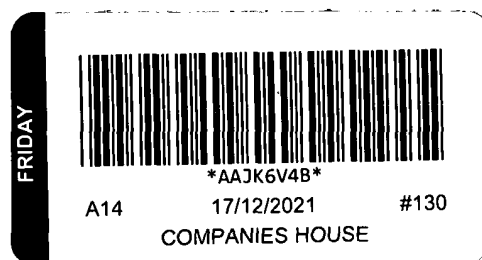


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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**



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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**CONTENTS**

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	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 22
Governance statement	23 - 26
Statement on regularity, propriety and compliance	27
Statement of Trustees' responsibilities	28
Independent auditors' report on the financial statements	29 - 32
Independent reporting accountant's report on regularity	33 - 34
Statement of financial activities incorporating income and expenditure account	35 - 36
Balance sheet	37 - 38
Statement of cash flows	39
Notes to the financial statements	40 - 73

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Mrs P Brown Dr D Vowles Mr G R Martin (deceased 4 October 2020) Mrs H Jefferies Mr P Jankowski
<b>Trustees</b>	Ms A Dawson Mr J M Garibaldi, Chair Mr P Karat Mr W Smith Mr J C Weaver, Chief Executive and Accounting Officer Mr J Anderson (resigned 14 April 2021) Mrs P Brown Mrs C Caille
<b>Company registered number</b>	07539214
<b>Company name</b>	Greater Nottingham Education Trust
<b>Principal and registered office</b>	Carlton le Willows Academy Wood Lane Gedling Nottingham NG4 4AA
<b>Company secretary</b>	Mr M Davies
<b>Executive management team</b>	Mr J C Weaver, Chief Executive Officer Mr G Johnson, Director of Education Mr M Davies, Director of Finance and Operations Mr J Crone, Head Teacher (Primary)
<b>Independent auditors</b>	Duncan & Toplis Limited Chartered Accountants and Statutory Auditors 15 Chequergate Louth Lincolnshire LN11 0LJ

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Bankers**                      Lloyds Bank Plc  
                                     12-16 Lower Parliament Street  
                                     Nottingham  
                                     NG1 3DA

**Solicitors**                    Stone King LLP  
                                     16 St John's Lane  
                                     London  
                                     EC1M 4BS

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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The trustees present their annual report together with the financial statements and auditor's reports of the charitable company for the period 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates two academies. Netherfield Primary School for pupils aged 2 to 11 and Carlton le Willows Academy, a secondary school for pupils aged 11 to 18, both schools serving catchment areas on the eastern side of Nottingham. The schools had a combined number on roll of 2,221 at the time of the summer 2021 school census.

**Structure, governance and management**

**a. Constitution**

The Academy Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of Greater Nottingham Education Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Greater Nottingham Education Trust.

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.

**b. Members' liability**

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

**c. Trustees' indemnities**

In accordance with normal commercial practice the trust has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on trust business. The insurance provides cover up to a maximum value of £5,000,000.

**d. Method of recruitment and appointment or election of Trustees**

Trustees are elected under the terms of the Articles of Association. Any trustee elections are held as soon as practicable after the occurrence of a vacancy.

Trustees are appointed by the members or co-opted by the trustees.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

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

The training and induction provided for new trustees will depend on their existing experience. Where necessary, induction will provide training on charity and educational legal and financial matters. All new trustees are offered tours of the academies and the chance to meet with staff and students.

All trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees. As trustee turnover is low, induction tends to be done informally and is tailored specifically to the individual.

**f. Organisational structure**

Trustees review the delegation of functions annually. Each trustee will remain accountable for any decision taken, including those relating to functions delegated to a committee or individual.

The management of the trust is the responsibility of the trustees who are elected under the terms of the Articles of Association.

The members delegate responsibility to the board of trustees for making major decisions about the strategic direction of the trust and the appointment of all head teachers. The trustees are legally appointed representatives of the trust under the Companies Act 2006 and the Charities Act 2011.

The board of trustees delegate to local governing bodies the responsibility for decisions surrounding: setting general school specific policy; adopting the trust's financial policy; setting an annual budget plan and monitoring actual financial outcomes against said plan.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

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

The pay policy, which includes a section specifically for senior leaders, is reviewed annually and approved by the trustees.

Head teacher appointments require trustee approval. Appointment of deputy headteachers require local governing body approval. Other senior leaders are appointed by the individual head teachers.

In assessing and reviewing the salaries of posts on the leadership spine, the governing body gives due consideration to the following factors:

- In reviewing the head teachers performance, the governing body will normally employ the service of an external education consultant.
- the outcome of the annual appraisal for each individual.
- the academy's individual salary range which can be reviewed throughout the year for recruitment and retention purposes.
- pay differentials within the academy and leadership group.
- relative responsibilities of posts.

The trustees and local governing body will also take into consideration differentials between the salary range of the head teacher, head of school, deputy headteachers(s) and assistant headteacher(s).

To achieve progression on the leadership pay range individuals are required to demonstrate sustained high quality of performance. In addition, he/she must have completed a successful annual appraisal review.

The local pupil and personnel committee will delegate the responsibility for agreeing annual appraisal objectives to the head teacher, who may in turn delegate this responsibility to the staff members line manager. As part of the annual determination of pay, the designated reviewer will make recommendations to the head teacher for each post-holder. The head teacher will then review the recommendations and forward these with their own recommendations to the committee for their determination.

No rewards, other than the agreed salary are offered or made to any senior leaders.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

**h. Trade union facility time**

**Relevant union officials**

Number of employees who were relevant union officials during the year	3
Full-time equivalent employee number	3

**Percentage of time spent on facility time**

Percentage of time	Number of employees
0%	2
1%-50%	1
51%-99%	-
100%	-

**Percentage of pay bill spent on facility time** £

Total cost of facility time	5,020
Total pay bill	9,160,372
Percentage of total pay bill spent on facility time	0.05 %

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours	100.00 %
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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

**i. Engagement with employees (including disabled persons)**

In both trust schools, trustees, through the executive leadership team engage with staff in the following ways:

Providing employees with information on matters of concern to them

Whole staff meetings are scheduled on the school calendar termly, with staff briefings led by SLT taking place weekly (pre Covid). Head's Updates sent to all staff via email continue to be an effective way of updating staff on a range of issues in an easily accessible and timely fashion. The staff intranet has been developed and is a source of information which can be readily updated. A Covid 19 'tab' has been added where staff can access the Covid risk assessment and other pertinent information.

Inset days have traditionally been used to provide wide ranging information and training. Consultation before Autumn INSETs allows staff to opt for relevant training/workshops in a 'pick and mix' approach that allows for focused CPD addressing individual needs. Since the return to school with social distancing measures in place, SLT have introduced virtual CPD briefings allowing colleagues to share best practice for remote learning and the recovery curriculum.

The staff induction process has developed and is now delivered termly to capture new staff throughout the year. It provides a comprehensive overview of school policies, processes and systems delivered by a wide range of staff. The trust HR manager has continued to develop her role offering one to one interviews with staff. This has been further developed during the pandemic with individual welfare meetings providing a personalised, bespoke approach.

Consulting employees or their representatives regularly so that the views of employees can be considered in making decisions which are likely to affect their interests

A Joint Consultative Committee meets termly to seek consultation and receive feedback on a range of issues. All departments have a representative on the committee and minutes are published. The JCC remit was revised to include the HR manager and in-school representatives' for recognised trade unions. This is designed to make the forums more efficient and effective.

There is regular contact with in-school trade union representatives but during Covid these meetings have increased significantly. There have been regular meetings with reps and SLT to discuss the safe operation of the schools, including extensive consultation on Covid Risk Assessments. These meetings have been very well received, and acknowledged by Union representatives.

Encouraging the involvement of employees in the company's performance

The whole school staff appraisal process has been developed to ensure all staff, both teaching and support, have their appraisal targets linked to one of the Big Three organisational goals. This brings focus and allows all employees to feel they are helping shape the organisation's future.

Two members of staff sit on the Academies full governing bodies giving them insight, oversight and involvement in whole school performance.

Heads of department meet regularly to feed into whole school performance targets, with departmental improvement plans feeding into the whole school raising achievement plan. Work within departments encourages staff to suggest new ideas and drive innovative change.

Working parties are established, particularly for one off projects such as the recent curriculum review, resulting in the Big Picture. These allow a range of viewpoints and ideas to be shared.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

**Engagement with employees (including disabled persons) (continued)**

All members of staff are encouraged to do their best for the organisation through the reward scheme Big Respects, whereby staff can nominate colleagues for recognition from the headteacher for work 'above and beyond' the usual.

Achieving a common awareness on the part of all employees of the factors affecting the performance of the company

Staff meetings and Heads Updates all help keep employees up to date on factors affecting performance.

Reviews by external advisers, for example most recently in Key Stage 5, involve a range of staff members at all levels of seniority. Review findings are then shared at whole staff meetings so all employees can benefit from findings and learn from best practice shared.

Policy in respect of applications for employment from disabled persons, the treatment of employees who become disabled and the training, career development and promotion of disabled person.

Equality Policy, reviewed annually by the Pupil and Personnel committee of the Academies governing body, applies to all students, parents and staff.

Our adherence to the Equality Act 2010 is implicit in the GNET application form, reviewed and improved in January 2020 and which is used across all Trust schools. It asks for specific information needed to help provide a fair selection interview.

Bespoke support is provided for staff, Occupational Health are contacted where appropriate and reasonable adjustments made for those with a disability. This is usually done after appointment or once a member of staff becomes disabled during their employment.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Structure, governance and management (continued)**

**j. Engagement with suppliers, customers and others in a business relationship with the Trust**

The trust works hard to maintain good relations with all stakeholders. 'Quality and Control' is the mantra that underpins all trust business operations.

The trust has long standing relationships with many of its suppliers and where possible, uses common suppliers in both trust schools to achieve economies of scale and consistency of approach. The school recognises its position as a publicly funded body and always pays suppliers without delay. This has never been more critical for suppliers than during the current Covid-19 pandemic. The trust regularly reviews its significant supplier relationships to ensure standards of delivery remain high and value for money is achieved.

The trust recognises its schools positions as community hubs and offers an extensive programme of out of hours community use. Facilities are modern and maintained to a high standard. Rates of hire are very competitive and the service provided to community users is of the highest quality. Carlton le Willows specifically, is a highly thought of sporting venue in the Nottinghamshire area which has led to facility developments in partnership with Sport England, Table Tennis England and the Football Foundation.

Trust schools undertake many 'business' transactions with parents/carers for items such as school uniform, extra-curricular trips and catering. The trust has introduced a number of measures to make these transactions as simple as possible, including online payment tools and apps. The school supports families in receipt of free school meals and certain benefits to meet the challenges of these additional costs. The trust works closely with all families experiencing financial hardship to ensure cost does not become a barrier to opportunity.

Carlton le Willows has been accredited with the Customer Service Excellence award for many years and is the only school in the East Midlands to hold this prestigious accolade. Annual assessment visits involve a timetabled day of meetings with a range of staff and other stakeholders. The evidence gathering process for each assessment encompasses many functions allowing many stakeholders to share their insight.

**Objectives and activities**

**a. Objects and aims**

The academy trust's objects are specifically restricted to the following;

- a. 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, carry on, managing and developing schools offering a broad and balanced curriculum.
- b. to promote for the benefit of the inhabitants of the areas in which the Academies are situated the provision for facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Objectives and activities (continued)**

**b. Objectives, strategies and activities**

The following approved priorities were expected to be acted upon in the year. The Covid-19 pandemic impacted upon some of this work.

Carlton le Willows Academy

<b>Goal 1: Teaching and wider whole school - accelerate the progress all students make, with a particular focus on when they are learning away from school</b>	
Academy limiters	<ul style="list-style-type: none"><li>• Strategic planning for remote learning at initiation stage – still a new method for all – students/teachers and leadership</li><li>• Capacity of teachers/subject leads who are already overstretched due to working circumstances caused by the coronavirus pandemic</li><li>• Within /across subject variation in relation to the robustness of curriculum planning and pedagogy for effective teaching, in particular that done remotely</li><li>• Home learning has focused heavily on engagement - need to share key learning goals for progress with parents in the event of further episodes of learning</li><li>• Adapting practice to identify where pupils have understood and where they are struggling with remote learning practices so students do better</li><li>• Students being unable to access technology / devices during further episodes of remote learning, particular those from disadvantaged or larger families</li></ul>
Sub-goals	<ul style="list-style-type: none"><li>a. To develop a robust curriculum where teachers' planning about what should be learned is clearly defined, whether learning takes place on site or at home</li><li>b. To build on the whole school principles of 'making every lesson stick' as a basis of remote teaching practices as well as classroom instruction</li><li>c. To design a robust infrastructure that supports delivery of the curriculum on site and remotely and, in particular, during any future period of disruption</li></ul>
<b>Goal 2: Targeted support – sustain high levels of progress in years 11 and 13</b>	
Academy limiters	<ul style="list-style-type: none"><li>• Lower expectations and ambition for the progress that can be achieved following the extended period of school closure</li><li>• School closure has led to gaps in the assessment of student progress; teachers are less aware of students to target and misconceptions to challenge</li></ul>

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**Objectives and activities (continued)**

	<ul style="list-style-type: none"> <li>Disparity in the progress made by students over lockdown due to inconsistent engagement with remote learning</li> <li>Progress of middle ability boys (non-disadvantaged and disadvantaged)</li> <li>Lack of parity in student progress across core subjects and EBacc subjects alongside a need for non-GCSE courses to make a greater contribution to P8</li> </ul>
Sub-goals	<p>To extend the school's existing raising achievement strategy to build in additional time for targeted small group support via:</p> <ol style="list-style-type: none"> <li>timetabled period 7 'get ahead' sessions for all students across all subject areas</li> <li>subsidised private tuition for targeted students</li> <li>increasing the number of students accessing option intervention</li> </ol>
<b>Goal 3: Targeted support - narrow the gap in progress between disadvantaged and vulnerable learners of all ages that may have widened due to school closure</b>	
Academy limiters	<ul style="list-style-type: none"> <li>Disrupted KS2 SATS and lack of transition has created a lag in identifications of year 7 learners that may need to be targeted for additional support</li> <li>A significant number of students of all ages will be absent from school due to self-isolation term / shielding</li> <li>Increased numbers of high anxiety students – COVID and non-COVID related</li> <li>Lack of access to technology for remote learning will disproportionately impact on disadvantaged and vulnerable students</li> </ul>
Sub-goals	<p>To maximise the impact of the academy's extended raising achievement strategy on disadvantaged and vulnerable students by:</p> <ol style="list-style-type: none"> <li>Prioritising disadvantaged and vulnerable KS3 students for small group English and Maths enhanced support sessions</li> <li>Prioritising disadvantaged and vulnerable KS4 students for subsidised private tuition and IT provision to support remote learning</li> <li>Ensuring that disadvantaged and vulnerable KS4 students are robustly targeted for small group option intervention</li> </ol>

Netherfield Primary School

Goal 1 - A focus on curriculum gaps, progression vs regression, our response to Covid-19

Goal 2 – A focus on reading, leading to attainment between FFT50 to FFT20

Goal 3 - A focus on maths, leading to attainment between FFT50 to FFT20

Goal 4 - A focus on writing, leading to attainment between FFT50 to FFT20

Key priorities to achieve our goals, raise standards and improve pupils' progress by July 2021

**Quality of education** · Raise outcomes for the whole school across all areas and all pupil groupings · Review missed curriculum, making it fit for purpose in relation to catch up, reviewing 'taken out' curriculum areas for the benefit of additional learning in RWM.

**Behaviour and attitudes** · Increase attendance and reduce the percentage of persistent absenteeism, particularly for disadvantaged pupils · Continue to reduce exclusion rates by both days and number of permanent.

**Personal development** · Encouraging each pupil to become personally, emotionally and socially effective. · Review lockdown experiences and enable our children to lead healthy, safe and fulfilled lives and to become confident, independent and responsible citizens, making informed and responsible choices and decisions

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Objectives and activities (continued)**

throughout their lives. · Increase pupil resilience in relation to lengthier work and end of term and end of year testing procedures.

**Effectiveness of early years provision:** · Reduce the gap between school outcomes and the National Average for GLD. · Review and improve the learning activities available for outdoor education in EYFS

**Leadership and management** · React positively to the regression in maths evident from baseline assessments (Sept 20) · Hold individual leads to account for KP's and link the appraisal process for all staff directly to these. · Continue to reduce staff absence rates · Balance a budget in the face of increased Covid costs.

**c. Public benefit**

In setting our objectives and planning our activities the trustees have carefully considered the Charity Commission's general guidance on public benefit.

In addition to the education activities the trust has developed an extensive community-use programme for 'out of hours' leisure activities for the benefit of inhabitants of the local area.

**Strategic report**

**Achievements and performance**

**a. Key performance indicators**

Carlton le Willows Academy

Public examination results 2021 (Based on Teacher Assessed Grades due to the Covid-19 pandemic. Some results not available).

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**Strategic report (continued)**

**Achievements and performance (continued)**

<b>Year 11</b>	<b>Target</b>	<b>Achieved</b>
Progress 8	>0.56	0.72
Attainment 8	54.3	56
% 5+ English & Maths	68%	70%
English Element Attainment	10.82	11.00
Maths Element Attainment	10.88	11.64
Ebacc Element Attainment	15.84	16.62
Open Element Attainment	16.83	16.83
English Element Progress	0.47	0.53
Maths Element Progress	0.46	0.84
Ebacc Element Progress	0.55	0.80
Open Element Progress	0.72	0.71
Ebacc Average points	4.69	4.87

<b>Year 13</b>	<b>Target</b>	<b>Achieved</b>
<b>Academic Cohort and Results</b>		
Average point score as a grade	B	B+
Average score per entry	40.1	42.9
Vale Added	0.16	0.44
<b>Vocational Cohort and Results (32 students)</b>		
Average point score as a grade	C+	C+
Average score per entry	35.0	33.1
Value Added	0.30	0.07

**Pupil numbers**

Total pupil numbers against a PAN of 226 are as follows:

Year 7 – 300  
Year 8 – 300  
Year 9 – 299  
Year 10 – 289  
Year 11 – 309  
Year 12 – 139  
Year 13 - 126  
Total – 1,762

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**GREATER NOTTINGHAM EDUCATION TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report (continued)**

**Achievements and performance (continued)**

300 pupils were admitted in September 2021.

Attendance

- No meaningful annual attendance figures are obtainable due to the Covid-19 pandemic.

Other achievements

- The academy successfully retained the Customer Service Excellence award again and is still the only school in the East Midlands to hold this prestigious accolade.

Netherfield Primary School

Public examination: No Year 6/ Key Stage 2 Tests were undertaken nationally in 2021.

Pupil numbers

Early Years Provision - 77

Reception - 52

Year 1 – 61

Year 2 – 50

Year 3 – 57

Year 4 – 48

Year 5 – 56

Year 6 – 57

Total – 458

Attendance

- No meaningful annual attendance figures are obtainable due to the Covid-19 pandemic.

Key Financial Performance Indicators

- Staff costs are 93% of GAG income and 76% of total revenue income.
- Agency staff costs are 2% of total staff costs.
- 2% of GAG income spent on repairs and maintenance.
- The trust once again achieved an in-year operating surplus.

**b. Going concern**

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



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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report (continued)**

**Achievements and performance (continued)**

**c. Promoting the success of the company**

The Board of Trustees has in place formal approved Terms of Reference, which create the framework by which Trustees lead and direct the affairs of the Trust. The framework is in place to maintain the long-term sustainable success of the Trust and ensure sound governance, with consideration for the interests of employees, suppliers and other stakeholders.

The Trust always strives to maintain high standards of business conduct and has the following measures in place to ensure this:

- Robust schemes of delegation to ensure decisions are made at appropriate levels of the organisation
- A commitment to consult employees on significant decisions which have an impact on them and other stakeholders
- Consideration of the wider environment in which the Trust operates and impact on the community and other organisations.

The Trust regularly shares success throughout its school and wider community enhancing the Trust's reputation for providing quality education and thereby maintaining strong pupil numbers.

Over the last 12 months Carlton le Willows has featured in various articles in the Nottingham Post specifically in relation to approval for plans and funding for a £13million expansion (April 2021). This project will ensure the Academy is able to offer even more school places to the growing numbers of students wishing to access this heavily oversubscribed school. These articles were also featured in local news website such as the Gedling Eye (April 2021). Work to improve facilities thanks to CIF funding was also featured in the Nottingham Post and Gedling Eye (June 2021). The Nottingham Post also featured stories about exam success at Carlton le Willows - A Level success (August 2021) and GCSE success (August 2021). All success stories such as these are also featured at community level in local magazines.

Netherfield Primary School showcases its strong community involvement through a range of publications. During the pandemic, children helped raise spirits amongst the local elderly population, working alongside national retailer the Co-op. This featured in the Co-op's own national newsletter and also in Gedling district news (March 2021). Also, in March, Netherfield primary school's involvement in a Nottinghamshire Police cybercrime competition was publicised after one of the children won the county-wide contest. This was publicised on social media and on the Notts Police website.

Promotion of success stories also takes place on both schools' websites – on a dedicated News section – and in the termly magazine Le Willows Life.

**Financial review**

The trust is in a strong position financially. The in-year revenue surplus was £783,930 and the trust has projected a balanced budget for the next five years. Carlton le Willows Academy has maintained and improved its strong financial position throughout the Covid-19 pandemic. Netherfield Primary School has built on its post academisation financial improvements and developed a sustainable operating model. The school now maintains a very good level of reserves.

The trust's main source of funding was the General Annual Grant from the Education and Skills Funding Agency. This was supplemented by funding from Nottinghamshire County Council for early years provision and to support pupils with special educational needs, Pupil Premium funding from the Education and Skills Funding Agency, and funds generated by the trust through sales of textbooks and music tuition fees as an example.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Strategic report (continued)**

The funding has been utilised by the trust to achieve the targets set out in the trust's improvement plans.

**a. Reserves policy**

During the period ended 31 August 2021, total unrestricted and restricted income (excluding capital funding within the restricted fixed asset fund) was £12,374,683. This compares with expenditure (excluding depreciation within the restricted fixed asset fund and pension reserve expenditure) of £11,410,815 and transfers out to the restricted fixed asset fund of £179,938, to give a surplus of income over expenditure on revenue funding totalling £783,930. This equates to the change in balance of the restricted general funds (excluding pension reserve) plus unrestricted funds reported at the previous year end.

The trust's free reserves are its funds after excluding restricted funds. 'Reserves' are therefore the resources the trust has or can make available to spend for any or all of the trust's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'free reserves' represent income to the trust which is to be spent at the trustees' discretion in furtherance of any of the trust's objectives but which is not yet spent, committed or designated.

As at 31 August 2021, restricted general funds (excluding pension reserves) were £1,641,853 and unrestricted funds were £878,932.

At the end of the prior finance period, (year ended 31 August 2020) the academy had free reserves of £1,736,855.

The trustees review the reserve levels of the trust termly. This review encompasses the nature of income and expenditure streams. The trustees have determined that in ordinary times the appropriate level of revenue reserves should be equivalent to one months' expenditure, which is approximately £955,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

Currently, Carlton le Willows Academy is commencing a significant expansion project financed by Local Authority Basic Need funding. Reserves beyond one months' expenditure have been accrued to ensure any trust element of this project can be financed. There are also a number of other significant building improvements earmarked for the school for which reserves have been accrued.

The pension reserve at the end of the period is £8,574,000.

The amount of funding that can only be realised by disposing of tangible fixed assets or programme related investments is £36,366,671.

**b. Investment policy**

The trust holds no investments other than its capital balance. Ordinarily, the trustees have requested that amounts above the level of working capital be held in a high interest account. However, this year surplus funds were drawn down to the current account to ensure that any short-term funding issues due to the Covid-19 pandemic could be adequately managed. Currently £10,000 is placed in a high interest account with Lloyds.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**c. Principal risks and uncertainties**

The trustees have assessed the major risks to which the trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the trust and its finances. The trustees have implemented a number of systems to assess risks that the trust faces, especially in the operational areas (e.g. in relation to teaching, health and safety and school trips) and in relation to the control of finance.

They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls in order to minimise risk. Where significant financial risk still remains, they have ensured that adequate insurance cover is in place. The trust has an effective system of internal financial controls.

The trust has a comprehensive risk register in place which has been adopted by the trustees and is updated as necessary.

Outlined below is a description of the principal risk headings, together with examples of actions taken by the trust to mitigate those risks:

1. Strategic and Reputational: All schools are reliant on maintaining pupil numbers together with attracting and retaining high quality staff.
  - Educational standards remain high, ensuring recruitment of pupils and high quality staff is manageable, and public perception of the trust remains high;
  - Aspirational development plans are in place to ensure standards remain high and opportunities and threats are both explored and managed where necessary;
  - Robust governance arrangements are in place including external reviews.
2. Operational Risks: The trust operates across multiple sites and phases of education. Therefore, it is important that operational undertakings are properly managed.
  - Comprehensive management information systems are in place;
  - Governance training is provided regularly and governance skills audits are undertaken annually;
  - Estates and IT infrastructures are well maintained and are regularly reviewed for legal compliance;
  - Public relations are proactively managed with all positive news shared with wider public when appropriate.
3. Compliance Risks: The trust operates in a highly regulated society.
  - The trust employs the services of a number of expert professional advisors in areas such as legal, HR and health and safety;
  - The trust is subject to a number of external audits throughout the year including finance, health and safety, governance and safeguarding;
  - The trust has well established policies and processes, and employs suitably qualified and experienced staff to ensure compliance obligations are properly managed.
4. Financial Risks: The trust has considerable reliance on continued government funding through the Education and Skills Funding Agency and the Local Authority. Academies financial performance is scrutinised more than ever following negative media stories.
  - Funding is derived through a number of direct and indirect contractual arrangements;
  - Well established finance policies and processes are in place. The trusts finance operations are centralised and monitored by both local governors and the trust board to ensure compliance with the academy's financial handbook and value for money principals.
  - Academy trusts are subject to extensive audit protocols.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Fundraising**

The trust did not undertake any fundraising activities during the year, nor did they work with any commercial participators/ professional fundraisers.

**Streamlined energy and carbon reporting**

The Trust's greenhouse gas emissions and energy consumption are as follows:

	2021	2020
Energy consumption used to calculate emissions (kWh)	2,036,789	1,937,752
<b>Energy consumption breakdown (kWh):</b>		
Gas	1,178,119	1,133,774
Electricity	851,062	803,978
Transport fuel	7,608	824
<b>Scope 1 emissions (in tonnes of CO2 equivalent):</b>		
Gas consumption	215.78	208.47
Owned transport	1.27	0.14
<b>Total scope 1</b>	<u>217.05</u>	<u>208.61</u>
<b>Scope 2 emissions (in tonnes of CO2 equivalent):</b>		
Purchased electricity	<u>180.71</u>	<u>187.44</u>
<b>Scope 3 emissions (in tonnes of CO2 equivalent):</b>		
Business travel in employee-owned or rental vehicles	<u>0.62</u>	<u>0.06</u>
<b>Total gross emissions (in tonnes of CO2 equivalent):</b>	<u>398.38</u>	<u>396.11</u>
<b>Intensity ratio:</b>		
Tonnes of CO2 equivalent per pupil	<u>0.18</u>	<u>0.18</u>

Quantification and Reporting Methodology

- We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2021 UK Government's Conversion Factors for Company Reporting.

Intensity Measurement

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

Measures taken to improve energy efficiency

- We have continued with a rolling plan of lighting upgrades, installing LED lighting across the trust estate.
- This year we were successful with Condition Improvement Funding bids for window replacements and heating pipework replacement. Both projects will help to make one of our schools more energy efficient.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Streamlined energy and carbon reporting (continued)**

- The trust made an application to the Low Carbon Skills fund.

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**Plans for future periods**

Carlton le Willows Academy

The following approved improvement priorities will be acted upon during the coming year (2021-22).

<b>Goal 1: Teaching and wider whole school – accelerate the progress all students make, with a particular focus on enhanced formative assessment via deliberate practice of curriculum essentials</b>	
<b>Academy limiters</b>	<ul style="list-style-type: none"> <li>• Our established practice is for gap teaching to follow only summative assessment points</li> <li>• School closure has led to gaps in the assessment of student progress; teachers are less aware of which curriculum areas to target / misconceptions to challenge</li> <li>• Lack of consistency in the use of home study practice to accelerate progress</li> <li>• Disparity in the progress made by students due to extended periods of self-isolation</li> </ul>
<b>Sub-goals</b>	<ul style="list-style-type: none"> <li>a. To work in step with the 'Powerful Learning School Improvement Framework' to maximise the impact of action planning on student outcomes</li> <li>b. To develop a robust recovery curriculum with clearly defined curriculum essentials at the core of all learning</li> <li>c. To develop and implement a consistent framework for deliberate practice (within the whole school principles of 'making every lesson stick') to secure powerful learning in every lesson and through home study</li> <li>d. To ensure that planning and priorities converge across the curriculum areas through the use of 'Team Rounds' with HoDs and subject leads working collaboratively for academy wide improvement</li> <li>e. To further develop our online provision and the academy's infrastructure to support delivery of the curriculum on site and remotely and, in particular, during any future period of disruption</li> </ul>
<b>Goal 2: Targeted support – sustain high levels of progress in years 11 and 13</b>	
<b>Academy limiters</b>	<ul style="list-style-type: none"> <li>• Lower expectations and ambition for the progress that can be achieved following school closure and periods of self-isolation</li> <li>• Progress of middle ability boys (non-disadvantaged and disadvantaged)</li> <li>• Lack of parity in student progress across core subjects and EBacc subjects alongside a need for non-GCSE courses to make a greater contribution to P8</li> </ul>
<b>Sub-goals</b>	<p>To extend the school's existing raising achievement strategy to build in additional time for targeted small group support via:</p> <ul style="list-style-type: none"> <li>a. extend the provision of 'get ahead' sessions for all students across all subject areas</li> <li>b. Re-introduce an extended provision of form time intervention</li> <li>c. Further extend provision for intervention in History, English Language and English Literature</li> <li>d. subsidised private tuition for targeted students</li> <li>e. increasing the number of students accessing option intervention</li> </ul>

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Plans for future periods (continued)**

<b>Goal 3: Targeted support - narrow the gap in progress between disadvantaged and vulnerable learners of all ages that may have widened due Covid-19</b>	
<b>Academy limiters</b>	<ul style="list-style-type: none"><li>• Disrupted KS2 SATS and lack of transition has created a lag in identifications of year 7 learners that may need to be targeted for additional support</li><li>• Increased numbers of high anxiety students – COVID and non-COVID related</li><li>• Lack of engagement with remote learning has disproportionately impacted on disadvantaged and vulnerable students</li></ul>
<b>Sub-goals</b>	<p>To maximise the impact of the academy's extended raising achievement strategy on disadvantaged and vulnerable students by:</p> <ul style="list-style-type: none"><li>a. Use of CATS testing to support early identification of students for targeted support</li><li>b. Prioritising disadvantaged and vulnerable KS3 students for small group English and Maths enhanced support sessions</li><li>c. Extend subject specific provision in the EPU for high anxiety students</li><li>d. Prioritising disadvantaged and vulnerable KS4 and KS5 students for subsidised private tuition and IT provision to support remote learning</li><li>e. Ensuring that disadvantaged and vulnerable KS3 and KS4 students are robustly targeted for small group option intervention</li></ul>

**Netherfield Primary School**

The following goals will be acted upon during the coming year (2021-22).

Goal 1 - A focus on curriculum gaps, progression vs regression, our continued response to Covid-19

Goal 2 – A focus on reading, leading to attainment between FFT50 to FFT20 across all years

Goal 3 - A focus on maths, leading to attainment between FFT50 to FFT20 across all years

Goal 4 - A focus on writing, leading to attainment between FFT50 to FFT20 across all years

Key priorities to achieve our goals, raise standards and improve pupils' progress by July 2022

**Quality of education** · Raise outcomes for the whole school across all areas and all pupil groupings

**Behaviour and attitudes** · Increase attendance and reduce the percentage of persistent absenteeism, particularly for disadvantaged pupils · Continue to reduce exclusion rates by number of days and incidences for individuals, no permanent exclusions.

**Personal development** · Encouraging each pupil to become personally, emotionally and socially effective. · Enable our children to lead healthy, safe and fulfilled lives and to become confident, independent and responsible citizens, making informed and responsible choices and decisions throughout their lives. · Increase pupil resilience in relation to lengthier work and end of term and end of year testing procedures.  
**Effectiveness of early years provision:** · Reduce the gap between school outcomes and the National Average for GLD. · Embed the new statutory framework (Foundation – 2nd year)

**Leadership and management** · React positively to baseline scores from previous year groups · Hold individual leads to account for KP's, receive individual subject action plans and link the appraisal process for all staff directly to these. · Continue to reduce staff absence rates · Balance a budget in the face of continued increased Covid costs and additional curriculum spending.

**Funds held as custodian on behalf of others**

The trust does not hold such funds.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**Disclosure of information to auditors**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are 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 auditors are aware of that information.

**Auditors**

The auditors, Duncan & Toplis Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors 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 Dec 14, 2021 and signed on its behalf by:

*M. Garibaldi:*

.....  
**Mr J M Garibaldi**  
Chair of Trustees



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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

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

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

The Trustees have delegated the day-to-day responsibility to the chief executive officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Greater Nottingham Education Trust and the Secretary of State for Education. They are also responsible for reporting to the 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 Trustees have formally met 8 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
Ms A Dawson	6	8
Mr J M Garibaldi, Chair	8	8
Mr P Karat	6	8
Mr W Smith	5	8
Mr J C Weaver, Chief Executive and Accounting Officer	8	8
Mr J Anderson	6	6
Mrs P Brown	7	8
Mrs C Caille	7	8

One trustee resigned during the year due to an increase in their work commitments. The board of trustees are in the process of recruiting a replacement trustee with the necessary skills.

The board has discharged its duties effectively during the year, including delivery of all statutory returns in a timely manner. Trust leaders have continued to develop a framework for reporting to the board. During the year, the board has regularly reviewed educational and financial performance and challenged trust leaders where necessary, including on the quantity and quality of information provided. The board is content that the information provided has enabled trustees to properly scrutinise the performance of the trust and hold trust leaders to account.

Trustees have completed the DfE's School Resource Management Self-assessment (SRMSA) checklist which highlighted the need for further engagement with the members. This action has now taken place and is calendared for future periods. The corresponding SRMSA finance dashboards were also completed for each school with the benchmarking outcomes considered in detail.

The trust has undertaken an external review of governance during the year. The report identified several areas for development including trust structure and training needs. An action plan has been compiled and priority actions have been addressed in year. The covid-19 pandemic has delayed the implementation of some longer-term actions but these will be addressed over the coming year. The trust intends to undertake a Progress and Impact Review once all recommendations from the report have been actioned.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

During the year, trust schools subscribed to the Key for School Governors. A programme of governor training, guided by in-year skills audits, will take place during the coming year, with the intention that trustees will undertake training relevant to their role.

The finance and audit committee is a sub-committee of the main board of trustees. Its purpose is to be responsible for;

- Constitutional decisions
- Policy development, planning and public accountability
- Financial matters
- Monitoring the integrity of the trust's financial systems, records and accounts
- Review key financial decisions and matters of judgement in the annual accounts
- Review and make recommendations on the systems of internal control used by the trust
- Review the trust's risk management systems

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr J Anderson (Committee Chair)	6	6
Ms A Dawson	6	8
Mr J Garibaldi	8	8
Mr P Karat	6	8
Mr W Smith	5	8
Mr JC Weaver (Chief executive and accounting officer)	8	8
Mrs C Caille	7	8
Mrs P Brown	7	8

**Review of value for money**

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

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

The trust has developed a Strategic Operations Group made up of senior leaders who act as a steering group focused on integrated curriculum financial planning. During the year:

- Staffing costs were scrutinised through a route and branch review. Any identified inefficiencies have been dealt with which has created a very cost effective staffing structure.
- Pupil numbers were closely monitored, especially at Early Years Foundation Stage, and a number of strategies were implemented to develop pupil numbers in the primary setting.
- The trust employed the services of a specialist surveyor to assist with Condition Improvement Fund bids for major capital works. The trust secured in excess of £900,000 for heating pipework replacement and window upgrades.
- The trust secured £13million during the year for a significant expansion of Carlton le Willows Academy.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**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 trust's 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 at Greater Nottingham Education Trust for the year ended 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 01 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

**The risk and control framework**

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

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

The Board of Trustees has decided to buy-in an internal audit service from BHP LLP

The board of trustees appointed BHP LLP to undertake internal assurance work during the year, with two visits taking place in the year. The internal assurance work is designed to assess the systems and processes operated by the trust, and to provide guidance in the audit risk assessments. BHP LLP also perform preliminary work on individual transactions for the purposes of ESFA regularity reporting (which involves the test checking of transactions for validity, authorisation, compliance with the trust's objectives and finance procedures).

Reports were present to the trust finance committee on a termly basis. No significant issues were identified in the course of BHP's work and any recommendations or minor housekeeping matters have been addressed.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of effectiveness**

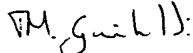
As accounting officer, the chief executive officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the BHP LLP providing internal assurance;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the school resource management self-assessment tool;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.


The accounting officer has been advised of the implications of the result of their review of the system of internal control by the finance committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on Dec 14, 2021  
their behalf by:

and signed on



.....  
**Mr J M Garibaldi**  
Chair of Trustees

  
Craig Weaver (Dec 14, 2021 18:11 GMT)

.....  
**Mr J C Weaver**  
Accounting Officer

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**GREATER NOTTINGHAM EDUCATION TRUST**  
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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

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

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 2020.

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

  
Craig Weaver (Dec 14, 2021 18:11 GMT)

.....  
**Mr J C Weaver**  
Accounting Officer  
Date: Dec 14, 2021

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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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:

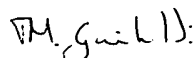
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on  
Dec 14, 2021 and signed on its behalf by:



.....  
**Mr J M Garibaldi**  
Chair of Trustees

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GREATER NOTTINGHAM EDUCATION TRUST**

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**Opinion**

We have audited the financial statements of Greater Nottingham Education Trust (the 'trust') for the year ended 31 August 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021 issued by the Education and Skills Funding Agency.

**Basis for opinion**

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

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the 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 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.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GREATER NOTTINGHAM EDUCATION TRUST (CONTINUED)**

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**Other information**

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

We have nothing to report in this regard.

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

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

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

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

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

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

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



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**GREATER NOTTINGHAM EDUCATION TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GREATER NOTTINGHAM EDUCATION TRUST (CONTINUED)**

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**Responsibilities of trustees**

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the Trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 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 Trust or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

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

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

We have identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial experience, knowledge of the sector, a review of regulatory and legal correspondence and through discussions with Trustees and other management obtained as part of the work required by auditing standards. We have also discussed with the Directors and other management the policies and procedures relating to compliance with laws and regulations. We communicated laws and regulations throughout the team and remained alert to any indications of non-compliance throughout the audit.

The potential impact of different laws and regulations varies considerably. Firstly, the company is subject to laws and regulations that directly impact the financial statements (for example financial reporting legislation) and we have assessed the extent of compliance with such laws as part of our financial statements audit. This included the identification and testing of unusual material journal entries and challenging management on key estimates, assumptions and judgements made in the preparation of the financial statements. These key areas of uncertainty are disclosed in the accounting policies.

Secondly, the academy is subject to other laws and regulations where the consequence for non-compliance could have a material effect on the amounts or disclosures in the financial statements. We identified the following areas as those most likely to have such an effect: Ofsted rating, Health & Safety Law, HR & minimum wage law, Company Law, compliance with the Funding agreement, compliance with the Academies Financial Handbook and the completion of DBS checks.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection. We have performed audit work through enquiries with management regarding any non-compliance and reviewed all available information to assess whether any breaches have been found. Through these procedures, if we became aware of any non-compliance,

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
GREATER NOTTINGHAM EDUCATION TRUST (CONTINUED)**

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*we considered the impact on the procedures performed on the related financial statement items.*

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. As with any audit, there is a greater risk of non-detection of irregularities as these may involve collusion, intentional omissions of the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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

**Use of our report**

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



**Alistair Main FCA (Senior statutory auditor)**  
for and on behalf of  
**Duncan & Toplis Limited**  
Chartered Accountants and Statutory Auditors  
15 Chequergate  
Louth  
Lincolnshire  
LN11 0LJ

Date: 15 December 2020

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GREATER NOTTINGHAM EDUCATION TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 22 September 2021 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Greater Nottingham Education Trust during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Greater Nottingham Education Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Greater Nottingham Education Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Greater Nottingham Education Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Greater Nottingham Education Trust's funding agreement with the Secretary of State for Education dated 28 March 2011 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

**Conclusion**

*In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2020 to 31 August 2021 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.*

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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

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Alistair Main FCA  
**Duncan & Toplis Limited**  
Chartered Accountants and Statutory Auditors

15 Chequergate  
Louth  
Lincolnshire  
LN11 0LJ

Date: 15 December 2020

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>						
Donations and capital grants	3	-	25,906	1,519,195	1,545,101	1,963,910
Other trading activities	5	134,234	-	-	134,234	103,110
Investments	6	250	4	-	254	2,258
Charitable activities:						
Funding for the academy trust's educational operations		-	12,214,289	-	12,214,289	11,011,444
Other income	7	-	-	-	-	7,101
<b>Total income</b>		<b>134,484</b>	<b>12,240,199</b>	<b>1,519,195</b>	<b>13,893,878</b>	<b>13,087,823</b>
<b>Expenditure on:</b>						
Raising funds		-	3,970	-	3,970	2,756
Charitable activities:						
Academy trust educational operations		133,571	11,895,274	1,026,872	13,055,717	12,070,089
<b>Total expenditure</b>		<b>133,571</b>	<b>11,899,244</b>	<b>1,026,872</b>	<b>13,059,687</b>	<b>12,072,845</b>
<b>Net income</b>		<b>913</b>	<b>340,955</b>	<b>492,323</b>	<b>834,191</b>	<b>1,014,978</b>
Transfers between funds	19	-	(179,938)	179,938	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>913</b>	<b>161,017</b>	<b>672,261</b>	<b>834,191</b>	<b>1,014,978</b>
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	29	-	(911,000)	-	(911,000)	(2,329,000)
<b>Net movement in funds</b>		<b>913</b>	<b>(749,983)</b>	<b>672,261</b>	<b>(76,809)</b>	<b>(1,314,022)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		878,019	(6,182,164)	36,579,568	31,275,423	32,589,445

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2021

Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
Net movement in funds	913	(749,983)	672,261	(76,809)	(1,314,022)
<b>Total funds carried forward</b>	<b>878,932</b>	<b>(6,932,147)</b>	<b>37,251,829</b>	<b>31,198,614</b>	<b>31,275,423</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 40 to 73 form part of these financial statements.

**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07539214**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	16	36,366,671	36,440,797
<b>Current assets</b>			
Debtors	17	1,559,953	1,185,047
Cash at bank and in hand		2,732,216	1,767,627
<b>Liabilities</b>		4,292,169	2,952,674
Creditors: amounts falling due within one year	18	(886,226)	(1,077,048)
<b>Net current assets</b>		3,405,943	1,875,626
<b>Total assets less current liabilities</b>		39,772,614	38,316,423
<b>Net assets excluding pension liability</b>		39,772,614	38,316,423
Defined benefit pension scheme liability	29	(8,574,000)	(7,041,000)
<b>Total net assets</b>		31,198,614	31,275,423
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	22,305,015	21,632,754
Restricted income funds	19	1,641,853	858,836
Revaluation reserve		14,946,814	14,946,814
Restricted funds excluding pension liability	19	38,893,682	37,438,404
Pension reserve	19	(8,574,000)	(7,041,000)
<b>Total restricted funds</b>	19	30,319,682	30,397,404
<b>Unrestricted income funds</b>	19	878,932	878,019
<b>Total funds</b>		31,198,614	31,275,423

The financial statements on pages 35 to 73 were approved by the Trustees, and authorised for issue on Dec 14, 2021 and are signed on their behalf, by:

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)  
REGISTERED NUMBER: 07539214

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**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2021**

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*J.M. Garibaldi*

.....  
**Mr J M Garibaldi**  
Chair of Trustees

The notes on pages 40 to 73 form part of these financial statements.



**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

	Note	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	21	397,890	1,972,832
<b>Cash flows from investing activities</b>	23	566,449	(1,572,135)
<b>Cash flows from financing activities</b>	22	250	2,258
<b>Change in cash and cash equivalents in the year</b>		<b>964,589</b>	<b>402,955</b>
Cash and cash equivalents at the beginning of the year		<b>1,767,627</b>	1,364,672
<b>Cash and cash equivalents at the end of the year</b>	24, 25	<b><u>2,732,216</u></b>	<b><u>1,767,627</u></b>

The notes on pages 40 to 73 form part of these financial statements

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2020 to 2021 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

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

**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 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 Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the 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.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.3 Income**

All incoming resources are recognised when the 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 Trust has provided the goods or services.

**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.

- **Expenditure on raising funds**

This includes all expenditure incurred by the 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 Trust's educational operations, including support costs and costs relating to the governance of the Trust apportioned to charitable activities.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

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

**1.6 Taxation**

The 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 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.

**1.7 Tangible fixed assets**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. The Trust has adopted a policy of revaluation for the academy premises held within tangible fixed assets.

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:

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.7 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Freehold property	- Straight line over 50 years or 10 years as appropriate to the asset
Long-term leasehold property	- Straight line over 50 years or 10 years as appropriate to the asset
Furniture and equipment	- Straight line over 4 and 8 years
Plant and machinery	- Straight line over 4 years
Computer equipment	- Straight line over 3 years
Motor vehicles	- Straight line over 4 years

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.

**1.8 Debtors**

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

**1.9 Cash at bank and in hand**

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

**1.10 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 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.

**1.11 Provisions**

Provisions are recognised when the 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.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.12 Financial instruments**

The Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the 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 17. 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 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.13 Operating leases**

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

**1.14 Pensions**

Retirement benefits to employees of the 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 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 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 operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. Accounting policies (continued)**

**1.15 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid during the year and any balances held at the year end are disclosed in the notes.

**1.16 Fund accounting**

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

**2. Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

The 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 29, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**3. Income from donations and capital grants**

	<b>Restricted funds 2021 £</b>	<b>Restricted fixed asset funds 2021 £</b>	<b>Total funds 2021 £</b>
Capital Grants	-	1,519,195	1,519,195
Other voluntary income - School Fund	25,906	-	25,906
	<u>25,906</u>	<u>1,519,195</u>	<u>1,545,101</u>
	<i>Restricted funds 2020 £</i>	<i>Restricted fixed asset funds 2020 £</i>	<i>Total funds 2020 £</i>
Capital Grants	-	1,871,438	1,871,438
Other voluntary income - School Fund	92,472	-	92,472
	<u>92,472</u>	<u>1,871,438</u>	<u>1,963,910</u>



**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**4. Funding for the Academy Trust's educational operations**

	<b>Restricted funds 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	10,126,185	<b>10,126,185</b>	9,312,478
Other DfE/ESFA grants			
Pupil Premium	444,309	<b>444,309</b>	462,137
Other DfE/ESFA revenue grant	81,238	<b>81,238</b>	99,875
Teachers Pay & Pension Grant	542,929	<b>542,929</b>	528,374
Universal infant free school meals	25,045	<b>25,045</b>	54,029
	-	<b>11,219,706</b>	10,456,893
<b>Other Government grants</b>			
Local authority - Special Educational Needs	283,580	<b>283,580</b>	241,289
Local authority - Early years	201,857	<b>201,857</b>	182,525
Other local authority revenue grants	108,432	<b>108,432</b>	93,617
Other government revenue grants	100,185	<b>100,185</b>	33,452
	694,054	<b>694,054</b>	550,883
<b>Other income from the Trust's funding for the academy trust's educational operations</b>	6,718	<b>6,718</b>	3,668
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up Premium	177,610	<b>177,610</b>	-
Mass testing	38,330	<b>38,330</b>	-
	215,940	<b>215,940</b>	-
<b>COVID-19 additional funding (non-DfE/ESFA)</b>			
Coronavirus Job Retention Scheme grant	4,483	<b>4,483</b>	-
Free School Meal holiday vouchers	73,388	<b>73,388</b>	-
	77,871	<b>77,871</b>	-
<b>Total 2021</b>	<b>12,214,289</b>	<b>12,214,289</b>	<b>11,011,444</b>

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

During the year the Academy received £177,610 of Covid Catch-up Premium. The Academy has so far spent £177,610 on salaries and resources needed to support children who have fallen behind as a result of the pandemic.

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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

During the year the Academy received £38,330 of Covid Mass Testing. The Academy has so far spent £24,470 on the salaries of people who are performing the testing.

During the year the Academy received £4,483 of Coronavirus Job Retention Scheme income. The Academy has so far spent £4,483 on furloughed staff wages.

During the year the Academy received £73,388 of Covid-19 Free School Meal Holiday Vouchers income. The Academy has so far spent £73,388 on free school meals.

**5. Income from other trading activities**

	<b>Unrestricted funds 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Catering income	9,362	<b>9,362</b>	37,421
Lettings income	58,082	<b>58,082</b>	25,402
Other income	66,790	<b>66,790</b>	40,287
	<u>134,234</u>	<u><b>134,234</b></u>	<u>103,110</u>

**6. Investment income**

	<b>Unrestricted funds 2021 £</b>	<b>Restricted funds 2021 £</b>	<b>Total funds 2021 £</b>
Bank account interest	250	4	<b>254</b>

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Bank account interest	2,237	21	2,258

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**7. Other incoming resources**

	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Gain on disposal of fixed assets	-	7,101
	<u>-</u>	<u>7,101</u>

**8. Expenditure**

	<b>Staff Costs 2021 £</b>	<b>Premises 2021 £</b>	<b>Other 2021 £</b>	<b>Total 2021 £</b>
Expenditure on raising voluntary income:				
Direct costs	-	-	3,970	3,970
Funding for the academy trust's educational operations:				
Direct costs	8,215,610	865,718	902,999	9,984,327
Allocated support costs	1,685,999	839,881	545,510	3,071,390
	<u>9,901,609</u>	<u>1,705,599</u>	<u>1,452,479</u>	<u>13,059,687</u>

	<b>Staff Costs 2020 £</b>	<b>Premises 2020 £</b>	<b>Other 2020 £</b>	<b>Total 2020 £</b>
Expenditure on raising voluntary income:				
Direct costs	-	-	2,756	2,756
Funding for the academy trust's educational operations:				
Direct costs	7,762,890	1,006,059	692,786	9,461,735
Allocated support costs	1,422,099	748,743	437,512	2,608,354
	<u>9,184,989</u>	<u>1,754,802</u>	<u>1,133,054</u>	<u>12,072,845</u>

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**9. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2021 £</b>	<b>Support costs 2021 £</b>	<b>Total funds 2021 £</b>
Funding for the academy trust's educational operations	9,984,327	3,071,390	13,055,717

	<i>Activities undertaken directly 2020 £</i>	<i>Support costs 2020 £</i>	<i>Total funds 2020 £</i>
Funding for the academy trust's educational operations	9,461,735	2,608,354	12,070,089

**Analysis of direct costs**

	<b>Educational operations 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Staff costs	8,215,610	8,215,610	7,762,890
Depreciation	1,026,872	1,026,872	1,006,061
Educational supplies	373,819	373,819	388,442
Technology costs	100,079	100,079	85,536
Examination fees	155,701	155,701	136,871
Staff development	29,248	29,248	27,012
Other costs	82,998	82,998	54,923
	9,984,327	9,984,327	9,461,735

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**9. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Educational operations 2021 £</b>	<b>Total funds 2021 £</b>	<i>Total funds 2020 £</i>
Staff costs	1,685,999	<b>1,685,999</b>	1,422,099
Technology costs	29,653	<b>29,653</b>	23,458
Recruitment and support	37,249	<b>37,249</b>	37,548
Maintenance of premises and equipment	271,525	<b>271,525</b>	227,746
Cleaning	270,219	<b>270,219</b>	240,954
Rent and rates	83,761	<b>83,761</b>	70,862
Energy costs	153,580	<b>153,580</b>	142,367
Insurance	60,796	<b>60,796</b>	66,814
Transport	2,593	<b>2,593</b>	7,896
Telephone, postage and stationery	22,141	<b>22,141</b>	17,056
Catering	227,351	<b>227,351</b>	156,312
Other costs	154,470	<b>154,470</b>	123,303
Bank interest and charges	1,606	<b>1,606</b>	590
Operating leases - other	16,471	<b>16,471</b>	17,912
Bad debts	44	<b>44</b>	-
Auditors' remuneration	11,711	<b>11,711</b>	10,335
Professional fees	33,987	<b>33,987</b>	43,936
Legal fees	8,234	<b>8,234</b>	(834)
<b>Total 2021</b>	<b>3,071,390</b>	<b>3,071,390</b>	<b>2,608,354</b>

During the year ended 31 August 2021, the academy incurred the following Governance costs:

£53,932 (2020 - £53,437) included within the table above in respect of Funding for the academy trust's education operations.

**10. Analysis of specific expenses**

Included within expenditure are the following transactions:

	<b>Total £</b>	<b>Individual items above £5,000 Amount £</b>	<b>Reason</b>
Unrecoverable debts	44	-	

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**11. Net income/(expenditure)**

Net income for the year includes:

	2021 £	2020 £
Operating lease rentals	16,471	17,912
Depreciation of tangible fixed assets	1,026,872	1,006,061
Gain on disposal of fixed assets	-	7,101
Internal audit fees	2,500	1,500
Fees paid to auditors for:		
- audit	6,900	6,900
- other services	4,811	3,435
	<u>          </u>	<u>          </u>

**12. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	6,973,417	6,616,992
Social security costs	660,534	618,482
Pension costs	2,063,551	1,814,723
	<u>          </u>	<u>          </u>
	9,697,502	9,050,197
Agency staff costs	204,107	134,792
	<u>          </u>	<u>          </u>
	9,901,609	9,184,989
	<u>          </u>	<u>          </u>

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**12. Staff (continued)**

**b. Staff numbers**

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

	2021	2020
Management	4	4
Teachers	129	127
Administration and support	153	143
	<u>286</u>	<u>274</u>

The average headcount expressed as full-time equivalents was:

	2021 No.	2020 No.
Management	4	4
Teachers	117	117
Administration and support	81	82
	<u>202</u>	<u>203</u>

**c. Higher paid staff**

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

	2021	2020
In the band £60,001 - £70,000	1	2
In the band £70,001 - £80,000	4	3
In the band £130,001 - £140,000	1	1
	<u>6</u>	<u>6</u>

**d. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £399,968 (2020 - £415,873).

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**13. Central services**

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

- Quality assurance (education)
- School improvement services
- Business and financial services
- Human resources
- Governance and governors services
- Customer service (PR/marketing and website)
- ICT network and infrastructure services
- MIS and data management services

The Trust charges for these services on the following basis:

Central services are charged at the actual cost of providing the services. Central services costs are borne by Carlton le Willows Academy in the first instance and recharged accordingly.

The actual amounts charged during the year were as follows:

	2021 £	2020 £
Netherfield Primary School	<b>62,552</b>	<b>80,800</b>

**14. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the 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:

		2021 £	2020 £
Mr J C Weaver	Remuneration	<b>130,000 -</b>	<b>130,000 -</b>
		<b>135,000</b>	<b>135,000</b>
	Pension contributions paid	<b>30,000 -</b>	<b>30,000 -</b>
		<b>35,000</b>	<b>35,000</b>

During the year ended 31 August 2021, no Trustee expenses have been incurred (2020 - £4 paid to 1 trustee).

**15. Trustees' and Officers' insurance**

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2021 was £201 (2020 - £35). The cost of this insurance is included in the total insurance cost.



**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**16. Tangible fixed assets**

	Freehold property £	Long-term leasehold property £	Furniture and equipment £	Plant and machinery £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>							
At 1 September 2020	31,571,883	8,356,909	657,417	2,900	956,305	35,925	41,581,339
Additions	756,609	10,617	13,440	-	172,080	-	952,746
At 31 August 2021	32,328,492	8,367,526	670,857	2,900	1,128,385	35,925	42,534,085
<b>Depreciation</b>							
At 1 September 2020	3,423,885	293,423	536,983	1,814	853,359	31,078	5,140,542
Charge for the year	717,015	148,703	34,947	363	123,420	2,424	1,026,872
At 31 August 2021	4,140,900	442,126	571,930	2,177	976,779	33,502	6,167,414
<b>Net book value</b>							
At 31 August 2021	28,187,592	7,925,400	98,927	723	151,606	2,423	36,366,671
At 31 August 2020	28,147,998	8,063,486	120,434	1,086	102,946	4,847	36,440,797

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**16. Tangible fixed assets (continued)**

As at 31 August 2019 Land and Buildings had been revalued for Carlton le Willows. The revaluation of Land and Buildings was undertaken by FHP Property Consultants using the Depreciated Replacement Cost (DRC) basis. The revaluation increased the value of the land by £4,433,545 and buildings by £7,787,822.

Netherfield Primary School joined the academy trust on 1 March 2018, however no reliable value was available for the Land and Buildings at that time. A valuation was undertaken by FHP Property Consultants on 31 August 2019 and these were valued at £1,085,000 for Land and £7,123,000 for Buildings. The fixed asset addition figure for Netherfield Primary School was accounted for as a transfer in on conversion from the Local Authority and included within the accounts for the year ended 31 August 2019 as a donation. Netherfield Primary School is held under a 125 year lease from Nottinghamshire County Council at nil annual rental.

The Trust has adopted a policy of revaluation for tangible fixed assets. Had these assets been measured at historic cost, the carrying values would have been as follows:

	2021 £	2020 £
Freehold property	14,370,526	14,580,792
Long-term leasehold property	7,925,400	8,063,486
	<u>22,295,926</u>	<u>22,644,278</u>

Included in the net book value of property displayed above are the following amounts ascribable to land:

	2021 £	2020 £
Freehold land	5,871,233	5,871,233
Long-term leasehold land	1,085,000	1,085,000
	<u>6,956,233</u>	<u>6,956,233</u>

All of the tangible fixed assets are used for educational purposes.

Included in freehold and leasehold property is land of £6,956,233 (2020 - £6,956,233) which is not depreciated.

Additions to freehold property in year comprise work on the expansion, fire alarms, fencing, windows and heating system.

The long leasehold property relates to Netherfield Primary School which is leased from Nottinghamshire County Council over a period of 125 years for peppercorn rent.

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**17. Debtors**

	2021 £	2020 £
<b>Due within one year</b>		
Trade debtors	6,329	3,235
Other debtors	193,807	168,381
Prepayments and accrued income	154,450	152,993
VAT recoverable	106,530	115,484
Grants receivable	1,098,837	744,954
	<u>1,559,953</u>	<u>1,185,047</u>

**18. Creditors: Amounts falling due within one year**

	2021 £	2020 £
Other loans	49,752	-
Trade creditors	183,343	194,171
Other taxation and social security	157,363	146,165
Other creditors	184,133	175,096
Accruals and deferred income	311,635	561,616
	<u>886,226</u>	<u>1,077,048</u>

Other loans relate to Salix loans that are all due within one year on which no interest is charged.

	2021 £	2020 £
Deferred income at 1 September 2020	168,648	140,410
Resources deferred during the year	182,821	168,648
Amounts released from previous periods	(168,648)	(140,410)
	<u>182,821</u>	<u>168,648</u>

Deferred income as at 31 August 2021 pertains to government grant funding received during the year, but relating partly or wholly to the year ending 31 August 2022.

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**19. Statement of funds**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>Unrestricted funds</b>						
General Funds	878,019	134,484	(133,571)	-	-	878,932
<b>Restricted general funds</b>						
General Annual Grant (GAG)	733,998	10,126,184	(9,134,295)	(223,248)	-	1,502,639
Other DfE/ESFA grants	39,621	649,212	(649,212)	-	-	39,621
Other grants	42,857	-	-	-	-	42,857
Other Income	28,388	32,628	(37,944)	-	-	23,072
Pupil Premium	(10,889)	444,309	(444,309)	-	-	(10,889)
Other grants - local authority	24,861	694,055	(688,223)	-	-	30,693
DfE group capital grants	-	-	(43,310)	43,310	-	-
Covid catch-up premium	-	177,610	(177,610)	-	-	-
Covid mass testing	-	38,330	(24,470)	-	-	13,860
Coronavirus job retention scheme	-	4,483	(4,483)	-	-	-
Coronavirus universal infant free school meals	-	73,388	(73,388)	-	-	-
Pension reserve	(7,041,000)	-	(622,000)	-	(911,000)	(8,574,000)
	<u>(6,182,164)</u>	<u>12,240,199</u>	<u>(11,899,244)</u>	<u>(179,938)</u>	<u>(911,000)</u>	<u>(6,932,147)</u>
<b>Restricted fixed asset funds</b>						
DfE/ESFA capital grants	2,627,719	964,125	(57,615)	(43,310)	-	3,490,919
Other Capital Grants	760,519	552,805	(29,191)	(45,119)	-	1,239,014

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**19. Statement of funds (continued)**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Capital expenditure from GAG	1,336,857	2,265	(397,944)	268,367	-	1,209,545
Capital expenditure from other income	8,865,143	-	(397,234)	-	-	8,467,909
Transfer on Conversion	8,042,516	-	(144,888)	-	-	7,897,628
Revaluation reserve	14,946,814	-	-	-	-	14,946,814
	<u>36,579,568</u>	<u>1,519,195</u>	<u>(1,026,872)</u>	<u>179,938</u>	<u>-</u>	<u>37,251,829</u>
<b>Total Restricted funds</b>	<u>30,397,404</u>	<u>13,759,394</u>	<u>(12,926,116)</u>	<u>-</u>	<u>(911,000)</u>	<u>30,319,682</u>
<b>Total funds</b>	<u><u>31,275,423</u></u>	<u><u>13,893,878</u></u>	<u><u>(13,059,687)</u></u>	<u><u>-</u></u>	<u><u>(911,000)</u></u>	<u><u>31,198,614</u></u>

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

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

General Annual Grant (GAG) must be used for the normal running costs of the Academy.

Other DfE/ESFA grants comprise of various grants awarded for specific projects, in particular to boost standards of attainment. Grants include Pupil Premium funding which is intended to support education for people from a disadvantaged background. Grants also include teacher pay and pension grants that have been awarded to the academy to help with the increase in wages and pension costs.

Other Government grants includes funding provided for pupils with Statements of Special Educational Needs and is used by the academy to assist with the pupils education.

Devolved capital funding is that provided to academies to use as it sees fit in areas such as improvements to buildings and facilities, or the repair or refurbishment of such.

Other capital grants are provided to the academy based on specific bids for individual projects.

Other income comprises various other receipts including school meals and trip income. The income is classed as restricted or unrestricted based on the nature of the income.

The pension reserve arises from the actuarial measurement of the Academy's share of the Local Government Pension Scheme deficit. This deficit is recorded as a provision. The actuarial cost of

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**19. Statement of funds (continued)**

employing staff during the year in initially reflected in the normal running costs of the school in the restricted pension fund. The amount included in resources expended represents the pension cost for the year charged to income and expenditure that arises from actuarial calculations of service cost rather than employer contributions paid, and amounts to £616,000. Actuarial gains and losses that arise from changes in assumptions by the actuary or wider influences are shown in the restricted pension fund, the movement this year being a net £911,000 actuarial increase in the net pension fund deficit.

Restricted fixed asset funds represent monies received in respect of and spent on, fixed assets. This includes assets inherited on conversion and revaluations. The total of resources expended with this fund include the depreciation charge for the year. The transfers figure is the amount of other funds used to acquire fixed assets.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2021.

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**19. Statement of funds (continued)**

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
General Funds	806,358	112,448	(40,787)	-	-	878,019
<b>Restricted general funds</b>						
General Annual Grant (GAG)	348,478	9,312,479	(8,784,451)	(142,508)	-	733,998
Other DfE/ESFA grants	37,506	682,277	(680,162)	-	-	39,621
Other grants	9,405	33,452	-	-	-	42,857
Other Income	40,703	96,161	(108,476)	-	-	28,388
Pupil Premium	(10,889)	462,137	(462,137)	-	-	(10,889)
Other grants - local authority	49,201	517,431	(541,771)	-	-	24,861
Pension reserve	(4,263,000)	-	(449,000)	-	(2,329,000)	(7,041,000)
	<u>(3,788,596)</u>	<u>11,103,937</u>	<u>(11,025,997)</u>	<u>(142,508)</u>	<u>(2,329,000)</u>	<u>(6,182,164)</u>
<b>Restricted fixed asset funds</b>						
DfE/ESFA capital grants	1,474,098	295,939	857,682	-	-	2,627,719
Other Capital Grants	-	776,499	(15,980)	-	-	760,519
Capital expenditure from GAG	1,696,559	-	(502,210)	142,508	-	1,336,857
Capital expenditure from other income	9,266,809	799,000	(1,200,666)	-	-	8,865,143
Transfer on Conversion	8,187,403	-	(144,887)	-	-	8,042,516
Revaluation reserve	14,946,814	-	-	-	-	14,946,814

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**19. Statement of funds (continued)**

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2020 £</i>
	<u>35,571,683</u>	<u>1,871,438</u>	<u>(1,006,061)</u>	<u>142,508</u>	<u>-</u>	<u>36,579,568</u>
<b>Total Restricted funds</b>	<u>31,783,087</u>	<u>12,975,375</u>	<u>(12,032,058)</u>	<u>-</u>	<u>(2,329,000)</u>	<u>30,397,404</u>
<b>Total funds</b>	<u><u>32,589,445</u></u>	<u><u>13,087,823</u></u>	<u><u>(12,072,845)</u></u>	<u><u>-</u></u>	<u><u>(2,329,000)</u></u>	<u><u>31,275,423</u></u>



**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**19. Statement of funds (continued)**

**Total funds analysis by academy**

Fund balances at 31 August 2021 were allocated as follows:

	2021 £	2020 £
Carlton le Willows Academy	2,204,907	1,518,039
Netherfield Primary School	315,878	218,816
Total before fixed asset funds and pension reserve	2,520,785	1,736,855
Restricted fixed asset fund	37,251,829	36,579,568
Pension reserve	(8,574,000)	(7,041,000)
<b>Total</b>	<b>31,198,614</b>	<b>31,275,423</b>

**Total cost analysis by academy**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2021 £
Carlton le Willows Academy	6,556,846	1,490,438	642,826	1,085,739	9,775,849
Netherfield Primary School	1,658,764	189,561	99,019	309,622	2,256,966
<b>Trust</b>	<b>8,215,610</b>	<b>1,679,999</b>	<b>741,845</b>	<b>1,395,361</b>	<b>12,032,815</b>

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**19. Statement of funds (continued)**

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

	<i>Teaching and educational support staff costs £</i>	<i>Other support staff costs £</i>	<i>Educational supplies £</i>	<i>Other costs excluding depreciation £</i>	<i>Total 2020 £</i>
Carlton le Willows Academy	6,127,875	1,263,793	560,303	892,568	8,844,539
Netherfield Primary School	1,635,014	158,304	135,237	293,690	2,222,245
<b>Trust</b>	<u>7,762,889</u>	<u>1,422,097</u>	<u>695,540</u>	<u>1,186,258</u>	<u>11,066,784</u>

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**20. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	36,366,671	36,366,671
Current assets	878,932	2,528,079	885,158	4,292,169
Creditors due within one year	-	(886,226)	-	(886,226)
Provisions for liabilities and charges	-	(8,574,000)	-	(8,574,000)
<b>Total</b>	<b>878,932</b>	<b>(6,932,147)</b>	<b>37,251,829</b>	<b>31,198,614</b>

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	36,440,797	36,440,797
Current assets	878,019	1,935,884	138,771	2,952,674
Creditors due within one year	-	(1,077,048)	-	(1,077,048)
Provisions for liabilities and charges	-	(7,041,000)	-	(7,041,000)
<b>Total</b>	<b>878,019</b>	<b>(6,182,164)</b>	<b>36,579,568</b>	<b>31,275,423</b>

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**21. Reconciliation of net income to net cash flow from operating activities**

	2021 £	2020 £
Net income for the year (as per Statement of financial activities)	834,191	1,014,978
<b>Adjustments for:</b>		
Depreciation	1,026,872	1,006,061
Capital grants from DfE and other capital income	(1,519,195)	(295,939)
Interest receivable	(250)	(2,258)
Increase in debtors	(374,906)	(439,076)
(Decrease)/increase in creditors	(190,822)	247,167
Defined benefit pension scheme cost less contributions payable	513,000	374,000
Defined benefit pension scheme finance cost	109,000	75,000
(Profit)/Loss on disposal of tangible fixed assets	-	(7,101)
<b>Net cash provided by operating activities</b>	<b>397,890</b>	<b>1,972,832</b>

**22. Cash flows from financing activities**

	2021 £	2020 £
Interest received	250	2,258
<b>Net cash provided by financing activities</b>	<b>250</b>	<b>2,258</b>

**23. Cash flows from investing activities**

	2021 £	2020 £
Purchase of tangible fixed assets	(952,746)	(1,923,942)
Proceeds from the sale of tangible fixed assets	-	55,868
Capital grants from DfE Group	964,125	295,939
Capital funding received from sponsors and others	555,070	-
<b>Net cash provided by/(used in) investing activities</b>	<b>566,449</b>	<b>(1,572,135)</b>

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**24. Analysis of cash and cash equivalents**

	2021 £	2020 £
Cash at bank and in hand	2,732,216	1,767,627
<b>Total cash and cash equivalents</b>	<b>2,732,216</b>	<b>1,767,627</b>

**25. Analysis of changes in net debt**

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	1,767,627	964,589	2,732,216
Debt due within 1 year	-	(49,752)	(49,752)
	<b>1,767,627</b>	<b>914,837</b>	<b>2,682,464</b>

**26. Contingent asset**

At the year end the Trust was entitled to £10,300,000 of funding from Nottinghamshire County Council for an expansion project once the first stage of the construction had been completed. At the year end date the first stage of construction had been started but not yet completed.

**27. Contingent liabilities**

During the period of the Funding Agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Trust is required either to re-invest the proceeds or to repay the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as result of the Secretary of State or the Trust serving notice, the Trust shall repay to the Secretary of State sums determined by reference to:

(a) the value at that time of the Trust's site and premises and other assets held for the purpose of the Trust, and

(b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the funding agreement.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**28. Capital commitments**

	2021 £	2020 £
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets	<u>13,216,966</u>	<u>147,703</u>

**29. Pension commitments**

The 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 Nottinghamshire 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 £176,976 were payable to the schemes at 31 August 2021 (2020 - £168,993) 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.

**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%.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**29. Pension commitments (continued)**

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

The employer's pension costs paid to TPS in the year amounted to £1,172,699 (2020 - £1,111,424).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £483,000 (2020 - £425,000), of which employer's contributions totalled £377,000 (2020 - £326,000) and employees' contributions totalled £106,000 (2020 - £99,000). The agreed contribution rates for future years are 20.80 per cent for employers and between 5.5 and 12.5 per cent for employees.

As described in note the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

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

**Principal actuarial assumptions**

	2021 %	2020 %
Rate of increase in salaries	3.90	3.25
Rate of increase for pensions in payment/inflation	2.90	2.25
Discount rate for scheme liabilities	1.65	1.60

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

**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**29. Pension commitments (continued)**

	2021 Years	2020 Years
<i>Retiring today</i>		
Males	21.6	21.8
Females	24.3	24.4
<i>Retiring in 20 years</i>		
Males	22.9	23.2
Females	25.7	25.9

**Sensitivity analysis**

	2021 £000	2020 £000
Discount rate +0.1%	(368)	(304)
Discount rate -0.1%	378	312
Mortality assumption - 1 year increase	657	465
Mortality assumption - 1 year decrease	(630)	(448)
CPI rate +0.1%	343	283
CPI rate -0.1%	(334)	(276)

**Share of scheme assets**

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

	2021 £	2020 £
Equities	4,362,000	3,331,000
Gilts	220,000	217,000
Corporate bonds	424,000	478,000
Property	688,000	734,000
Cash and other liquid assets	274,000	219,000
Inflation-linked pooled fund	322,000	210,000
Infrastructure	364,000	327,000
Unit trust	64,000	60,000
<b>Total market value of assets</b>	<b>6,718,000</b>	<b>5,576,000</b>

The actual return on scheme assets was £822,000 (2020 - £156,000).



**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**29. Pension commitments (continued)**

The amounts recognised in the Statement of financial activities are as follows:

	2021 £	2020 £
Current service cost	(887,000)	(700,000)
Interest cost	(109,000)	(75,000)
Administrative expenses	(3,000)	(2,000)
<b>Total amount recognised in the Statement of financial activities</b>	<b>(999,000)</b>	<b>(777,000)</b>

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

	2021 £	2020 £
<b>At 1 September</b>	<b>12,617,000</b>	<b>8,608,000</b>
Current service cost	887,000	700,000
Interest cost	201,000	159,000
Employee contributions	106,000	99,000
Actuarial losses	1,641,000	3,128,000
Benefits paid	(160,000)	(77,000)
<b>At 31 August</b>	<b>15,292,000</b>	<b>12,617,000</b>

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

	2021 £	2020 £
<b>At 1 September</b>	<b>5,576,000</b>	<b>4,345,000</b>
Return on plan assets (excluding net interest on the net defined pension liability)	92,000	84,000
Administration expenses	(3,000)	-
Actuarial gains	730,000	799,000
Employee contributions	106,000	99,000
Benefits paid	(160,000)	(77,000)
Employer contributions	377,000	326,000
<b>At 31 August</b>	<b>6,718,000</b>	<b>5,576,000</b>

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**GREATER NOTTINGHAM EDUCATION TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**30. Operating lease commitments**

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

	2021 £	2020 £
Not later than 1 year	14,257	10,981
Later than 1 year and not later than 5 years	48,960	12,515
Later than 5 years	5,530	-
	<u>68,747</u>	<u>23,496</u>

**31. 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.

**32. Related party transactions**

Owing to the nature of the 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 Academies Financial Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

The academy trust purchased education support services costing £Nil (2020 - £5,275) from Mellers Primary School, a community school at which Ms A Dawson, a trustee, is the Head Teacher. The transactions were conducted at cost and in accordance with normal procurement practices. No amounts were owing at either year end.

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**GREATER NOTTINGHAM EDUCATION TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**33. Agency arrangements**

The Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2021 the trust received £16,220 (2020 - £21,627) and disbursed £15,180 (2020 - £20,933) from the fund leaving a balance in creditors of £1,040 (2020: £Nil). This year the Trust retained £Nil (2020 - £694) to cover the administrative costs of distributing the bursary.