

Company Registration Number: 07421140 (England & Wales)

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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JOHN TAYLOR MAT
(A Company Limited by Guarantee)

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JOHN TAYLOR MAT
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	C Hopkins G Moss Church of England Central Education Trust J Jessel S Inglis (appointed 27 September 2021)
Trustees	G Moss, (Chair) T Hopkins D Beaty (resigned 31 August 2022) A Lee A Stainer A Swift G Evans N Warner M Donoghue, (Accounting Officer)
Company registered number	07421140
Company name	John Taylor MAT
Principal and registered office	John Taylor Free School Branston Road Tatenhill Burton on Trent Staffordshire DE13 9SA
Company secretary	B Mahoney

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

**Senior management
team**

M Donoghue, JTMAT CEO
B Mahoney, Chief Operating Officer, JTMAT
K Cochrane, Headteacher, John Taylor High School
M Mincher, Headteacher, Kingsmead School
L Farmer, Co-Headteacher of Thomas Russell Infants' School (resigned 24 April 2022)
S Burton, Co-Headteacher of Thomas Russell Infants' School
T Moore, Co-Headteacher of Thomas Russell Infants' School (from 25 April 2022)
S Draper, Headteacher of Yoxall St Peter's C of E Primary School
R Cruise, Headteacher of Rykneld Primary School
D Adams, Headteacher of Shobnall Primary School
M Baxter, Headteacher of Mosley Academy (resigned 31 December 2021)
J Jones, Acting Headteacher of All Saints C of E and Needwood C of E Primary
Schools (from 1 September – 31 December 2021)
M Baxter, Executive Headteacher of All Saints C of E and Needwood C of E Primary
Schools (from 1 January 2022)
A Goodson, Headteacher of Winshill Village Primary and Nursery School (resigned
31 August 2022)
S Plant, Headteacher, John Taylor Free School
S Rowe, Headteacher of the Mosely Academy (from 1 January 2022 –
on maternity leave 1 January – 31 August 2022)
S Rowe, Headteacher of Walton on Trent C of E Primary and Nursery (resigned 31
December 2021)
A Carter, Acting Headteacher of the Mosley Academy (from 1 January –
31 August 2022)
L Mansell, Co-Headteacher of Church Gresley Infant and Nursery School (resigned
31 December 2021)
J Cripps, Co-Headteacher of Church Gresley Infant and Nursery School
(1 September 2021- 31 December 2021)
J Cripps, Headteacher of Church Gresley Infant and Nursery School (from
1 January 2022)
I McArthur, Headteacher of Paulet High School
N Mason, Headteacher of Chase Terrace Academy (joined 1 April 2022)
L. Gaffiney, Headteacher of Walton on Trent C of E Primary and Nursery (from
25 April 2022)
J. Lane, Acting Headteacher of Walton on Trent C of E Primary and Nursery (from
1 January to 24 April 2022)

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Independent auditor	Mazars LLP Chartered Accountants Statutory Auditor Park View House 58 The Ropewalk Nottingham NG1 5DW
Bankers	Lloyds TSB High Street Burton on Trent Staffordshire DE13 9LT
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Members and Directors present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2022. The annual report serves the purposes of both a Trustees' Report, and a Director's Report under company law.

During 2021/22 the Trust operated fifteen academies (fourteen in 2020/21) for pupils aged 2 to 19 serving catchment areas in Barton under Needwood, Burton Upon Trent, Yoxall, Hednesford and Burntwood (Staffordshire) and Walton on Trent and Church Gresley (Derbyshire).

Achievements of John Taylor Multi Academy Trust during 2021/22:

- The growth of the Trust through the successful incorporation of Chase Terrace Academy, Burntwood.
- The expansion of the Trust's core team, including the movement to full time of the Trust's Primary School Improvement Partner.
- A successful first year of the Trust's Teaching School Hub (one of 87 nationally), providing initial teacher training, leadership programmes and other services for the 250 schools of North Warwickshire, Nuneaton and Bedworth, Tamworth, Lichfield, East Staffordshire and Cannock Chase districts.
- Redesignation of the Trust's Research School for a further tenure of three years.
- Test and examination outcomes (see below) that demonstrate the strength of the Trust's schools.
- Successful Ofsted inspections (two section 8 inspections, two section 5 inspections, a SCITT inspection and a free school pre-opening inspection) of our provision, seeing two schools move to "Good" overall (Kingsmead School from "Requires Improvement" and Winhill Village from "Inadequate") and resulting in the fact that all children within JT MAT attend schools that are "Good" or better.
- Successful trust-wide training day (July 2022) encompassing teachers, leaders and support staff in all our schools.
- Election of the CEO to the Regional Director's newly-constituted Advisory Board (West Midlands).

Structure, governance and management

a. Constitution

The Trust is a company limited by guarantee (registration number 07421140) and an exempt charity. The Charitable Company's memorandum and articles of association are the primary governing documents of the Academy Trust. John Taylor Multi Academy Trust was formed on 1 June 2015 and has adopted the above registration number with revised memorandum and articles of association.

The Trustees of John Taylor MAT are also Directors for the Charitable Company for the purpose of company law. The Charitable Company is known as John Taylor MAT (JT MAT).

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

During the year under review 6 Trustee Board meetings were held and an Annual General Meeting. The training and induction provided for new Directors will depend on their existing experience. Where necessary, induction will provide training on charity and educational legal and financial matters. All Directors are provided with copies of relevant policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

b. 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.

c. Directors' indemnities

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

d. Method of recruitment and appointment or election of Trustees

Directors of the Trust are appointed by existing Members in accordance with the Trust's Articles of Association. Chairs of each Local Governing Body and its Committees are annually elected to their roles at the final committee meeting of the academic year in each academy's Local Governing Body (LGB). Directors are appointed because of the range of skills and expertise they can bring to help realise JTMAT's vision and values for the Trust, enhance the effective strategic leadership and management of the Trust, and effectively represent stakeholder interest within the Trust.

e. Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for each new Director will depend on their existing experience. The Trust purchases support that provides for individual and collective training through an annual programme of training which is reviewed each year to reflect any changes in practice and legislation. The Trust, as a matter of course, will annually revisit training needs of existing Directors and discuss in their induction process any needs pertaining to new Directors. This practice is replicated for governors serving on the Local Governing Bodies of academies within the Trust.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

f. Organisational structure

The Directors and Key Management Personnel are responsible for setting general policy, adopting a strategic plan and budget, monitoring academies by the use of budgets and making major decisions about the direction of the Trust and its academies capital expenditure and senior staff appointments. They are also bound by duties and responsibilities as set out in charity law and the duties of a Director as set out in company law. The Chief Executive Officer is accountable for the overall financial viability and sustainability of the Trust and for the development of relationships with key internal and external stakeholders for the benefit of its pupils and the wider communities. As the Accounting Officer for JT MAT, the Chief Executive Officer has personal responsibility for ensuring value for money, regularity and propriety. Each Local Governing Body has established a Managing and Organising Committee whose role is to improve, monitor and evaluate the efficiency and effectiveness of systems, procedures and structures of the Academy and the deployment of resources required to ensure them.

These Committees meet half termly and have responsibility for a number of related areas.

The CEO meets with the key management personnel of the Trust (listed on p.1) as an Executive Group 6 times per year. Senior Leadership Teams comprising Headteachers, Deputy and Assistant Heads and Directors of Business (or their schools' equivalents) lead Trust academies at an executive level implementing Trust policies and reporting back to their governors via their Local Governing Bodies. As a group, the Senior Leadership Team is responsible for the authorisation of spending within agreed budgets and the appointment of staff through appointment panels, which always contain a Governor. Some spending control is devolved to members of staff within leadership responsibilities that lie below senior level (e.g. curriculum or phase leaders), with limits above this being countersigned by the Headteacher, a Deputy/Assistant or the Business/Finance Manager, in line with the approved Scheme of Delegation for that Academy.

g. Arrangements for setting pay and remuneration of key management personnel

The rules for determining the pay and remuneration of JT MAT key management and senior personnel are set out in the Trust Pay Policy which follows closely the stipulations embodied in the School Teachers' Pay and Conditions (STPCD) and Green Book documents. The Trustees have established pay ranges for each individual school within the MAT based on the total unit score calculation and remuneration for key management personnel does not exceed the maximum permissible within each school group size.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	4
Full-time equivalent employee number	3.88

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	3
1%-50%	1
51%-99%	-
100%	-
Percentage of pay bill spent on facility time	£
Total cost of facility time	8.37
Total pay bill	30,158,336
Percentage of total pay bill spent on facility time	0.00003 %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	100 %
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i. Related parties and other connected charities and organisations

As a multi academy trust, John Taylor MAT has no structural or commercial affiliation to any other organisations. All pecuniary interests for staff and directors are recorded, and reviewed annually. "Pecuniary interests" is a standing item on every MAT Board and LGB meeting.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

j. Engagement with employees (including disabled persons) (Section 172 Statement)

John Taylor Multi-Academy Trust recognises the importance of employee engagement as a means of aiding recruitment, securing employee retention and productivity, and as a way to ensure wellbeing. It seeks to engage its employees via a number of strategies:

- An annual staff survey regarding workload, workplace relationships, training and support and other features that enables us to review and refine our provision.
- The issuing of the Trust's strategic plan to all employees on an annual basis to ensure their awareness of the Trust's key priorities and strategies.
- Staff representation (teaching and support) on all schools' Local Governing Bodies to enable direct engagement in the decision making process and the setting of strategic direction for schools.
- A regular and engaging social media presence, with open access for all employees to follow events, news and developments within JTMAT and our partnerships.
- Engagement with trade unions and professional associations via paid facilities time and local forums.
- A standardised performance management system which ensures all employees have access to support, professional development and career advancement opportunities.
- Provision of a well-being grant to all schools for minor improvements to school staffrooms.
- The distribution of "JTMATers", an in-house staff e-magazine, to all colleagues in all schools.

The Academy Trust considers all applications from disabled persons, bearing in mind the aptitudes of the individuals concerned. Where an existing employee becomes disabled, every effort is made to ensure that employment with the Trust continues. The Trust's policy is to provide training, career development and opportunities for promotion, which are, as far as possible, identical to those for other employees. Policy and its implementation is reviewed annually by Directors and its implementation by governors at each academy's LGB.

- During employment the Academy Trust seeks to work with employees, taking into account their personal circumstances, to ensure appropriate training, development and advancement opportunities are available to enable them to reach their full potential
- Volunteers' policy
- Health & safety policy

In accordance with the Academy Trust's equal opportunities policy, the Academy Trust has long established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available at www.jtmat.co.uk/policies.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

k. Engagement with suppliers, customers and others in a business relationship with the Academy Trust
(Section 172 Statement)

JTMAT recognises that it has a duty to act in a professional and ethical manner with all with whom we engage. As a charitable company, and a public sector body, we are acutely aware that we have multiple stakeholders. These include:

- Children in our schools
- The parents and families of children in our schools
- The Trust's employees
- The wider communities within which our schools operate
- The Department for Education and its agencies (ESFA, Ofsted)
- Other government departments to whom the electorate and the taxpayer are accountable
- The Members of the Trust
- Commercial and non commercial partners and suppliers

The Trust's Communications Policy, underpinned by the National Standards for Teachers, the National Standards for Headteachers, the Nolan Principles for Public Life and statute, set out the standards and media through which we should engage with all stakeholders. Should the Trust, or an employee within it, exceed or fall short of these standards, JTMAT's Compliments, Comments and Complaints Policy is available for stakeholders to express satisfaction or seek redress. This Policy can be viewed on the Trust's website.

Objectives and activities

a. Objects and aims

To provide an excellent broad and balanced curriculum for all learners in MAT academies that ensures each individual achieves stretching personal goals and fulfils their potential. The principal object and activity of the charitable company is the operation of John Taylor MAT to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.

In accordance with the articles of association the charitable company has adopted a "Scheme of Government" approved by the Secretary of State for Education. The Scheme of Government specifies, amongst other things, the basis for admitting students to its academies, the catchment areas from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Objectives and activities (continued)

a. Objects and aims (continued)

The main objectives of the Trust during the year ended 31 August 2022 are summarised below:

- Children are well prepared for the next stage in their lives through experiencing the best learning opportunities through exceptional teaching and support, and access to high quality resources and provision in and beyond the classroom.
- Children achieve more, and make better progress, by attending a JTMAT academy than would otherwise be expected. We add value.
- Our academies are full, and always oversubscribed as a result of their popularity, reputation and success.
- Our academies are staffed with high performing professionals, exhibiting passion and taking pride in their work, in a context of effective support and challenge.
- Individuals are recognised and valued by our academies, and the Multi-Academy Trust, where we place high value on the physical mental health and wellbeing of all within whom we engage.
- Accommodation and premises are safe, well maintained, and with facilities that are constantly improving.
- Infrastructure is both effective and efficient, underpinned by sound financial management practices whereby value for money is always given due regard.
- Management systems are coherent and cohesive, and staffed by colleagues who are innovative, adaptable and capable of absorbing new initiatives.
- Our academies, and the Multi Academy Trust, are held in the highest regard by others within and beyond the educational sector, and our work and its impact is validated by external accreditation and inspection.

b. Objectives, strategies and activities

The Trust's main strategy is enshrined in its mission statement which is that 'we believe in the power of education to improve lives – and the world'. The keys to our success are:

Our commitment to ensure learning is at the heart of all we do: Keeping "the main thing, the main thing" – prioritising our people, time, energy and funding to the improvement of the educational experience – both formal and informal – we provide:

A passion for excellence: Only comparing ourselves with the best. When finding it, seeking to match and then surpass it.

Restlessness and curiosity: Looking for opportunity to be involved and to learn from new experiences.

Courage to innovate: Leading change – in teaching and learning, curriculum development, organisational structures.

Tenacity and resilience: Holding to our mission in times of turbulence, and remaining resolute until we achieve what we set out to do.

Collegiality: listening to others, sharing with others, learning from others.

In line with our Equality Policy the Trust is committed to ensuring equality of opportunity for all who learn and work here.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Objectives and activities (continued)

c. Public benefit

The Directors have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to public benefit guidance published by the Charity Commission in exercising their powers or duties. In particular, the Directors consider how planned activities will contribute to the aims and objectives they have set. The Trust has provided a fully comprehensive education to all pupils in its care. It fully complies with all statutory guidance and seeks to support its wider educational objectives via a strong community role.

d. Equality statement

The Academy Trust seeks to achieve the objectives set down in the Equality Act 2010.

- a) As part of its accommodation strategy the Trust updates its access audit as required.
- b) The Trust has, in each Academy, an appointed SEND Co-ordinator, who provides information, advice and arranges support where necessary for students with disabilities.
- c) There is a list of specialist equipment held by each Academy which the Trust can make available for use by pupils and a range of assistive technology is available in each Special Educational Needs Department.
- d) The policy for the admittance of all pupils is described in the Trust's Admissions Policy. Appeals against a decision not to offer a place are dealt with under the appeals procedure outlined within the admissions policy.
- e) The Trust has made a significant investment in the appointment of specialist teachers to support pupils with learning difficulties and/or disabilities. There is a continuing programme of staff development in each academy to ensure the provision of a high level of appropriate support for pupils who have learning difficulties and/or disabilities.
- f) Specialist programmes are described in Academy prospectuses, and achievements are recorded and published in the standard format.
- g) – We inform pupils and parents, at the point of transfer to Academies within the MAT, of the Academy's pastoral system and identified staff e.g. Head of Year, to whom they can go to if they require support or assistance of any kind.

Strategic report

Achievements and performance

a. Key performance indicators

Academies within the Trust continue to perform strongly or are improving in a range of key performance indicators. Academic achievement is clearly very closely aligned to our strategic objectives— particularly regarding children's preparedness for the next stages of their lives (our first objective) and the most demonstrable way in which we can indicate that our Trust adds value (the second objective).

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic report (continued)

Achievements and performance (continued)

Primary Phase data 2022:

End of KS1	Mosley	Rykneild	Winshill	CGI Externally moderated	Yoxall Externally moderated	Shobnall Externally moderated	ASR	NWood Externally moderated	Walton	TRIS
Reading	65% EX 16% GD	71% EX 18% GD	65% EX 27% GD	54% EX 15% GD	71% EX 24% GD	73% EX 3% GD	54% EX 11% GD	64% EX 0% GD	75% EX 20% GD	74% EX 42% GD
Writing	65% EX 3% GD	63% EX 2% GD	54% EX 0% GD	57% EX 1% GD	65% EX 0% GD	73% EX 3% GD	47% EX 0% GD	55% EX 0% GD	70% EX 15% GD	82% EX 12% GD
Maths	84% EX 3% GD	74% EX 13% GD	69% EX 27% GD	56% EX 7% GD	71% EX 12% GD	80% EX 3% GD	67% EX 18% GD	64% EX 9% GD	70% EX 10% GD	84% EX 19% GD

KS2 SATS Key: at or above national	Reading	Writing (Teacher assessed)	GPS	Maths
Mosley 32 chn Externally moderated for writing	84% 32% GD	74% % GD	84% 50% GD	91% 15% GD
Walton 20 chn Externally moderated for writing	70% 30% GD	70% 10% GD	75% 25% GD	60% 10% GD
Winshill 32 chn	81% 29% GD	65% 3% GD	77% 26% GD	74% 16% GD
Rykneild 90 chn	86% 40% GD	74% % GD	86% 51% GD	85% 40% GD
Yoxall 27 chn	67% 34% GD	85% 1% GD	70% 15% GD	59% 19% GD
Needwood 15 chn	85% 31% GD	69% 0% GD	85% 23% GD	92% 39% GD
Rangemore 19 chn Externally moderated for writing	90% 32% GD	79% 0% GD	90% 16% GD	100% 37% GD
Shobnall 30 children	97% 33% GD	90% 17% GD	93% 23% GD	97% 27% GD
SCC 2022	74.90% 26.40% GD	68.30% 10.90% GD	73.50% 25.90% GD	72.20% 20.50% GD
National 2022	74.40% 27.70% GD	69.50% 12.90% GD	72.40% 28.20% GD	71.30% 22.40% GD
National 2019	73%	78%	80%	79%

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic report (continued)

Achievements and performance (continued)

Secondary Phase (Key Stage 4) data 2022:

Cohort profile (numbers)	Kingsmead	JTHS	Paulet	CTA
Nos in cohort	190	258	151	238
Boys	100	136	72	115
Girls	90	122	79	123
Disadvantaged	37 (19%)	20(8%)	25(17%)	54(23%)
LPA	46 (24%)	31(12%)	37(25%)	71(30%)
MPA	104 (55%)	137(53%)	72(48%)	124(52%)
HPA	39 (21%)	79 (31%)	38(25%)	41(17%)
Headline measures				
Attainment 8				
All	53.25	58.56	48.59	49.57
Progress 8				
All	0.42	0.44	-0.15	0.2
% Achieving 9-4 in English and Maths				
All	76%	81%	58%	72%
% Achieving 9-5 in English and Maths				
All	54%	64%	40%	52%
EBacc Measures				
Students Entered For the EBacc				
All	11	129	39	52
Average Points Score Per EBacc Slot				
All	4.26	6.57	4.2	4.04
Achieving the EBacc at grade 4 or above				
All	5%	45%	20%	16%
Achieving the EBacc at grade 5 or above				
All	5%	40%	15%	13%

Secondary Phase (Key Stage 5) data 2022:

Level 3 overall	Kingsmead	JTHS	Paulet	CTA
Students included in L3 Overall Cohort	66	179	59	81
L3 Overall Average Points per Entry	38.99	39.53	32.01	35.81
L3 Overall Average Grade	B=	B=	C+	B-
L3 Overall Total Entries	197	552.3	172	242
L3 Overall Average Points per Pupil	116.39	121.96	93.31	106.98

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic report (continued)

Financial review

There has been some continuation of financial implications of Covid 19 – in particular, staff absence due to ill health continued to be an issue during the first and second terms of 2021-22 which saw a spike in Covid cases. However, the Trust has seen another strong year in terms of financial performance and welcomed a new addition on 1 April 2022 in the form of a large 11-19 secondary school – Chase Terrace Academy in Burntwood. We have recruited additional staff to the Central Support team and can offer additional services to our schools. The Trust and its schools have finished the 2021-22 financial year in a better position than anticipated, despite continued reductions in locally generated income. The impact on learning encountered during periods of lockdown was further mitigated during 2021-22 with the help of recovery and other government funding. However, the recent late announcement of teaching and support staff pay awards above those previously indicated by ASCL, plus the uncertainty of utility and other cost pressures, will impact schools in future years. Reserves may be required to support shortfalls but this is not a medium or longer term solution due to the finite nature of such reserves. The John Taylor Teaching School HUB – one of 87 nationally (11 in the West Midlands) has had a successful first year which helps to mitigate against any potential financial or operational impact from the cessation of the previous Teaching School status.

The Trust will continue to be proactive in terms of income generation, prudent in terms of expenditure plans and will adopt a cautious approach to large projects, ensuring they can be fully funded with no potential risk.

a. Reserves policy

The appropriate level of reserves is determined by the JTMAT Audit Committee in line with its Reserves Policy and will be subject to annual approval by the Trust Board (currently up to 12% of total GAG income). The Trust aims to maintain an adequate level of uncommitted reserves to:

- provide a working balance to cushion the impact of uneven cash flows and avoid necessary short term borrowing;
- provide a contingency to cushion the impact of unexpected events, emergencies and large shortfalls in budgets;
- plan for potential major items of expenditure.

The Group's current level of free reserves (total funds less the amount held in fixed assets and restricted pension funds) is £8,838k (2021 - £7,581k) which is higher than the desired level due mainly to the addition of a new Secondary school and some existing High Schools who have capital development plans in place to reduce the level of their reserves during the next 2 years. Progress is ongoing but the schedule of work has been hindered somewhat due to material and workforce cost inflations in the current climate.

The Trust regularly monitors and reviews the level of reserves in the light of the changing funding and financial climate and other risks such as the potential cash impact on its pension scheme liability and the inflationary impact on utility and other costs. These will be reviewed and monitored on an on-going basis.

The Trust held total fund balances at 31 August 2022 of £138,081k (2021 - £90,715k) comprising £134,689k (2021 - £87,294k) of restricted funds and £3,392k (2021 - £3,421k) of unrestricted general funds and included within the restricted reserves is a pension reserve deficit of £3,875k (2021 - £18,546k).

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

a. Reserves policy (continued)

The Trust has a restricted fixed assets fund, with a balance of £133,118k which is in respect of fixed assets and capital expenditure of the Trust, which is not available for general purpose of the Trust.

The pension liability at 31 August 2022 is £3,875k which is shown separately in a restricted fund and the Trustees continue to review the contribution due based on the reports received from the schemes actuaries ensuring the cash is available to meet contributions as they fall due.

b. Investment policy

The Academy Trust does not currently have an investment policy as there are no investments. Should a decision be taken to consider a strategy requiring investment, this would be enshrined in policy. The Trust does however look to maximise its income through the transfer of uncommitted balances to short term higher interest deposit accounts which it regards as a low risk strategy.

c. Financial and risk management objectives and policies

The Directors have adopted the statement of recommended practice (SORP) approach to identifying and managing the risks of the Trust. The Trust's exposure to risk is largely bank balances, trade creditors and debtors plus its inherited Local Government Defined Benefits pension scheme deficit for support staff across the Trust. The Trust assesses the risks arising from its operations and examines the likelihood and materiality of each risk. The Trust has operational and strategic risk registers which describe the control mechanisms in place to manage or mitigate each risk. The Trust addresses the risk of misappropriation of funds through theft, fraud or other means by engaging positively with accountancy and internal and external auditing services and verification processes and using industry standard, bespoke financial packages and systems designed to mitigate risk.

The MAT strategic risk register is reviewed at all MAT Board meetings and mitigating actions agreed as required and all changes documented. Each Academy's strategic and operational risk registers are reviewed regularly by the Local Governing Body via a standing item at their meetings.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

d. Financial review

Most of the Trust's income is obtained from the Education Skills and Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2022 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Trust also receives grants for tangible fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' SORP (FRS102), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund.

The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2022, total expenditure of £49,418k (2021 - £40,850k) was covered by recurrent grant funding from the ESFA and other incoming resources. The surplus of income over expenditure for the year (excluding movements in the restricted fixed asset fund and pension fund) was £1,257k (2021 - £1,535k).

At 31 August 2022 the net book value of fixed assets was £129,345k (2021 - £99,524k). Assets were used exclusively for providing education and the associated support services to the students of the academies within the Trust.

The deficit of the pension reserve of £3,875k (2021 - £18,546k) relates to the non-teaching staff pension scheme, where, unlike the teachers' scheme, separate assets are held to fund future liabilities as discussed in note 25. The deficit can be met in the longer term from any combination of increased employer to employee contributions, increased government funding or changes to scheme benefits.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

e. Going concern

After making appropriate enquiries, the Directors have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. The Trust and its Central Team continues to grow which enables it to support its schools during difficult times such as the recent/current pandemic. This has resulted in our schools suffering no or only minimal detriment throughout the continuing situation. Most Trust schools are regularly over subscribed and enjoy an excellent reputation amongst the communities they serve. This, together with careful financial management, has resulted in all schools having a positive reserve position of varying levels, enabling some to undertake significant capital planning during the next few years. For this reason the Trust continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Promoting the Success of the Company (Section 172 Statement)

The Board and its Directors are acutely aware of the impact of their decisions upon the success of the company, and the consequent impact the Trust's success has on the lives, outcomes, and life chances of the children we make provision for. Clear moral purpose, combined with financial prudence and informed and effective strategic risk management combine to ensure decisions made regarding growth, investment, and organisational change are taken with due sobriety and measurement. The Trust's risk management strategy has evolved over many years, and is seen as a model of effective practice.

All associated with the Trust are aware of its reputational value, and that individual and corporate actions will enhance or erode that value. As such, we actively monitor and evaluate our engagement with stakeholders, and seek feedback on how we can improve (see previous section on Engagement with suppliers, customers and others in a business relation with the Trust). Reputational value assists the Trust in securing pupil admissions by gaining and retaining the parental confidence of the communities we serve. It helps to ensure the recruitment of high calibre professionals who have ambitions to work for a highly regarded employer that is noted for its performance and its staff development. It assures the Department for Education and other governmental agencies that the Trust is worthy of serious consideration for new strategic growth opportunities and consequent funding streams.

f. Key performance indicators:

Members and Directors must have the skills, knowledge and experience to run the Multi Academy Trust. Their duties include ensuring that the Trust's funds are used only in accordance with the law, its articles of association, its funding agreement and the Academies Financial Handbook. The Trust will continue to grow and reached its target of at least fourteen schools by 2021, having already out stripped its previous growth projection of eight schools by 2019.

Governance KPI's

1. Ensure that distinction is achieved between Member and Director roles within the MAT as enshrined in documentation.
2. All Members and Directors fully understand their duties as Company Directors and Charity Trustees as laid out in the Companies Act 2006 and Charity Commission guidance as exemplified in a skills audit.
3. All schools have a full complement for their Local Governing Bodies, with an appropriate set of skills and experiences to undertake their defined responsibilities.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Financial KPI's

1. Assurance received that annual financial accounts have been properly prepared and are free of material misstatements.
2. Accounts filed with Companies House for public access by 31 December each year and on the Trust website by 31 January of the following year.
3. All statutory returns submitted on time.
4. Staffing costs should be capped at 80% of total Trust income (excluding restricted fixed asset funds, the income on conversion/transfer of existing academies and the LGPS pension movement). Actual staff costs for 2021/22 were 77%.
5. Alternative sources of funding are pursued, consistent with the Trust's core competencies.

Human Resource KPI's

1. All MAT academies fully staffed with high calibre staff.
2. Pupil to teacher ratios are favourable compared to national levels.
3. 100% training penetration rate achieved (calculated as % of employees completing a course of training compared to total number of employees employed).
4. 100% performance management penetration for all eligible staff across all MAT schools.

School Standards KPI's

1. All MAT schools retain or improve their Ofsted inspection rating.
2. Parent, staff and student survey data illustrates satisfaction.
3. Schools can demonstrate the adding of value to children of all ages, abilities, and backgrounds.
4. All schools are fully compliant with health and safety, safeguarding and other statutory requirements.

Plans for future periods

Future developments

The Academy Trust will continue striving to improve the levels of performance of its pupils and students at all levels and will continue its efforts to ensure they secure employment or a place in Higher Education once they leave school. Key priorities are identified in our Strategic Plan 2021-24:

Priority 1: Teaching and Learning

Objectives

- To establish and embed a set of core, research-informed pedagogical principles across the Trust to which underpins Teaching and learning and professional development
- To agree and implement a common approach to the quality assurance of teaching and learning, ensuring a common language for teaching and learning conversations which supports cross-school working and sharing of best practice.
- To ensure that all schools are aware of, engage in and benefit from the opportunities provided through the Research School and Teaching School hub
- To establish, support and embed a genuine culture of collaboration, where staff in a range of different roles are given opportunities to work together
- To strengthen pedagogical expertise and accelerate improvement in outcomes through teachers engaging in enquiry-based learning, sharing classroom experiences and trying out new things.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Priority 2: Curriculum and Assessment

Objectives

- To develop, in identified subjects, an aligned, rich, research-informed, rigorous and coherent curriculum through professional collaboration and effectively implement for the benefit of pupils within the Trust.
- To align curricula and approaches to assessment across schools within the MAT to drive academic improvement through the facilitation of collaboration, sharing best practice and supporting staff workload
- To align approaches to summative assessment ensuring they are consistent and robust and use a common language enabling accurate evaluation of the performance of individual pupils, focus groups and subjects both within individual schools across the Trust

Priority 3: Leadership and Governance

Objectives

- To ensure all JT MAT Governors and Directors/Members are confident and effective in their role.
- To encourage leaders at all levels to contribute to the culture and collective endeavour of the Trust.
- To embed a clear talent management and succession planning strategy across the MAT and a commitment to ongoing leadership development.
- To invest in leaders at all levels within the MAT ensuring that they are well equipped to inspire, lead, manage and challenge others to make changes, leading to improved outcomes for pupils and manage succession challenges effectively.
- To provide secondment and shadowing opportunities to broaden the experience of the best and emerging leaders to support all schools and pupils within the Trust.
- To plan and implement Student/Pupil leadership opportunities and ensure they are fully exploited.
- To ensure that ethical leadership underpins all Trust operations.
- To maintain and develop Trust-wide partnerships to support school improvement.
- To support and promote a culture within the MAT which is supportive and ever mindful of staff workload and well-being.
- To ensure that the Trust growth is well-managed as new schools - both converters and free schools - and their staff and governor communities are inducted into the expectations, systems and ways of working of JTMAT.

Priority 4: People Development

Objectives

- To review and refine recruitment and induction processes.
- To implement a clear career progression pathway which outlines the offer and entitlement and informs the professional development pathway of staff throughout their career, promoting a "one Trust" culture.
- To ensure that a comprehensive professional development offer for teachers (supported by the MAT) is embedded within the TS Hub and Research school offer and accessed by colleagues across the Trust
- To ensure professional development programmes and opportunities for leaders and aspiring leaders the Trust are accessible via the TS hub and Research School and accessed by colleagues across the Trust
- To promote and facilitate a strong culture of coaching to enhance the development of all teachers and leaders in all our schools and complement professional development programmes
- To implement a common support programme which effectively helps teachers in need of support to improve their performance

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Priority 5: Infrastructure and support:

Objectives:

- To source and purchase a range of online support packages to support leadership and governance across our schools
- Estate Management to deliver a number of programmes relating to capital investment, related service contracts and health and safety
- To implement a dedicated finance budget and salary planning package to facilitate the budget setting process across schools
- To introduce the use of an IT benchmarking tool
- To ensure that growth within the MAT central team supports change and improvement across and within schools
- To offer an impressive package of traded services, in conjunction with its Research School and Teaching School Hub, and deliver high quality school improvement, financial services, IT support, and other packages to schools and MATs
- To equip all members of our community with the necessary knowledge, skills and tools to ensure compliance with Data Protection Act (GDPR/DPA) and the latest cyber security guidance

N.B: A summary of the Trust's Strategic Plan (2021-24) is available on the Trust's website.

Principal risks and uncertainties

The Academy Trust has undertaken further work during the year to develop and embed the system of internal control, including financial, operational and risk management which is designed to protect the Trust's assets and reputation.

Based on its Terms of Reference, the Audit and Compliance Committee undertook a comprehensive review of the risks to which the Trust is exposed. This identified systems and procedures, including specific preventable actions which should mitigate any potential impact on the Academy Trust.

The Accounting Officer has responsibility for reviewing the effectiveness of the system of internal control, and during the year the review has been informed by the work of the Audit and Compliance Committee and the external auditor, as well as the self assessment process.

A strategic risk register is maintained at the Trust level which is reviewed at least termly by all Directors and more frequently where necessary. For each Academy within the Trust, both strategic and operational risk registers are in place, reviewed by Governors on the LGB (it appearing as a standing item on all governing body agendas). The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the Trust and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Principal risks and uncertainties (continued)

Outlined below is a description of the principal risk factors that may affect the Trust. Not all the factors are within the Trust's control. Other factors besides those listed below may also adversely affect the Trust and its academies.

- Strategic & Reputational,
- Operational Risk,
- Compliance Risk,
- Financial Risk.

1. Government funding

The Academy has considerable reliance on continued government funding through the ESFA. In 2021-22, this was 96% of the Academy's revenue was ultimately public funded. There can be no assurance gained that government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

This risk is mitigated in a number of ways:

- Funding is derived through a number of direct and indirect contractual arrangements.
- By ensuring the Trust is rigorous in delivering high quality education and training.
- Considerable focus and investment is placed on maintaining and managing key relationships with the ESFA.
- By ensuring that the Trust delivers good value in the use of public resources.

2. Maintain adequate funding of pension liabilities

The financial statements report the share of the pension scheme deficit on the Academy's Balance Sheet in line with the requirements of FRS 102.

Uncertainty remains around the impact of leaving the European Union and how that could potentially impact our operations, service users and suppliers. We are reviewing and monitoring the impact of this on an ongoing basis.

Fundraising

John Taylor Multi Academy Trust does not undertake formal fundraising via external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Streamlined Energy and Carbon Reporting

John Taylor Multi Academy Trust is a large company as determined by sections 465 and 466 of the companies Act 2006 and consumes more than 40,000 KWh of energy in a reporting period. This report has been compiled using energy data from the period 1st September 2021 to 31st August 2022. This is the third annual report by the Trust and whilst there has been a small increase in overall carbon emissions, it is important to consider the ongoing effects of the global Coronavirus Pandemic on the energy use during this reporting period.

Energy consumption has been impacted negatively for the period schools were required to alter operational practices on the return to education and the need to adequately ventilate areas.

The most significant impact on schools energy use undoubtedly presented itself during the return to education in September 2021. Whilst not in the height of the pandemic, schools were advised to adequately ventilate buildings in an effort to mitigate against further infections from Covid 19. This strategy obviously presented a conflict for schools to provide a comfortable heated environment with suitably ventilated areas and this has been borne out by considerably increased gas consumption compared with the comparable baseline period in 2019. It is considered that the comparison with the previous year's consumption will continue to be distorted due to the substantial under occupancy in the year 2020 to 2021 when schools were closed during the most significant periods of the Pandemic. The addition of a new secondary school to the MAT in April 2022, Chase Terrace Academy, has contributed to a significant rise in pupil numbers with a partial measurement of energy use for this site. Despite the rise in tonne of carbon per pupil in this period, the levels are slightly less than the baseline year in 2019 and it is anticipated that energy use is returning to a normalised level for anticipated occupancy of the MATs estate.

Vehicle mileage and grey fleet has returned to a rate slightly less than the 2019 base year levels but can be considered at a consistent level. Unfortunately measuring this against the previous year still highlights the disruptive nature of the pandemic and has resulted in a distortion of typical energy use when compared to the previous year.

This report will include for the stated period:

- its UK energy use and associated greenhouse gas emissions, as a minimum relating to gas, purchased electricity and transport fuel;
- its energy use and emissions;
- an emissions intensity ratio;
- methodologies used in the calculations;
- measures taken to improve energy efficiencies in the period.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Streamlined Energy and Carbon Reporting (continued)

UK Greenhouse gas emissions and energy use data for the period 1 st September 2021 to 31 st August 2022	
Energy consumption used to calculate emissions (kWh)	9,537,580
Energy Consumption break down (kWh)	
• Gas	5,892,187
• Electricity	3,038,330
• Transport fuel	27,415
• Heating Oil	20,697
• Liquid Petroleum Gas (lpg)	62,459
• Biomass	496,493
<u>Scope 1 emissions in metric tonnes CO2e</u>	
Gas consumption	1073.50
Heating LPG	13.68
Heating Oil	55.50
Owned transport – mini- buses	2.54
<u>Total Scope 1</u>	1145.22
<u>Scope 2 emissions in metric tonnes CO2e</u>	
Purchased electricity	439.28
Biomass	5.23
<u>Total Scope 2</u>	444.51
<u>Scope 3 emissions in metric tonnes CO2e</u>	
Business travel in employee-owned vehicles	11.50
<u>Total gross emissions in metric tonnes CO2e</u>	1742.90
<u>Intensity ratio</u>	
Tonnes CO2e per pupil	0.208

Quantification and Reporting Methodology

The Trust has followed the 2021 HM Government Environmental Reporting Guidelines. We have used the GHG Reporting Protocol – Conversion factors from Department for Business, Energy & Industrial Strategy 'Government conversion factors for company reporting of greenhouse gas emissions' 2021.

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Streamlined Energy and Carbon Reporting (continued)

John Taylor Multi Academy Trust summary of energy use 2021/2022

Current Year 2021						
Energy Source	Period of Consumption	Consumption		Scope	Emissions calculation	
Gas – total kWh (kilowatt-hours)	01/09/2021 - 31/08/2022	5,892,187	kWh (gross CV (calorific value))	Scope 1	1073.50	tCO ₂ e
Electricity – total kWh (kilowatt-hours)	01/09/2021 - 31/08/2022	3,038,330	kWh	Scope 2	580.96	tCO ₂ e
Heating Oil – total kWh (kilowatt-hours)	01/09/2021 - 31/08/2022	20,697	kWh	Scope 1	55.50	tCO ₂ e
Heating LPG – total kWh (kilowatt-hours)	01/09/2021 - 31/08/2022	62,459	kWh	Scope 1	13.68	tCO ₂ e
Biomass – total kWh (kilowatt-hours)	01/09/2021 - 31/08/2022	496,493	kWh	Scope 2	5.23	tCO ₂ e
Transport – School Fleet miles	01/09/2021 - 31/08/2022	10,729	kWh	Scope 1	2.54	tCO ₂ e
Transport – (Grey Fleet) Value Chain	01/09/2021 - 31/08/2022	16,686	kWh	Scope 3	11.50	tCO ₂ e
Total		9,537,580	kWh		1742.90	tCO₂e
		Pupil Numbers			KPI	
Intensity ratio		6373	Pupils		0.208	tCO ₂ e per pupil

Previous Year 2020						
Energy Source	Period of Consumption	Consumption		Scope	Emissions calculation	
Gas – total kWh (kilowatt-hours)	01/09/2020 - 31/08/2021	4,883,694	kWh (gross CV (calorific value))	Scope 1	894.50	tCO ₂ e
Electricity – total kWh (kilowatt-hours)	01/09/2020 - 31/08/2021	2,068,861	kWh	Scope 2	439.28	tCO ₂ e
Heating Oil – total kWh (kilowatt-hours)	01/09/2020 - 31/08/2021	398,430	kWh	Scope 1	99.54	tCO ₂ e
Heating LPG – total kWh (kilowatt-hours)	01/09/2020 - 31/08/2021	80,940	kWh	Scope 1	17.75	tCO ₂ e
Biomass – total kWh (kilowatt-hours)	01/09/2020 - 31/08/2021	437,437	kWh	Scope 2	6.62	tCO ₂ e
Transport – School Fleet miles	01/09/2020 - 31/08/2021	3,469	kWh	Scope 1	0.87	tCO ₂ e
Transport – (Grey Fleet) Value Chain	01/09/2020 - 31/08/2021	5,170	kWh	Scope 3	0.34	tCO ₂ e
Total		7,878,002	kWh		1459.49	tCO₂e
		Pupil Numbers			KPI	
Intensity ratio		7925	Pupils		0.183	tCO ₂ e per pupil

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Streamlined Energy and Carbon Reporting (continued)

Energy Source	Comparison Year 2019				
	Period of Consumption	Consumption	Scope	Emissions calculation	
Gas – total kWh (kilowatt-hours)	01/01/2019 - 31/12/2019	3,961,577 kWh (gross CV (calorific value))	Scope 1	728.42	tCO ₂ e
Electricity – total kWh (kilowatt-hours)	01/01/2019 - 31/12/2019	2,297,537 kWh	Scope 2	535.65	tCO ₂ e
Heating Oil – total kWh (kilowatt-hours)	01/01/2019 - 31/12/2019	373,217 kWh	Scope 1	88.25	tCO ₂ e
Heating LPG – total kWh (kilowatt-hours)	01/01/2019 - 31/12/2019	97,554 kWh	Scope 1	20.92	tCO ₂ e
Biomass – total kWh (kilowatt-hours)	01/01/2019 - 31/12/2020	430,093 kWh	Scope 1	6.48	tCO ₂ e
Transport – School Fleet miles	01/01/2019 - 31/12/2019	10,842 kWh	Scope 1	2.76	tCO ₂ e
Transport – (Grey Fleet) Value Chain	01/01/2019 - 31/12/2019	25,671 kWh	Scope 3	5.56	tCO ₂ e
Total		7,196,490 kWh		1388.03	tCO₂e
		Pupil Numbers		KPI	
Intensity ratio		6150 Pupils		0.222	tCO ₂ e per pupil

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO₂e per pupil.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Streamlined Energy and Carbon Reporting (continued)

Measures taken to improve energy efficiency during the last twelve months

The Trust was successful in applying for government funding under the Public Sector Decarbonisation Scheme Grant (PSDS) for the installation of low carbon technologies at John Taylor High School and this work is anticipated to be completed before 31st March 2023. Chase Terrace Academy was successful in an application for a similar PSDS grant prior to joining JTMAT to install low carbon technologies at this site which were completed in March 2022. The Trust has worked with Entrust Property Services to submit applications for PSDS grants and will continue to highlight potential schemes in the future.

The MAT has tried to include energy saving themed projects when allocating its School Condition Allocation (SCA) to address condition-based capital works, some of the completed projects during the period include:

- All Saints C of E Primary School – upgrade of school's main oil heating plant and controls, upgrade of fluorescent and filament lighting to LED. Replacement flat roof including upgraded insulation.
- Kingsmead School – Replacement window scheme from single glazed to double glazed units, replacement of roofs including the upgrading of loft insulation. Refurbishment to sports hall changing area to include new heat emitters and LED lighting replacement, classroom refurbishment to include upgrading of LED lighting
- Church Gresley Infants School - Repairs to faulty windows.
- Thomas Russell Infants School – Upgraded pupil toilets to included new heat emitters and LED lighting. Replacement of LED lighting, window replacement.
- Walton-On-Trent Primary School - Upgraded pupil toilets to included new heat emitters and LED lighting.
- John Taylor High School - Contribution of SCA funding to install new pipework, emitters, and controls under the PSDS works. Replacement of lighting and ceilings
- Needwood School – Replacement flat roofing including upgrading roof insulation
- St Peters School – Replacement windows and door sets form old single glazed units to thermal double glazed.
- Winhill Village Primary School – Replacement light form fluorescent to LED
- Paulet High School – Conversion of kitchen from gas to fully electric provision

Awareness of the need to save energy in the school environment is continued to be promoted both from an education and financial perspective.

Plans for future periods

With the recent substantial increases in energy costs, it is more important than ever to ensure that the Trust promotes the efficient use of energy and looks to reduce the reliance on unmonitored energy. The Trust will continue to engage with business leaders in its current estate to educate and bring awareness of energy saving principles. The Trust will continue to engage with professional energy consultants in order to identify opportunities for grant funding to decarbonise its estate in line with expectations from central government.

The Trust has committed in its School Condition Allocation funding (SCA) to include energy efficient strategies when improving or extending the estate eg re-roofing projects will include the upgrading of insulation as a standard specification requirement where possible as will the fitting of LED lighting when replacing old discharge style lighting. The Trust will continue to work with its current energy advice providers to look at best practice in relation to energy procurement, management, and use.

JOHN TAYLOR MAT
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Disclosure of information to auditor

Insofar as the Trustees are aware:

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

Auditor

The auditor, Mazars LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 12 December 2022 and signed on its behalf by:

Gareth Moss
Gareth Moss (Dec 14, 2022 07:28 GMT)

.....
G Moss
Chair of Trustees

GOVERNANCE STATEMENT

Scope of responsibility

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

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Trustees has delegated the day-to-day responsibility to the CEO, 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 John Taylor MAT 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 6 times during the year.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
G Moss, (Chair)	6	6
T Hopkins	6	6
D Beaty (resigned 31 August 2022)	5	6
A Lee	5	6
A Stainer	6	6
A Swift	5	6
G Evans	6	6
N Warner	4	6
M Donoghue, (Accounting Officer)	6	6

John Taylor MAT has established robust governance structures with terms of reference for all committees and these will continue to be reviewed annually. The Board has carried out a skills audit of its members and organised training courses to address specific needs. A School Representation Group was constituted in 2018, in line with the Trust's growth trajectory, to ensure that academies within JT MAT have a clear and structured communication mechanism with the MAT Board.

The scale and scope of the Board's work remains unchanged, and is discharged through Board meetings, two Committees (Audit and Compliance, and Achievement and Progress) and individual Director engagement with the CEO and other senior leaders within the Trust and its schools.

The membership of the Trust Board remained consistent throughout 2021-22. The Board annually reviews its competences, and its effectiveness, and will engage in formal self reflection following each Board meeting during 2022-23. The most recent routine Trust Review conducted by colleagues from the Department of Education Regional Delivery Division (RDD) took place in 2019, the outcome of which was extremely positive. JT MAT is signposted by the Department as a model of effective governance, and has hosted and led numerous training sessions for the Department on a range of topics – from CEO Induction through Academy finance to governance.

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Trust has established an Audit and Compliance Committee whose main purpose is to oversee the audit process and related matters in line with the Trust Scheme of Delegation. The committee met 3 times during the year. The CEO also attended 3 meetings and the COO attended 3 meetings during the year.

The Board has also established an Achievement and Progress Committee to monitor standards of educational performance within and across the Trust's schools. The composition of this Committee includes Trustees with extensive educational experience and the Trust's primary and secondary improvement partners.

In order to mitigate risks of conflict of interest, the Board maintains an up-to-date and complete register of interests, and directors are reminded of their obligations at every meeting via a standing agenda item. This reminder covers not only their conduct during the meeting itself, but also relates to any and all interactions they have with the Trust and its schools.

The Trust conducts the NGA skills audit of its directors annually, as do our schools' Local Governing Bodies. In addition, it has engaged positively in the Regional Director's programme of Trust Reviews, having been the subject of two routine reviews. The Trust, as a result of its growth trajectory, has been subject to regular DfE/ESFA scrutiny within the scope of their due diligence work on the conversion and sponsorship of schools. Our continued growth is a validation of the assurance that the Trust is able to provide those with regulatory authority of its competence, capacity and willingness. We look forward to the next Regional Director's review. Finally here, each Ofsted inspection (six conducted in 2021-22) has followed a theme of governance amongst its lines of enquiry. On each and every occasion, governance was viewed favourably and as a strength.

The Trust values the Ethical Leadership Framework as recommended by the National Governors Association, the Confederation of School Trusts, the Association of School and College Leaders amongst others. We appraise our schools and their governance using this framework, and its promotion was a key aspect of our Trust-wide training day in July 2022, an event well attended by directors and governors of the Trust and its schools.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
A Lee	3	3
J Hodgkinson	2	3
D Oates	3	3
P Freeman	2	3

In addition to the MAT Board, the Trust has established Local Governing Body Managing and Organising Committees at each school which met 6 times during the year. These meetings receive Management Accounts and detailed financial reports in addition to local Capital, Health and Safety and Premises related income and expenditure issues.

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Future Plans

In its first Strategic Plan, the Trust proposed to become a group of eight academies by 2019 (compared with its four at the time of writing), with both primary (three further schools) and secondary growth (one school) anticipated. Naturally, these projections were subject to revision – and the proposed trajectory was exceeded, as the Trust by the end of the academic year 2018-19 comprised three secondary schools and nine primaries. Whittington Primary and Nursery School joined the Trust on 1 November 2022 and plans are at an advanced stage to welcome Blythe Bridge Secondary School on 1 January 2023. This will bring the total number of schools in the Trust to 18 - six secondary and 12 primary schools. The Trust Board wholeheartedly and unanimously endorsed these incorporations as an ideal opportunity to provide exceptional educational provision to more communities in our area, and to further the Trust's objectives. A new plan was formulated for September 2021 for the period 2021-24 which outlines our growth strategy further.

Review of value for money

As Accounting Officer, the CEO 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:

1. Robust governance and oversight of the Academy's finance

The Accounting Officer has responsibility for reviewing the effectiveness of the systems of internal control. He is informed by the internal audit service – commissioned by the Audit and Compliance Committee – who undertake reviews of key financial policies, procedures, and their implementation. Reports are produced which detail the Trust's compliance and demonstrate that the Trust has robust systems and financial controls in place. These reports are presented to the Audit and Compliance Committee in order to elicit a management response, agree any appropriate action be taken and any further distribution of the report and its implications (e.g. to the Managing and Organising Committees of Local Governing Bodies or the MAT Board). The MAT Board approves the budget each year and is mindful of the need to balance expenditure against income to ensure the Trust remains a "going concern". The MAT Board also receives and approves the Statutory Accounts and the External Auditor's Management Report.

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

2. Reviewing controls and managing risks

The budget is monitored on a regular basis by the Chief Operating Officer (COO) and the CEO through the production of reports that are generated direct from each Academy's financial management systems. Remedial action is taken to address any significant variances that may have an impact on the budget outturn.

The COO reports half termly to the MAT Board, presenting a budget monitoring report and cashflow statement and details the consolidated financial position of the Academies year to date and gives an update on the budget for the year, including any significant variances. In turn these are reported, at summary level, to the LGB Managing and Organising Committees of each academy indicating their own academy's financial position. A risk register is reviewed at every meeting by the Trust, and financial risk is reviewed further by the Audit Committee. The risk register details aspects of procedure and practice that contains risk, the extent of the impact should the risk manifest itself, the likelihood of the Trust's exposure to such an incidence, and the control mechanisms in place to mitigate likelihood and impact. Annually, the Audit Committee asks the CEO and COO the following:

- a) Have any risks recorded on the register materialised?
- b) Are there any new risks that have been added since the previous review?
- c) Are there any risks that have been removed as no longer applicable since the previous review?
- d) Have there been any adjustments to the control procedures detailed in the register since the previous review?

In addition, "Risk" is a standing item on all Trust and LGB committee agendas, providing a regular opportunity for senior leaders, Directors and Governors to discuss risk and its management outside of an annual review.

A Reserves Policy is in place which provides clarity for Trustees on the extent and use of reserves generated by the Trust. This ensures sufficient working capital is provided to cover any cash flow issues that may arise between expenditure and receipt of grants, and provides a contingency to assist in the management of any unexpected and urgent costs e.g. emergency maintenance work on site, and provides the resources for future significant capital projects.

3. Maximising income generation

The Trust deposits surplus cash balances in accounts which offer better interest rates available for secure investment to maximise interest earning potential. The Trust explores every opportunity to generate income through fund raising and grant applications. The growth of the Trust – through 'converter' academies and new free school provision – has added to the Trust's infrastructure. As the centre for a Teaching School Hub (The John Taylor Teaching School Hub) and as the host of a Research School (The Staffordshire Research School), we encourage applications for grants and funding streams that provide opportunities to engage in research and development, initial teacher training, school to school support and other strategies that directly relate to the Trust's core purpose and mission. The accommodation of nursery provision at several of our primary schools also generates income for the Trust. Income generated from lettings is ongoing, and the Trust continues to seek ways in which it can enhance its use as a community resource and generate additional income towards its core activities in the process. Finally, the CEO's engagement as an NLE, as a member of the Regional Director's Advisory Board (reconstituted from September 2021), together with the Trust's leadership of the Trust and School Improvement Offer for the Department for Education in the region, are an additional source of income, where the resources are re-routed into our provision. This work is also exceptionally valuable in the enhancement of the influence and reputation of the Trust beyond its locality.

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

4. Ensuring value for money is achieved and resources are used efficiently and effectively

The CEO and COO prepare the budget for Directors' approval from the priorities established in the Strategic Plan produced with reference to the Academy's Strategic Plan 2021-24, available at www.jtmat.co.uk. Through the improvement planning and self-evaluation processes, the Trust evaluates the effectiveness of strategies introduced in previous years in order to secure greater effectiveness and efficiency of resource deployment in subsequent plans. This is also assisted by the use of a self-evaluation tool at Trust level.

The staffing structures of the Trust's academies are reviewed annually by the Local Governing Bodies of each Academy and staffing is deployed to drive and support curriculum delivery, intervention initiatives, and wider school improvement. Targeted and restricted funding (e.g. Pupil Premium) is deployed in accordance with criteria associated with it.

Contracts and services are regularly appraised and renegotiated when appropriate to ensure value for money. The Trust and its Academies seek multiple quotations for goods and services where possible. During the year the Trust conducted full tenders for its cleaning service across all of its schools, the External audit provision and replacement of its Management Information System. In exceptional circumstances when it is not possible to secure several alternative costings, the reason is recorded in the Procurement Waiver documentation. The Trust utilises benchmarking information where available.

The Trust works closely with other local schools and academies to ensure best value. Through the Teaching School Alliance and other partnerships, economies of scale can be gained when procuring teacher training courses and other resources relating to our core activities. The Trust always assesses the costs and benefits of various options before making a purchasing decision in order to ensure that such a decision is securing best value and is the right option for the Academy for the longer term.

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 John Taylor MAT for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

The following areas were scrutinised by our external provider RSM UK:

- Strategic Performance Management Arrangements
- High Level Review of Key Financial Controls
- High Level Review of IT Cyber Security Controls

All planned work was completed within the year and no material control weaknesses were identified in any of the audit areas examined.

GOVERNANCE STATEMENT (CONTINUED)

Capacity to handle risk

The Directors have reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. A log of discussions and amendments to the Risk Register is detailed at the foot of the document, providing a chronicle of changes over time. The MAT Board is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year ended 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the MAT Board.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the Trust Board of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks
- exceptional risk assessments for Covid-19 related risks

All of the above is augmented by the Trust's Whistleblowing Policy which is available to all stakeholders. The Audit and Compliance Committee has considered the need for a specific internal audit function and currently utilises the services of RSM UK Group LLP auditors as internal auditor. The key areas of focus for the audit are around operational and regularity issues with a particular focus on the risk of fraud.

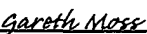
Review of effectiveness

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

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

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the external auditors and executive managers 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:


Gareth Moss (Dec 14, 2022 07:28 GMT)

.....
G Moss
Chair of Trustees

Date: 12 December 2022



.....
M Donoghue
Accounting Officer

Date: 12 December 2022

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of John Taylor MAT I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (the ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2021.

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

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



.....
M Donoghue
Accounting Officer

Date: 12 December 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

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

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

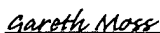
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the Board of Trustees and signed on its behalf by:


Gareth Moss (Dec 14, 2022 07:28 GMT)

.....
G Moss
Chair of Trustees

Date: 12 December 2022

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF JOHN TAYLOR MAT

Opinion

We have audited the financial statements of John Taylor MAT (the 'Academy Trust') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including FRS 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 (Charities SORP 2019) and the Academies Accounts Direction 2021 to 2022 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy Trust's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 2021 to 2022.

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 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 Academy Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF JOHN TAYLOR MAT (CONTINUED)

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report including the incorporated Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report including the incorporated Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the incorporated Strategic Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF JOHN TAYLOR MAT (CONTINUED)

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement on page 35, 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 Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy Trust or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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. Based on our understanding of the Academy Trust and its activities, we identified that the principal risks of non-compliance with laws and regulations related to the funding agreement with the Department of Education, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the Academy Trust is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the Academy Trust which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as the funding agreement with the Department of Education, tax legislation, pension legislation, the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022.

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF JOHN TAYLOR MAT (CONTINUED)

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

In addition, we evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to income recognition (which we pinpointed to the cut off assertion) and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

Use of the audit report

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

~~David Hoose~~

David Hoose (Dec 14, 2022 07:45 GMT)

David Hoose (Senior Statutory Auditor)
for and on behalf of
Mazars LLP
Chartered Accountants
Statutory Auditor

Park View House
58 The Ropewalk
Nottingham
NG1 5DW

Date: Dec 14, 2022

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO JOHN TAYLOR MAT AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 30 September 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by John Taylor MAT during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of John Taylor MAT's Accounting Officer and the Reporting Accountant

The accounting officer is responsible, under the requirements of John Taylor MAT's funding agreement with the Secretary of State for Education dated 28 May 2015 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2021 to 2022. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Planning our assurance procedures including identifying key risks;
- Carrying out sample testing on controls;
- Carrying out substantive testing including analytical review; and
- Concluding on procedures carried out.

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO JOHN TAYLOR MAT AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

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 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.


Mazars LLP (Dec 14, 2022 07:46 GMT)

Mazars LLP
Chartered Accountants
Statutory Auditor

Park View House
58 The Ropewalk
Nottingham
NG1 5DW

Date: Dec 14, 2022

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
	Note					
Income from:						
Donations and capital grants:	3					
Transfer of existing Academy joining the Academy Trust	30	246	(1,845)	24,594	22,995	-
Transfer on conversion from local authority		-	-	6,694	6,694	-
Other donations and capital grants		109	-	2,791	2,900	1,928
Other trading activities	5	396	179	-	575	654
Investments	6	7	-	-	7	14
Charitable activities:	4					
Academy Trust educational operations		395	42,529	-	42,924	35,685
Teaching school hub		-	1,099	-	1,099	1,411
Total income		1,153	41,962	34,079	77,194	39,692
Expenditure on:						
Raising funds	7	345	-	-	345	506
Charitable activities	8	690	43,739	3,826	48,255	39,144
Teaching school hub	7	-	818	-	818	1,200
Total expenditure		1,035	44,557	3,826	49,418	40,850
Net income/ (expenditure) carried forward		118	(2,595)	30,253	27,776	(1,158)

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
	Note					
Net income/ (expenditure) brought forward		118	(2,595)	30,253	27,776	(1,158)
Transfers between funds	17	(147)	(1,038)	1,185	-	-
Net movement in funds before other recognised gains/(losses)		(29)	(3,633)	31,438	27,776	(1,158)
Other recognised losses:						
Actuarial gains/(losses) on defined benefit pension schemes	25	-	19,590	-	19,590	(3,300)
Net movement in funds		(29)	15,957	31,438	47,366	(4,458)
Reconciliation of funds:						
Total funds brought forward		3,421	(14,386)	101,680	90,715	95,173
Net movement in funds		(29)	15,957	31,438	47,366	(4,458)
Total funds carried forward		3,392	1,571	133,118	138,081	90,715

JOHN TAYLOR MAT
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07421140

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £000	2021 £000
Fixed assets			
Tangible assets	14	129,345	99,524
		<u>129,345</u>	<u>99,524</u>
Current assets			
Debtors	15	2,680	936
Cash at bank and in hand	21	15,007	12,026
		<u>17,687</u>	<u>12,962</u>
Creditors: Amounts falling due within one year	16	(5,076)	(3,225)
Net current assets		<u>12,611</u>	<u>9,737</u>
Net assets excluding pension liability		<u>141,956</u>	<u>109,261</u>
Defined benefit pension scheme liability	25	(3,875)	(18,546)
Total net assets		<u><u>138,081</u></u>	<u><u>90,715</u></u>
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	17	133,118	101,680
Restricted income funds	17	5,446	4,160
		<u>138,564</u>	<u>105,840</u>
Restricted funds excluding pension liability	17	138,564	105,840
Pension reserve	17	(3,875)	(18,546)
Total restricted funds	17	<u>134,689</u>	<u>87,294</u>
Unrestricted income funds	17	<u>3,392</u>	<u>3,421</u>
Total funds		<u><u>138,081</u></u>	<u><u>90,715</u></u>

JOHN TAYLOR MAT
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07421140

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

The financial statements on pages 42 to 79 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

Gareth Moss
Gareth Moss (Dec 14, 2022 07:28 GMT)

.....
G Moss
Chair of Trustees

Date: 12 December 2022

The notes on pages 47 to 79 form part of these financial statements.

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £000	2021 £000
Cash flows from operating activities			
Net cash provided by operating activities	19	796	1,371
Cash flows from investing activities	20	2,185	1,483
Change in cash and cash equivalents in the year		2,981	2,854
Cash and cash equivalents at the beginning of the year		12,026	9,172
Cash and cash equivalents at the end of the year	21, 22	<u>15,007</u>	<u>12,026</u>

The notes on pages 47 to 79 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.3 Income

All incoming resources are recognised when the Academy Trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

• **Grants**

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

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

Capital grants are recognised in full when there is 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 Trust has provided the goods or services.

• **Transfer of existing academies into the Academy Trust**

Where assets and liabilities are received on the transfer of an existing academy into the Academy Trust, the transferred assets are measured at fair value and recognised in the Balance Sheet at the point when the risks and rewards of ownership pass to the Academy Trust. An equal amount of income is recognised for the transfer of an existing academy into the Academy Trust within 'Income from Donations and Capital Grants' to the net assets acquired.

1.4 Expenditure

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.4 Expenditure (continued)

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets

Assets costing £10k or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.5 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Freehold property	- 2%
Long-term leasehold property	- 2%
Furniture and equipment	- 10%
Computer equipment	- 33.3%
Motor vehicles	- 20%

The Academy Trust occupies certain land (including buildings) which are owned by its Trustees. The Trustees are the providers of the academies on the same basis as when the academies were maintained schools. The Academy Trust occupies the land (and buildings) under a mere licence. This continuing permission of their Trustees is pursuant to, and subject to, the Trustees' charitable objects, and is part of the Church's contribution since 1847 to provide State funded education in partnership with the State.

The licence delegates aspects of the management of the land (and buildings) to the Academy Trust for the time being, but does not vest any rights over the land in the Academy Trust. The Trustees have given an undertaking to the Secretary of State that they will not give the Academy Trust less than two years notice to terminate the occupation of the land (including buildings). Having considered the factual matrix under which the Academy Trust is occupying the land (and buildings) the Directors have concluded that the value of the land and buildings occupied by the Academy Trust will not be recognised on the Balance Sheet of the Company.

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.

1.6 Liabilities

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

1.7 Provisions

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

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.8 Leased assets

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

1.9 Financial instruments

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 16. 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.

1.10 Taxation

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.11 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

1.12 Fund accounting

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

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

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

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

1.13 Agency arrangements

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 30.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

Church owned land and buildings

The Academy Trust occupies certain land (including buildings) which are owned by its Trustees. The Trustees are the providers of the academies on the same basis as when the academies were maintained schools. The Academy Trust occupies the land (and buildings) under a mere licence. The Trustees have given an undertaking to the Secretary of State that they will not give the Academy Trust less than two years notice to terminate the occupation of the land (including buildings). Having considered the factual matrix under which the Academy Trust is occupying the land (and buildings) the Directors have concluded that the value of the land and buildings occupied by the Academy Trust will not be recognised on the Balance Sheet of the company.

Accounting for John Taylor Free School's property

The free school moved into its new premises on 1 September 2018. The long term lease is yet to be signed with the Local Authority and the Trust is occupying the building on a license. The Trust has accounted for the land and buildings on its Balance Sheet at the year end as the Trust has stated it has the risk and rewards of the building and therefore has accounted for the asset. The Trust confirmed the long term lease is in the process of being finalised.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

3. Income from donations and capital grants

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Transfer of existing Academy joining the Academy Trust	246	(1,845)	24,594	22,995	-
Transfer on conversion from local authority	-	-	6,694	6,694	-
Other donations	109	-	-	109	98
Capital Grants	-	-	2,791	2,791	1,830
Total 2022	355	(1,845)	34,079	32,589	1,928
Total 2021	98	-	1,830	1,928	

The Transfer from Local Authority on Conversion relates to the valuation of land and buildings of a school that formally joined the Trust on 1 September 2022. As the Trust's long-lease over these assets had been signed before the year end, the asset and associated income have been recognised in these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4. Funding for the Academy Trust's charitable activities

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
DfE/ESFA grants				
General Annual Grant (GAG)	-	37,123	37,123	29,926
Other DfE/ESFA grants				
Pupil Premium	-	1,248	1,248	1,028
Teachers' Pay and Pension Grants	-	212	212	1,561
Other DfE Group grants	-	1,786	1,786	1,273
	-	40,369	40,369	33,788
Other Government grants				
Local authority grants	-	1,435	1,435	1,199
	-	1,435	1,435	1,199
Other income from the Academy Trust's educational operations	395	725	1,120	116
COVID-19 additional funding (DfE/ESFA)				
Catch-up Premium	-	-	-	472
Other DfE/ESFA COVID-19 funding	-	-	-	108
	-	-	-	580
COVID-19 additional funding (non-DfE/ESFA)				
Coronavirus Job Retention Scheme grant	-	-	-	2
	-	-	-	2
Total Educational operations	395	42,529	42,924	35,685

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4. Funding for the Academy Trust's charitable activities (continued)

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Teaching school hub				
DfE/ESFA grants	-	362	362	-
Other income	-	737	737	1,411
Total Teaching school hub	-	1,099	1,099	1,411
Total 2022	395	43,628	44,023	37,096
Total 2021	116	36,980	37,096	

5. Other trading activities

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Hire of facilities	132	-	132	30
Income from other charitable activities	264	179	443	624
Total 2022	396	179	575	654
Total 2021	473	181	654	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

6. Investment income

	Unrestricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Interest from short term deposits	7	7	14
Total 2021	14	14	

7. Resources expended

	Staff Costs 2022 £000	Premises 2022 £000	Other 2022 £000	Total 2022 £000	Total 2021 £000
Expenditure on fundraising trading activities	-	-	345	345	506
Educational operations:					
Direct costs	26,823	2,039	2,899	31,761	25,859
Support costs	9,508	4,560	2,426	16,494	13,285
Teaching schools	440	-	378	818	1,200
Total 2022	36,771	6,599	6,048	49,418	40,850
Total 2021	30,576	4,887	5,387	40,850	

JOHN TAYLOR MAT
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

8. Charitable activities

	2022 £000	2021 £000
Direct costs – educational operations	31,761	25,859
Direct costs - teaching schools hub	717	907
Support costs – educational operations	16,494	13,285
Support costs – teaching schools hub	101	293
	<u>49,073</u>	<u>40,344</u>

	Teaching school hub £000	Educational operations £000	2022 £000	2021 £000
Analysis of support costs				
Support staff costs	101	9,508	9,609	7,950
Depreciation	-	291	291	531
Technology costs	-	468	468	416
Premises costs	-	4,560	4,560	3,018
Legal costs - conversion	-	16	16	-
Legal costs - other	-	5	5	-
Other support costs	-	1,594	1,594	1,314
Governance costs	-	52	52	56
Total 2022	<u>101</u>	<u>16,494</u>	<u>16,595</u>	<u>13,285</u>

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2022 £000	2021 £000
Operating lease rentals	81	84
Depreciation of tangible fixed assets	2,329	2,400
Fees paid to auditor for:		
- audit	31	32
- other services	8	11

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2022	2021
	£000	£000
Wages and salaries	24,982	21,489
Social security costs	2,592	2,146
Pension costs	8,590	6,613
	<u>36,164</u>	<u>30,248</u>
Agency staff costs	548	230
Staff restructuring costs	59	98
	<u>36,771</u>	<u>30,576</u>

Staff restructuring costs comprise:

	2022	2021
	£000	£000
Redundancy payments	11	41
Severance payments	48	19
Other restructuring costs	-	38
	<u>59</u>	<u>98</u>

b. Severance payments

The Academy Trust paid 5 severance payments in the year, disclosed in the following bands:

	2022
	No.
£0 - £25,000	4
£25,001 - £50,000	1

c. Special staff severance payments

Included in staff restructuring costs are non-contractual settlement payments of £25k (2021 - £Nil).

Individually, the payments were: £10k and £15k.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

10. Staff (continued)

d. Staff numbers

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

	2022 No.	2021 No.
Teachers	408	350
Administration and support	477	430
Management	74	61
	<u>959</u>	<u>841</u>

e. Higher paid staff

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

	2022 No.	2021 No.
In the band £60,001 - £70,000	18	12
In the band £70,001 - £80,000	5	4
In the band £80,001 - £90,000	2	3
In the band £90,001 - £100,000	4	2
In the band £150,001 - £160,000	1	1
	<u>1</u>	<u>1</u>

f. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 2. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £1,758k (2021 - £1,690k).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

11. Central services

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

- human resources
- financial services
- legal services
- educational support services; or
- others as arising

The Academy Trust charges for these services on the following basis:

The Academy charges for these services on a scale ranging from 3% - 6% based on Ofsted rating at the point of conversion - 3% for outstanding to 6% for inadequate rated schools. Newly opened schools are initially assessed at 4%.

The actual amounts charged during the year were as follows:

	2022	2021
	£000	£000
John Taylor High School	255	236
Kingsmead School	251	223
Thomas Russell Infants School	29	26
Yoxall St Peters School	22	22
Rykeld Primary School	102	92
Shobnall Primary School	27	25
Mosley Academy	26	23
Winhill Village Primary and Nursery School	44	42
John Taylor Free School	203	140
Needwood Primary School	14	13
All Saints Primary School	15	14
Walton on Trent School	18	17
Church Gresley Infant and Nursery School	45	42
Paulet High School	197	179
Chase Terrace Academy	124	-
Total	1,372	1,094

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

12. Trustees' remuneration and expenses

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

		2022	2021
		£000	£000
M Donoghue, (Accounting Officer)	Remuneration	150 - 155	150 - 155
	Pension contributions paid	35 - 40	35 - 40

13. Trustees' and Officers' insurance

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

14. Tangible fixed assets

	Freehold property £000	Long-term leasehold property £000	Assets under construction £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost							
At 1 September 2021	16,605	89,984	84	872	1,634	82	109,261
Additions	-	973	-	380	126	-	1,479
Acquisitions	-	29,215	-	1,092	364	-	30,671
Disposals	-	-	-	-	(2)	-	(2)
Transfers between classes	-	-	(84)	84	-	-	-
At 31 August 2022	16,605	120,172	-	2,428	2,122	82	141,409
Depreciation							
At 1 September 2021	1,542	6,457	-	278	1,389	71	9,737
Charge for the year	257	1,782	-	153	132	5	2,329
On disposals	-	-	-	-	(2)	-	(2)
At 31 August 2022	1,799	8,239	-	431	1,519	76	12,064
Net book value							
At 31 August 2022	14,806	111,933	-	1,997	603	6	129,345
At 31 August 2021	15,063	83,527	84	594	245	11	99,524

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

15. Debtors

	2022 £000	2021 £000
Due within one year		
Trade debtors	70	60
VAT repayable	442	236
Other debtors	6	1
Prepayments and accrued income	2,162	639
	<u>2,680</u>	<u>936</u>

16. Creditors: Amounts falling due within one year

	2022 £000	2021 £000
Trade creditors	2,104	1,096
Other taxation and social security	679	526
Other creditors	818	635
Accruals and deferred income	1,475	968
	<u>5,076</u>	<u>3,225</u>

	2022 £000	2021 £000
Deferred income		
Deferred income at 1 September 2021	450	487
Resources deferred during the year	708	386
Amounts released from previous periods	(377)	(423)
	<u>781</u>	<u>450</u>

Included within deferred income is £508k (2021 - £383k) which relates to grants received in advance, UIFSM grant, donations and lettings in the year. Income of £273k (2021 - £67k) relates to trip income for the 2022/23 financial year have also been deferred.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. Statement of funds

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
Unrestricted funds						
General Funds	3,421	1,153	(1,035)	(147)	-	3,392
Restricted general funds						
General Annual Grant (GAG)	4,160	37,123	(35,080)	(1,038)	-	5,165
Pupil Premium	-	1,248	(1,248)	-	-	-
Teachers' Pay/Pension Grants	-	212	(212)	-	-	-
Other grants	-	4,650	(4,650)	-	-	-
Teaching school hub	-	1,099	(818)	-	-	281
Pension reserve	(18,546)	(2,370)	(2,549)	-	19,590	(3,875)
	(14,386)	41,962	(44,557)	(1,038)	19,590	1,571

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. Statement of funds (continued)

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
Restricted fixed asset funds						
DfE/ESFA capital grants	2,654	2,791	(2,239)	-	-	3,206
Assets donated on conversion	98,948	31,288	(1,576)	-	-	128,660
Capital expenditure from GAG	78	-	(11)	1,185	-	1,252
	<u>101,680</u>	<u>34,079</u>	<u>(3,826)</u>	<u>1,185</u>	<u>-</u>	<u>133,118</u>
Total Restricted funds	<u>87,294</u>	<u>76,041</u>	<u>(48,383)</u>	<u>147</u>	<u>19,590</u>	<u>134,689</u>
Total funds	<u>90,715</u>	<u>77,194</u>	<u>(49,418)</u>	<u>-</u>	<u>19,590</u>	<u>138,081</u>

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

Restricted general funds

The General Annual Grant is the recurrent funding to be used for the educational purposes in accordance with the Academy Trust's Funding Agreement with the DfE. The pension reserve of £3,875k (overdrawn) represents the Academy Trust's share of the deficit in the Staffordshire Pension Fund and the Derbyshire Pension Fund.

Payments are being made in line with those required by the tri annual valuation in order to reduce the Trust's share of the deficit.

Restricted other funds

From time to time, additional fund are applied for as set out above or specific purposes laid down by the grant provider and to be used for educational purposes.

Fixed asset funds

This fund represents the net book value of fixed assets that the Academy Trust has purchased out of grants and donations received or were transferred on conversion. It also includes unspent capital monies at the year end.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. Statement of funds (continued)

Unrestricted funds

The unrestricted funds represent funds available to the Trustees to apply for for the general purposes of the Academy Trust.

Transfers relate to GAG funds used for capital expenditure.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2022.

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

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
General Funds	3,648	701	(706)	(222)	-	3,421
Restricted general funds						
General Annual Grant (GAG)	2,398	29,926	(28,179)	15	-	4,160
Pupil Premium	-	1,028	(1,028)	-	-	-
Teachers' Pay/Pension Grants	-	1,561	(1,561)	-	-	-
Catch Up Premium	-	472	(472)	-	-	-
Coronavirus Job Retention Scheme	-	2	(2)	-	-	-
Other grants	-	4,064	(4,064)	-	-	-
Other COVID funding	-	108	(108)	-	-	-
Pension reserve	(13,744)	-	(1,502)	-	(3,300)	(18,546)
	(11,346)	37,161	(36,916)	15	(3,300)	(14,386)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. Statement of funds (continued)

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
Restricted fixed asset funds						
DfE/ESFA capital grants	2,065	1,830	(1,448)	207	-	2,654
Assets donated on conversion	100,694	-	(1,746)	-	-	98,948
Capital expenditure from GAG	112	-	(34)	-	-	78
	<u>102,871</u>	<u>1,830</u>	<u>(3,228)</u>	<u>207</u>	<u>-</u>	<u>101,680</u>
Total Restricted funds	<u>91,525</u>	<u>38,991</u>	<u>(40,144)</u>	<u>222</u>	<u>(3,300)</u>	<u>87,294</u>
Total funds	<u>95,173</u>	<u>39,692</u>	<u>(40,850)</u>	<u>-</u>	<u>(3,300)</u>	<u>90,715</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	2022 £000	2021 £000
John Taylor High School	2,267	2,459
Kingsmead School	474	483
Thomas Russell Infants School	84	114
Yoxall St Peters School	3	17
Mosley Academy	247	251
Rykneld Primary School	207	211
Shobnall Primary School	93	149
Winhill Village Primary School	333	316
John Taylor Free School	1,404	969
Needwood Primary School	168	130
All Saints Primary School	127	111
Walton on Trent School	83	210
Church Gresley Infant and Nursery School	290	233
Paulet High School*	753	800
Chase Terrace Academy	931	-
Central Services	1,374	1,128
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	8,838	7,581
Restricted fixed asset fund	133,118	101,680
Pension reserve	(3,875)	(18,546)
	<hr/>	<hr/>
Total	138,081	90,715
	<hr/> <hr/>	<hr/> <hr/>

*Included within the funds of Paulet High School is a balance of £339k (2021 - £339k) which relates to a specific restricted maintenance sinking fund in relation to sports facilities.

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

17. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2022 £000	Total 2021 £000
John Taylor High School	5,450	1,619	729	931	8,729	9,295
Kingsmead School	4,247	1,254	493	968	6,962	6,498
Thomas Russell Infants School	474	238	33	190	935	836
Yoxall St Peters School	360	137	48	205	750	753
Mosley Academy	562	195	87	223	1,067	915
Rykneld Primary School	1,425	894	124	464	2,907	2,862
Shobnall Primary School	572	412	79	224	1,287	1,203
Winshill Village Primary School	565	447	35	173	1,220	1,171
John Taylor Free School	2,990	1,115	453	625	5,183	3,771
Needwood Primary School	271	148	27	109	555	540
All Saints Primary School	298	139	37	136	610	557
Walton on Trent School	379	242	73	327	1,021	769
Church Gresley Infant and Nursery School	838	473	62	233	1,606	1,486
Paulet High School	3,373	1,002	375	735	5,485	5,006
Chase Terrace Academy	2,077	591	205	1,074	3,947	-
Central services	738	702	449	386	2,275	1,286
Trust LGPS charge	2,549	-	-	-	2,549	1,502
Academy Trust	27,168	9,608	3,309	7,003	47,088	38,450

JOHN TAYLOR MAT
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. Analysis of net assets between funds

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	-	-	129,345	129,345
Current assets	3,392	10,522	3,773	17,687
Creditors due within one year	-	(5,076)	-	(5,076)
Provisions for liabilities and charges	-	(3,875)	-	(3,875)
Total	3,392	1,571	133,118	138,081

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

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000
Tangible fixed assets	-	-	99,524	99,524
Current assets	3,421	7,385	2,156	12,962
Creditors due within one year	-	(3,225)	-	(3,225)
Provisions for liabilities and charges	-	(18,546)	-	(18,546)
Total	3,421	(14,386)	101,680	90,715

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2022 £000	2021 £000
Net income/(expenditure) for the year (as per Statement of Financial Activities)	27,776	(1,158)
Adjustments for:		
Depreciation charges	2,329	2,400
Investment income	(7)	(14)
(Increase)/decrease in debtors	(469)	131
Increase in creditors	1,098	340
Capital grants from DfE and other capital income	(2,791)	(1,830)
Defined benefit pension scheme cost less contributions payable	2,201	1,258
Defined benefit pension scheme finance cost	348	244
Donated fixed assets	(30,671)	-
Transfer of existing academy joining the Academy Trust	(1,388)	-
Defined benefit pension scheme obligation inherited	2,370	-
Net cash provided by operating activities	796	1,371

20. Cash flows from investing activities

	2022 £000	2021 £000
Investment income	7	14
Purchase of tangible fixed assets	(1,479)	(361)
Capital grants from DfE Group	2,791	1,830
Transfer of existing academy joining the Academy Trust	866	-
Net cash provided by investing activities	2,185	1,483

21. Analysis of cash and cash equivalents

	2022 £000	2021 £000
Cash in hand and at bank	15,007	12,026

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

22. Analysis of changes in net debt

	At 1 September 2021 £000	Cash flows £000	At 31 August 2022 £000
Cash at bank and in hand	12,026	2,981	15,007

23. Contingent liabilities

With regards to the Harpur Trust v Brazel court case which the Supreme Court concluded on in July 2022, the impact of the outcome on the Trust cannot be reasonably estimated at this time and therefore no provision recognised in the financial statements.

24. Capital commitments

	2022 £000	2021 £000
Contracted for but not provided in these financial statements	696	84

25. Pension commitments

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

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

Contributions amounting to £748k were payable to the schemes at 31 August 2022 (2021 - £590k) 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 full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

25. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £4,210k (2021 - £3,633k).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £2,190k (2021 - £1,832k), of which employer's contributions totalled £1,791k (2021 - £1,478k) and employees' contributions totalled £399k (2021 - £354k). The agreed contribution rates for future years are 27.2 per cent for employers and 5.5% to 12.5% per cent for employees.

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

25. Pension commitments (continued)

CPI assumption

Pension Increase Orders are used to set the level of pension increases with effect from 1 April of each year, with reference to the change in CPI inflation over the 12 months to the previous September, which was announced in October. This was 10.1% and was considerably higher than the CPI assumption set by employers as at 31 August 2022. Although Pension Increase orders have always been set with reference to the September CPI for the last 10 years and the September RPI for the preceding 20 years, they are not automatically set and they are only known with absolute certainty when the Pension Increase Order is enacted by Parliament, which is usually in April of the following year. Similarly, the likely level of the forthcoming Pension Increase Order 2023 was not known at 31 August 2022. Consequently, no adjustment has been made to recognise the possible 2023 Pension Increase Order within the CPI assumption.

Principal actuarial assumptions

	2022 %	2021 %
Rate of increase in salaries	3.45-3.90	3.30 - 3.60
Rate of increase for pensions in payment/inflation	3.05-3.20	2.90
Discount rate for scheme liabilities	4.25	1.65

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

	2022 Years	2021 Years
Retiring today		
Males	21.1-21.2	21.3 - 21.4
Females	23.8	23.9 - 24.0
Retiring in 20 years		
Males	22.2	22.5
Females	25.5-25.6	25.7 - 25.8

Sensitivity analysis on the defined benefit obligations

	2022 £000	2021 £000
Discount rate - 0.1%	643	891
Salary increase rate + 0.1%	70	99
Pension increase rate + 0.1%	578	779
Mortality assumption - 1 year increase	1,071	1,488

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

25. Pension commitments (continued)

Share of scheme assets

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

	2022	2021
	£000	£000
Equities	16,420	13,057
Corporate bonds	3,731	3,566
Property	2,061	1,295
Other assets	687	581
Total market value of assets	22,899	18,499

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

	2022	2021
	£000	£000
Current service cost	(3,992)	(2,736)
Interest income	341	250
Interest cost	(689)	(494)
Total amount recognised in the Statement of Financial Activities	(4,340)	(2,980)

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

	2022	2021
	£000	£000
At 1 September	37,045	27,652
Transferred in on existing academy joining the Academy Trust	5,416	-
Current service cost	3,992	2,736
Interest cost	689	494
Employee contributions	399	354
Actuarial (gains)/losses	(20,539)	6,020
Benefits paid	(228)	(211)
At 31 August	26,774	37,045

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

25. Pension commitments (continued)

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

	2022	2021
	£000	£000
At 1 September	18,499	13,908
Transferred in on existing academy joining the Academy Trust	3,046	-
Interest income	341	250
Actuarial (losses)/gains	(949)	2,720
Employer contributions	1,791	1,478
Employee contributions	399	354
Benefits paid	(228)	(211)
At 31 August	22,899	18,499

26. Operating lease commitments

At 31 August 2022 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022	2021
	£000	£000
Amounts payable:		
Within 1 year	85	74
Between 1 and 5 years	76	80
	161	154

27. Members' liability

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

28. Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

Expenditure related party transactions

AMG IT Solutions - an entity which is connected to a key management personnel of the entity. Total expenditure on IT services for the year was £Nil (2021 - £6k). There is no year end creditor (2021 - £Nil).

J Trickett, partner of N Mason, a member of the senior management team, is employed by the Academy Trust. J Trickett's appointment was made in open competition and N Mason was not involved in the decision-making process regarding the appointment. J Trickett is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship to a member of the senior management team.

C McArthur, partner of I McArthur, a member of the senior management team, is employed by the Academy Trust. C McArthur's appointment was made in open competition and I McArthur was not involved in the decision-making process regarding the appointment. C McArthur is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship to a member of the senior management team.

29. Post balance sheet events

On 1 September 2022, Fradley Park Primary and Nursery School converted to Academy Trust status and joined John Taylor MAT.

On 1 November 2022, Wittington Primary and Nursery School converted to Academy Trust status and joined John Taylor MAT.

30. Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the year it received £36k (2021 - £47k) and disbursed £38k (2021 - £45k) from the fund. An amount of £6k (2021 - £8k) is included in other creditors relating to undistributed funds that are repayable to the ESFA.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

31. Transfer of existing academies into the Academy Trust

Chase Terrace Academy

	Value reported by transferring trust £000	Fair value adjustments £000	Transfer in recognised £000
Tangible fixed assets			
Leasehold Land and Buildings	22,778	-	22,778
Furniture and equipment	1,092	-	1,092
Computer equipment	107	-	107
Assets under construction	375	(375)	-
Current assets			
Debtors due within one year	1,275	-	1,275
Cash at bank and in hand	866	-	866
Liabilities			
Creditors due within one year	(753)	-	(753)
Pensions			
Pensions - pension scheme assets	3,046	-	3,046
Pensions - pension scheme liabilities	(5,416)	-	(5,416)
Net assets	<u>23,370</u>	<u>(375)</u>	<u>22,995</u>

The fair value adjustment relates to items that had been capitalised by the donating trust but would be treated as a revenue item under the Trust's accounting policies.