds</b>	17		<u><b>(4,137,823)</b></u>		<u>(3,509,878)</u>
<b>Unrestricted income funds</b>	17		<u><b>404,537</b></u>		<u>359,205</u>
<b>Total funds</b>			<u><b>(3,733,286)</b></u>		<u>(3,150,673)</u>

The financial statements on pages 28 to 54 were approved and authorised for issue by the Trustees and signed on their behalf by:



Graham Moss  
Chair of the Trustees



Beverley Hall  
Accounting Officer

Date: 9<sup>th</sup> December 2021

Date: 9/12/2021

Genesis Education Trust  
Company Limited by Guarantee  
Registration Number: 10653595 (England and Wales)

**Statement of cash flows** Year to 31 August 2021

	Note	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	A	875,689	29,428
<b>Cash flows from investing activities</b>			
	B	15,971	(164,927)
<b>Change in cash and cash equivalents in the year</b>		<b>891,660</b>	<b>(135,499)</b>
<b>Cash and cash equivalents at the start of the year</b>	C	<b>384,476</b>	<b>519,975</b>
<b>Cash and cash equivalents at the end of the year</b>	C	<b>1,276,136</b>	<b>384,476</b>

**A Reconciliation of net expenditure to net cash provided by (used in) operating activities**

	2021 £	2020 £
<b>Net income (expenditure) for the year (as per the statement of financial activities)</b>	<b>(424,613)</b>	<b>(526,669)</b>
<b>Adjusted for:</b>		
Depreciation	143,722	146,216
Capital grants from DfE and other capital income	(325,258)	(77,952)
Interest receivable	67	1,198
Grants in respect of improvements to church property	285,443	166,082
Defined benefit pension scheme cost less contributions payable	264,000	230,000
Defined benefit pension scheme finance cost	86,000	71,000
Decrease in debtors	314,994	117,431
Increase (decrease) in creditors	531,334	(97,878)
<b>Net cash provided by operating activities</b>	<b>875,689</b>	<b>29,428</b>

**B Cash flows from investing activities**

	2021 £	2020 £
Dividends, interest and rent from investments	(67)	(1,198)
Purchase of tangible fixed assets	(23,777)	(75,599)
Grants in respect of improvements to church property	(285,443)	(166,082)
Capital grants from DfE/ESFA	325,258	77,952
<b>Net cash provided by (used in) investing activities</b>	<b>15,971</b>	<b>(164,927)</b>

**C Analysis of changes in net debt**

	2020 £	Cash flows £	2021 £
Cash at bank and in hand	384,476	891,660	1,276,136
<b>Total cash and cash equivalents</b>	<b>384,476</b>	<b>891,660</b>	<b>1,276,136</b>

### **Statement of accounting policies**

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

### **Basis of preparation**

The financial statements of the academy, which is a public benefit entity under FRS 102, have been prepared under the historic 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 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Genesis Education Trust meets the definition of a public benefit entity under FRS 102.

### **Going concern**

The Trust's balance sheet shows negative funds of £3,733,286. The net liability position is largely driven by pension obligations of £4,498,000. The buildings of the schools within the Trust are owned by the Diocese, and for this reason they are not recognised within the accounts. This has the effect of severely reducing the value fixed assets relative to the LGPS liability, which directly impacts the total Net Asset/Liability position. Having taken this into consideration, the Trustees have assessed the Trust's level of operational reserves, which stood at £404,537 at 31 August 2021, and consider it appropriate to prepare the accounts on a going concern basis.

Furthermore, the future outlook of all schools is positive, as they are showing a balanced budget for the next 12 months, in spite of the current economic difficulties brought about by the ongoing Coronavirus pandemic.

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 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.

### **Income**

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

**Income** (continued)

**Grants**

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

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

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

**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 has provided the goods or services.

**Expenditure**

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

## Expenditure (continued)

### **Charitable activities**

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

All expenditure is inclusive of irrecoverable VAT.

### **Interest receivable**

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

### **Tangible fixed assets**

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

The land and buildings of the schools within the academy trust are owned by the Diocese and therefore have not been recognised in the financial statements of the academy.

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

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

Depreciation is provided on the following bases:

- |                           |                      |
|---------------------------|----------------------|
| ◆ Furniture and equipment | 10% straight line    |
| ◆ Computer equipment      | 25% straight line    |
| ◆ Motor vehicles          | 25% reducing balance |

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.

### **Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### **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.

### **Liabilities**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy 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.

### **Financial instruments**

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy 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. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

### **Pensions**

The academy operates a defined contribution pension scheme and the pension charge represents the amounts payable by the academy to the fund in respect of the year.

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

**Pensions** (continued)

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy 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. The 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 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 operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**Fund accounting**

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

**Critical accounting estimates and areas of judgement**

Estimates and judgments 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 areas of judgement** (continued)

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 the notes to the financial statements, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**1 Income from donations and capital grants**

	Unrestricted funds £	Restricted fixed assets funds £	2021 Total funds £	2020 Total funds £
Capital grants	—	311,598	<b>311,598</b>	28,805
Donations	—	13,660	<b>13,660</b>	77,952
	—	325,258	<b>325,258</b>	106,757

	Unrestricted funds £	Restricted fixed assets funds £	2020 Total funds £
Donations	28,805	—	28,805
Capital grants	—	77,952	77,952
	28,805	77,952	106,757

**2 Funding for the academy trust's educational operations**

	Restricted funds £	2021 Total funds £	2020 Total funds* £
<b>DfE/ESFA revenue grants</b>			
. General Annual Grant (GAG)	5,637,400	<b>5,637,400</b>	5,737,340
. Other DfE/ESFA grants			
.. Universal Infant Free School Meals grant	220,522	<b>220,522</b>	222,655
.. Pupil Premium	226,971	<b>226,971</b>	237,646
.. Teachers' Pension Employer Contribution grant	205,209	<b>205,209</b>	217,422
.. Other DfE Group grants	417,406	<b>417,406</b>	493,053
	6,707,508	<b>6,707,508</b>	6,908,116
<b>Other government grants</b>			
. Local Authority grants	158,869	<b>158,869</b>	150,342
	158,869	<b>158,869</b>	150,342
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up premium	100,480	<b>100,480</b>	—
Other DfE/ESFA COVID-19 funding	29,613	<b>29,613</b>	67,092
<b>COVID-19 additional funding (non-DfE /ESFA)</b>			
Coronavirus Job Retention Scheme grant	35,631	<b>35,631</b>	70,475
	165,724	<b>165,724</b>	137,567
	7,032,101	<b>7,032,101</b>	7,196,025

- ◆ The trust received £100,480 of funding for catch-up premium and costs incurred in respect of this funding totalled £100,480.
- ◆ The trust furloughed some of its breakfast and afterschool club staff under the government's Coronavirus Job Retention Scheme. The funding received of £35,631 relates to staff costs which are included within note 10.

**2 Funding for the academy trust's educational operations** (continued)

- ◆ \*Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department for Education and ESFA, the academy trust's funding grants for Universal Infant Free School Meals, Pupil Premium and Teachers' Pension Employer's Contributions are no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified for consistency.

	<i>Restricted funds £'000</i>	<i>2020 Total funds £'000</i>
<i>DfE/ESFA revenue grants</i>		
. General Annual Grant (GAG)	5,737,340	5,737,340
<i>. Other DfE/ESFA grants</i>		
.. Universal Infant Free School Meals grant	222,655	222,655
.. Pupil Premium	237,646	237,646
.. Teachers' Pension Employer Contribution grant	217,422	217,422
.. Other DfE Group grants	493,053	493,053
	<u>6,908,116</u>	<u>6,908,116</u>
<i>Other government grants</i>		
. Local Authority grants	150,342	150,342
	<u>150,342</u>	<u>150,342</u>
<b>COVID-19 additional funding (DfE/ESFA)</b>		
Other DfE/ESFA COVID-19 funding	67,092	67,092
<b>COVID-19 additional funding (non-DfE /ESFA)</b>		
Coronavirus Job Retention Scheme grant	70,475	70,475
	<u>137,567</u>	<u>137,567</u>
	<u>7,196,025</u>	<u>7,196,025</u>

**3 Income from other trading activities**

	<i>Unrestricted funds £</i>	<i>2021 Total funds £</i>	<i>2020 Total funds £</i>
Catering income	585	<b>585</b>	66,357
Music income	—	—	2,757
Trip income	(562)	<b>(562)</b>	33,253
Self-generated income	291,691	<b>291,691</b>	515,184
Lettings income	292,965	<b>292,965</b>	341,840
Staff consultancy	667,450	<b>667,450</b>	666,949
Insurance rebates	372,669	<b>372,669</b>	—
	<u>1,624,798</u>	<u><b>1,624,798</b></u>	<u>1,626,340</u>

Notes to the financial statements Year to 31 August 2021

**3 Income from other trading activities (continued)**

	Unrestricted funds £	2020 Total funds £
Catering income	66,357	66,357
Music income	2,757	2,757
Trip income	33,253	33,253
Self-generated income	515,184	515,184
Lettings income	341,840	341,840
Staff consultancy	666,949	666,949
	<u>1,626,340</u>	<u>1,626,340</u>

**4 Investment income**

	Unrestricted funds £	2021 Total funds £	2020 Total funds £
Bank interest	67	67	1,198

	Unrestricted funds £	2020 Total funds £
Bank interest	1,198	1,198

**5 Analysis of expenditure by activities**

	Staff costs £	Premises £	Other costs £	2021 Total funds £	2020 Total funds £
<b>Expenditure on the academy trust's educational operations:</b>					
. Direct costs	4,579,936	143,722	162,537	<b>4,886,195</b>	5,082,692
. Allocated support costs	2,581,946	785,757	867,496	<b>4,235,199</b>	4,208,215
	<u>7,161,882</u>	<u>929,479</u>	<u>1,030,033</u>	<u><b>9,121,394</b></u>	<u>9,290,907</u>

	Staff costs £	Premises £	Other costs £	2020 Total funds £
<i>Expenditure on the academy trust's educational operations:</i>				
. Direct costs	4,492,812	146,214	443,666	5,082,692
. Allocated support costs	2,888,798	412,184	907,233	4,208,215
	<u>7,381,610</u>	<u>558,398</u>	<u>1,350,899</u>	<u>9,290,907</u>

## 6 Expenditure on the Academy Trust's educational operations

	2021 Total funds £	2020 Total funds £
Direct costs	4,886,195	5,082,692
Support costs	4,235,199	4,208,215
	<b>9,121,394</b>	<b>9,290,907</b>

	2021 Total funds £	2020 Total funds £
Support staff costs	2,581,946	2,888,798
Technology costs	119,251	138,466
Premises costs	785,757	412,184
Other support costs	658,957	680,275
Governance costs	89,288	88,492
<b>Total support costs</b>	<b>4,235,199</b>	<b>4,208,215</b>

## 7 Grants

	2021 Total funds £	2020 Total funds £
Improvements to church school buildings	285,443	166,082
	<b>285,443</b>	<b>166,082</b>

## 8 Net movement in funds

	2021 Total funds £	2020 Total funds £
This is stated after charging:		
Operating lease rentals	50,959	50,959
Depreciation	143,722	146,216
Auditor's remuneration		
. Statutory audit – current year	13,540	12,950
. Statutory audit – prior year	—	2,650
. Other services – current year	13,590	8,400
. Other services – prior year	3,050	7,960

## 9 Comparative information

Analysis of income and expenditure in the year ended 31 August 2020 between restricted and unrestricted funds:

	Notes	Restricted funds		2020 Total funds £	
		Unrestricted funds £	General funds £		Fixed asset funds £
<b>Income from:</b>					
Donations and capital grants	1	28,805	—	77,952	106,757
Charitable activities: funding for the trust's educational operations	2	—	7,196,025	—	7,196,025
Other trading activities	3	1,626,340	—	—	1,626,340
Investments	4	1,198	—	—	1,198
<b>Total income</b>		<u>1,656,343</u>	<u>7,196,025</u>	<u>77,952</u>	<u>8,930,320</u>
<b>Expenditure on:</b>					
Charitable activities: academy trust's educational operations	5,6	1,645,313	7,499,378	146,216	9,290,907
Grants	7	—	—	166,082	166,082
<b>Total expenditure</b>		<u>1,645,313</u>	<u>7,499,378</u>	<u>312,298</u>	<u>9,456,989</u>
<b>Net income (expenditure)</b>	8	11,030	(303,353)	(234,346)	(526,669)
Transfers between funds	17	—	2,353	(2,353)	—
<b>Net movement in funds before other recognised gains</b>		<u>11,030</u>	<u>(301,000)</u>	<u>(236,699)</u>	<u>(526,669)</u>
<b>Other recognised gains</b>					
Actuarial gains on defined benefit pension scheme	19	—	23,000	—	23,000
<b>Net movement in funds</b>		<u>11,030</u>	<u>(278,000)</u>	<u>(236,699)</u>	<u>(503,669)</u>
<b>Reconciliation of funds</b>					
Total fund balances brought forward at 1 September 2019		<u>348,175</u>	<u>(3,712,000)</u>	<u>716,821</u>	<u>(2,647,004)</u>
<b>Total fund balances carried forward at 31 August 2020</b>		<u>359,205</u>	<u>(3,990,000)</u>	<u>480,122</u>	<u>(3,150,673)</u>

## 10 Staff

### (a) Staff costs

Staff costs during the year were:

	2021 Total funds £	2020 Total funds £
Wages and salaries	5,198,797	5,371,551
Social security costs	521,642	471,816
Pension costs	1,322,878	1,328,611
	<b>7,043,317</b>	<b>7,171,978</b>
Agency costs	87,026	197,457
Staff restructuring costs	31,539	12,175
	<b>7,161,882</b>	<b>7,381,610</b>

### (b) Staff severance payments

All staff restructuring costs for the year ended 31 August 2021 were contractual payments. Included in staff restructuring costs for the year ended 31 August 2020 were two non-statutory/non-contractual severance payments totalling £12,175. Individually the payments were for £9,000 and £3,175.

### (c) Staff numbers

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

	2021 No.	2020 No.
Teachers	103	87
Administration and support	68	112
Management	6	8
	<b>177</b>	<b>207</b>

### (d) Higher paid staff

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

	2021 No.	2020 No.
£60,001 – £70,000	4	6
£70,001 – £80,000	2	1
£80,001 – £90,000	1	1
£140,001 – £150,000	1	1

Employer's pension contributions in respect of the above employees amounted to £106,953 (2020 – £120,279)

### (e) 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 pension contributions) received by key management personnel for their services to the academy trust was £679,670 (2020 – £736,769).

## 11 Central services

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

- ◆ Central audit services
- ◆ Finance
- ◆ HR and governance
- ◆ IT services

The Genesis Education Trust core services make sure that each school is concentrating on children first, setting the standards and is capacity rich. As the Trust grows it will recruit experienced personnel to key positions for example, School Improvement, HR and Estate Management.

The charge for each school is a 5% contribution, which is applied to the General Annual Grant excluding SEN funding, and Pupil Premium.

	2021 £	2020 £
St Mary's academy	118,841	127,609
St Saviour's academy	75,604	82,434
St Margaret's academy	87,425	96,635
	<b>281,870</b>	<b>306,678</b>

## 12 Trustees' remuneration and expenses

One Trustee has been paid remuneration or has received other benefits from an employment with the academy. The Chief Executive Officer only receives remuneration in respect of services she provides undertaking the role of Chief Executive Officer under her contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

	2021 £	2020 £
Beverley Hall, (Chief Executive Officer)		
. Remuneration	145,000 – 150,000	145,000 – 150,000
. Employer's pension contributions	35,000 – 40,000	30,000 – 35,000

During the year ended 31 August 2021, no expenses were reimbursed to the Trustees (2020 – £37 worth of expenses was reimbursed to one Trustee).

## 13 Trustees' and Officers' insurance

The academy has opted into the Department of 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 membership.

#### 14 Tangible fixed assets

	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total funds £
<b>Cost or valuation</b>				
At 1 September 2020	736,777	276,902	35,000	<b>1,048,679</b>
Additions	—	23,777	—	<b>23,777</b>
At 31 August 2021	<b>736,777</b>	<b>300,679</b>	<b>35,000</b>	<b>1,072,456</b>
<b>Depreciation</b>				
At 1 September 2020	341,916	204,868	21,773	<b>568,557</b>
Charge in year	100,276	40,139	3,307	<b>143,722</b>
At 31 August 2021	<b>442,192</b>	<b>245,007</b>	<b>25,080</b>	<b>712,279</b>
<b>Net book value</b>				
At 31 August 2021	<b>294,585</b>	<b>55,672</b>	<b>9,920</b>	<b>360,177</b>
At 31 August 2020	394,861	72,034	13,227	480,122

The land and buildings of the schools within the academy trust are owned by the Diocese and therefore have not been recognised in the financial statements of the academy.

#### 15 Debtors

	2021 £	2020 £
<b>Due within one year</b>		
Trade debtors	<b>64,303</b>	243,199
VAT recoverable	<b>83,870</b>	48,865
Other debtors	—	1,014
Prepayments and accrued income	<b>146,790</b>	316,879
	<b>294,963</b>	609,957

#### 16 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	<b>285,514</b>	95,463
Other taxation and social security	<b>119,880</b>	144,182
Other creditors	<b>10,580</b>	103,523
Accruals and deferred income	<b>750,588</b>	292,060
	<b>1,166,562</b>	635,228
<b>Deferred income</b>		
Deferred Income at 1 September 2020	<b>144,485</b>	151,505
Amounts released from previous periods	<b>(144,485)</b>	(151,505)
Resources deferred in the year	<b>269,897</b>	144,485
	<b>269,897</b>	144,485

At the balance sheet date the academy was holding funds received in advance for UIFSM income and insurance works to repair flood damage at St Mary's School.

## 17 Funds

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
<b>Restricted general fund</b>					
General Annual Grant (GAG)	—	5,637,400	(5,653,438)	16,038	—
Pupil premium	—	226,971	(226,971)	—	—
Universal Infant Free School Meals	—	220,522	(220,522)	—	—
Teachers' Pension Employer Contribution Grant	—	205,209	(205,209)	—	—
Catch-up premium	—	100,480	(100,480)	—	—
Other DfE/ESFA COVID-19 funding	—	29,613	(29,613)	—	—
Coronavirus Job Retention Scheme grant	—	35,631	(35,631)	—	—
Other DfE/ ESFA grants	—	417,406	(417,406)	—	—
Local authority grants	—	158,869	(158,869)	—	—
Pension reserve	(3,990,000)	—	(350,000)	(158,000)	<b>(4,498,000)</b>
	<u>(3,990,000)</u>	<u>7,032,101</u>	<u>(7,398,139)</u>	<u>(141,962)</u>	<u><b>(4,498,000)</b></u>
<b>Restricted fixed asset funds</b>					
Fixed assets transferred on conversion	305,287	—	(99,244)	—	<b>206,043</b>
DfE/ESFA capital grants	120,246	311,598	(317,061)	(16,038)	<b>98,745</b>
Capital expenditure from GAG	54,589	—	(9,395)	—	<b>45,194</b>
Assets donated by DfE	—	13,660	(3,465)	—	<b>10,195</b>
	<u>480,122</u>	<u>325,258</u>	<u>(429,165)</u>	<u>(16,038)</u>	<u><b>360,177</b></u>
<b>Total restricted funds</b>	<u>(3,509,878)</u>	<u>7,357,359</u>	<u>(7,827,304)</u>	<u>(158,000)</u>	<u><b>(4,137,823)</b></u>
<b>Unrestricted funds</b>					
. General funds	<u>359,205</u>	<u>1,624,865</u>	<u>(1,579,533)</u>	<u>—</u>	<u><b>404,537</b></u>
<b>Total funds</b>	<u>(3,150,673)</u>	<u>8,982,224</u>	<u>(9,406,837)</u>	<u>(158,000)</u>	<u><b>(3,733,286)</b></u>

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

### **Restricted general funds**

*General Annual Grant (GAG) grant fund* – Funds received from the ESFA under the General Annual Grant arrangements for the recurrent expenditure of the school as defined in the Funding Agreement. The Academy Trust is not subject to any GAG carry forward limits.

*Pupil Premium* – Funds received from the ESFA under the Pupil Premium grant arrangements for the recurrent expenditure of the school as defined in the Funding Agreement.

*Universal Infant Free School Meals* – Funds restricted for the provision of free school meals.

*Teachers' Pension Employer Grant* – Funds restricted to funding the increased employer contribution rates payable to the Teachers' Pension Scheme from 30 September 2019.

**17 Funds** (continued)

*Catch-up Premium* – Specific Covid-19 support funding restricted to assisting children in catching up on learning lost as a result of the Coronavirus pandemic.

*Other DfE/ ESFA covid funding* – All other funding restricted to assisting the Trust dealing with the impact of the Coronavirus pandemic.

*Coronavirus Job Retention Scheme grant* – Funding restricted to covering the cost of the salaries of staff furloughed during the Coronavirus pandemic.

*Other DfE/ ESFA grants* – Other government grants received for restricted educational purposes not forming part of the above funds.

*Local authority grants* – Grants received from the local authority received for restricted educational purposes.

*Pension reserve* – The pension reserve recognises the deficit of the local government pension scheme.

***Restricted fixed asset funds***

*Fixed assets transferred on conversion* – This fund represents the net book value of the Schools' assets transferred from the Local Authority on conversion to academy trust status.

*DfE/ ESFA capital grants* – This fund represents resources which are to be applied for specific capital purposes imposed by the Department for Education or Education and Skills Funding Agency.

*Capital expenditure from GAG* – This fund represents the net book value of tangible fixed assets purchased using the General Annual Grant.

*Assets donated by the DfE* – This fund represents the net book value of tangible fixed assets donated following their construction or purchase by the DfE.

***Transfers between funds***

The transfer from the restricted fixed asset fund to the restricted general fund relates to the use of capital grant income for property repairs which have been treated as revenue expenditure. This expenditure is in line with the terms of the grant agreement.

Notes to the financial statements Year to 31 August 2021

17 Funds (continued)

<b>Total funds analysis by academy</b>	<b>2021</b>	2020
	<b>£</b>	<b>£</b>
Fund balances at 31 August 2021 were allocated as follows:		
St Mary's Academy	<b>86,056</b>	76,836
St Saviour's Academy	<b>31,426</b>	17,180
St Margaret's Academy	<b>204,691</b>	183,606
Genesis Education Trust	<b>82,364</b>	81,583
Total before fixed asset funds and pension reserve	<b>404,537</b>	359,205
Restricted fixed asset fund	<b>360,177</b>	480,122
Pension reserve	<b>(4,498,000)</b>	(3,990,000)
	<b>(3,733,286)</b>	(3,150,673)

	Teaching and education support costs £	Other support costs £	Educational supplies £	Other costs excluding depreciation £	<b>2021 Total funds £</b>	2020 Total funds £
St Mary's Academy	2,056,597	991,806	182,956	789,913	<b>4,021,272</b>	3,771,690
St Saviour's Academy	977,062	744,471	117,098	497,527	<b>2,336,158</b>	2,585,808
St Margaret's Academy	1,217,389	626,557	125,841	488,803	<b>2,458,590</b>	2,534,288
Genesis Education Trust	—	—	—	97,095	<b>97,095</b>	117,987
<b>Academy</b>	<b>4,251,048</b>	<b>2,362,834</b>	<b>425,895</b>	<b>1,873,338</b>	<b>8,913,115</b>	<b>9,009,773</b>

The expenditure above includes improvements to Church buildings of £285,443 (2020 – £166,082).

	<i>Teaching and education support costs £</i>	<i>Other support costs £</i>	<i>Educational supplies £</i>	<i>Other costs excluding depreciation £</i>	<i>2020 Total funds £</i>
<i>St Mary's Academy</i>	<i>1,910,249</i>	<i>1,228,972</i>	<i>221,315</i>	<i>411,154</i>	<i>3,771,690</i>
<i>St Saviour's Academy</i>	<i>1,101,302</i>	<i>922,468</i>	<i>115,184</i>	<i>446,854</i>	<i>2,585,808</i>
<i>St Margaret's Academy</i>	<i>1,274,448</i>	<i>693,994</i>	<i>115,952</i>	<i>449,894</i>	<i>2,534,288</i>
<i>Genesis Education Trust</i>	<i>—</i>	<i>—</i>	<i>2,507</i>	<i>115,480</i>	<i>117,987</i>
<i>Academy</i>	<i>4,285,999</i>	<i>2,845,434</i>	<i>454,958</i>	<i>1,423,382</i>	<i>9,009,773</i>

17 Funds (continued)

**Comparative information**

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

	<i>Balance at 1 September 2019</i>	<i>Income</i>	<i>Expenditure</i>	<i>Gains, losses and transfers</i>	<i>Balance at 31 August 2020</i>
	£	£	£	£	£
<i>Restricted general fund</i>					
General Annual Grant (GAG)	—	5,737,340	(5,739,693)	2,353	—
Pupil premium	—	237,646	(237,646)	—	—
Universal Infant Free School Meals	—	222,655	(222,655)	—	—
Teachers' Pension Employer Contribution Grant	—	217,422	(217,422)	—	—
Other DfE/ESFA COVID-19 funding	—	67,092	(67,092)	—	—
Coronavirus Job Retention Scheme grant	—	70,475	(70,475)	—	—
Other DfE/ ESFA grants	—	493,053	(493,053)	—	—
Local authority grants	—	150,342	(150,342)	—	—
Pension reserve	(3,712,000)	—	(301,000)	23,000	(3,990,000)
	<u>(3,712,000)</u>	<u>7,196,025</u>	<u>(7,499,378)</u>	<u>25,353</u>	<u>(3,990,000)</u>
<i>Restricted fixed asset funds</i>					
Fixed assets transferred on conversion	417,105	—	(111,818)	—	305,287
DfE/ESFA capital grants	166,082	77,952	(191,085)	67,297	120,246
Capital expenditure from GAG	133,634	—	(9,395)	(69,650)	54,589
	<u>716,821</u>	<u>77,952</u>	<u>(312,298)</u>	<u>(2,353)</u>	<u>480,122</u>
<i>Total restricted funds</i>	<u>(2,995,179)</u>	<u>7,273,977</u>	<u>(7,811,676)</u>	<u>23,000</u>	<u>(3,509,878)</u>
<i>Unrestricted funds</i>					
General funds	348,175	1,656,343	(1,645,313)	—	359,205
<i>Total funds</i>	<u>(2,647,004)</u>	<u>8,930,320</u>	<u>(9,456,989)</u>	<u>23,000</u>	<u>(3,150,673)</u>

## 18 Analysis of net assets between funds

Fund balances at 31 August 2021 are represented by:

	Unrestricted funds £	Restricted General Funds £	Restricted Fixed Asset Fund £	Total 2021 £	Total 2020 £
Tangible fixed assets	—	—	360,177	<b>360,177</b>	480,122
Current assets	404,537	1,166,562	—	<b>1,571,099</b>	994,433
Creditors due within one year	—	(1,166,562)	—	<b>(1,166,562)</b>	(635,228)
Pension scheme liability	—	(4,498,000)	—	<b>(4,498,000)</b>	(3,990,000)
<b>Total net assets</b>	<b>404,537</b>	<b>(4,498,000)</b>	<b>360,177</b>	<b>(3,733,286)</b>	<b>(3,150,673)</b>

	Unrestricted funds £	Restricted General Funds £	Restricted Fixed Asset Fund £	Total 2020 £
Tangible fixed assets	—	—	480,122	480,122
Current assets	359,205	635,228	—	994,433
Creditors due within one year	—	(635,228)	—	(635,228)
Pension scheme liability	—	(3,990,000)	—	(3,990,000)
<b>Total net assets</b>	<b>359,205</b>	<b>(3,990,000)</b>	<b>480,122</b>	<b>(3,150,673)</b>

## 19 Pension commitments

The academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by London Borough of Waltham Forest and London Borough of Barking. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £nil were payable to the schemes at 31 August 2021 (2020 – £102,504) and are included within creditors.

### Teachers' Pension Scheme

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

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

## 19 Pension and similar obligations (continued)

### **Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the period amounted to £611,195 (2020 – £625,804).

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

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

### **Local Government Pension Scheme (LGPS)**

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 2021 was £504,000 (2020 – £500,000), of which employer's contributions totalled £416,000 (2020 – £409,000) and employees' contributions totalled £88,000 (2020 – £91,000). The agreed contribution rates for future years are 11.3-23.8% for employers and 5.5-12.5% for employees.

**19 Pension commitments** (continued)

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.

<b>Principal Actuarial Assumptions</b>	<b>At 31 August 2021</b>	<b>At 31 August 2020</b>
Rate of increase in salaries	<b>4.0%</b>	3.6%
Rate of increase for pensions in payment / inflation	<b>2.8%</b>	2.4%
Discount rate for scheme liabilities	<b>1.7%</b>	1.7%
Inflation assumption (CPI)	<b>2.8%</b>	2.4%

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

	<b>At 31 August 2021</b>	<b>At 31 August 2020</b>
<i>Retiring today</i>		
Males	<b>22.1</b>	22.2
Females	<b>24.6</b>	24.5
<i>Retiring in 20 years</i>		
Males	<b>23.7</b>	23.6
Females	<b>26.4</b>	26.2

<b>Sensitivity analysis – increase (decrease) in obligation (St Mary's)</b>	<b>At 31 August 2021 £'000</b>	<b>At 31 August 2020 £'000</b>
Discount rate +0.1%	<b>(69)</b>	(40)
Pay growth +0.1%	<b>8</b>	82
Mortality assumption – 1 year increase	<b>110</b>	107

<b>Sensitivity analysis – increase (decrease) in obligation (St Saviour's)</b>	<b>At 31 August 2021 £'000</b>	<b>At 31 August 2020 £'000</b>
Discount rate +0.1%	<b>(38)</b>	(32)
Pay growth +0.1%	<b>3</b>	32
Mortality assumption – 1 year increase	<b>63</b>	47

19 Pension commitments (continued)

	At 31 August 2021 £'000	At 31 August 2020 £'000
<b>Sensitivity analysis – increase (decrease) in obligation (St Margaret's)</b>		
Discount rate +0.1%	(56)	(46)
Pay growth +0.1%	4	4
Mortality assumption – 1 year increase	108	4

	Fair value at 31 August 2021 £	Fair value at 31 August 2020 £
Equities	2,933,000	1,994,000
Gifts	198,000	167,000
Property	252,000	196,000
Cash and other liquid assets	7,000	53,000
Other	160,000	347,000
<b>Total market value of assets</b>	<b>3,550,000</b>	<b>2,757,000</b>

The actual return on scheme assets was £462,000 (2020 – £220,000).

	2021 £	2020 £
<b>Amounts recognised in statement of financial activities</b>		
Current service cost	(607,000)	(609,000)
Past service cost	(65,000)	(30,000)
Net interest cost	(86,000)	(63,000)
Administrative expenses	(8,000)	(8,000)
<b>Total amount recognised in the SOFA</b>	<b>(766,000)</b>	<b>(710,000)</b>

	2021 £	2020 £
<b>Analysis of pension finance income/(costs)</b>		
Interest income	(30,000)	(41,000)
Interest on pension liabilities	116,000	104,000
<b>Pension finance income/(costs)</b>	<b>86,000</b>	<b>63,000</b>

	2021 £	2020 £
<b>Changes in the present value of defined benefit obligations were as follows:</b>		
<b>At 1 September 2020</b>	<b>6,767,000</b>	5,813,000
Current service cost	607,000	609,000
Interest cost	116,000	104,000
Employee contributions	88,000	91,000
Actuarial losses	532,000	217,000
Benefits paid	(127,000)	(97,000)
Past service cost	65,000	30,000
<b>At 31 August 2021</b>	<b>8,048,000</b>	6,767,000

## 19 Pension commitments (continued)

Changes in the fair value of the Academy's share of scheme assets:	2021 £	2020 £
<b>At 1 September 2020</b>	<b>2,777,000</b>	2,101,000
Interest income	<b>30,000</b>	41,000
Actuarial gain	<b>374,000</b>	220,000
Employer contributions	<b>416,000</b>	409,000
Employee contributions	<b>88,000</b>	91,000
Benefits paid	<b>(127,000)</b>	(97,000)
Administrative expenses	<b>(8,000)</b>	(8,000)
Expected return on assets	—	20,000
<b>At 31 August 2021</b>	<b>3,550,000</b>	2,777,000

## 20 Capital commitments

At 31 August 2021 the Trust has the following capital commitments:

	2021 £	2020 £
Contracted for, but not provided in the financial statements	<b>149,158</b>	—

## 21 Operating lease commitments

At 31 August 2021 the academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
No later than 1 year	<b>42,618</b>	50,959
Later than 1 year and not later than 5 years	<b>50,733</b>	93,350
	<b>93,351</b>	144,309

## 22 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.

## 23 Related party transactions

Owing to the nature of the academy's operations 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 and the Senior Management Team have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

### 23 Related party transactions

During the year the academy received rent of £295,452 (2020 – £303,231) and staff secondment income of £457,652 (2020 – £577,804) from Little Learners Nursery Group, of which Elaine McDonald-James is a director. An additional £10,614 (2020 – £20,499) was paid to Little Learners Nursery Group for support services rendered.

At year end, £46,302 was due from Little Learners Nursery Group (2020 – £154,781 due from Little Learners Nursery Group).

The Trust conducted the above related party transactions 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 their financial regulations and procurement procedures. Where, for goods or services exceeding £2,500 cumulatively in the year, the element above £2,500 has been provided at no more than cost.

### 24 Teaching school trading account

	2021 £	2021 £	2020 £	2020 £
<b>Income</b>				
NCTL Income	—		—	
Government grants income	<b>40,000</b>		40,000	
<b>Total direct income</b>	<b>40,000</b>		40,000	
<b>Total income</b>		<b>40,000</b>		40,000
<b>Expenditure</b>				
Direct staff costs	<b>40,000</b>		40,000	
<b>Total direct expenditure</b>	<b>40,000</b>		40,000	
<b>Total expenditure</b>		<b>40,000</b>		40,000
<b>Surplus from all sources</b>		—		—
<b>Teaching School balances at 31 August 2021</b>		—		—