



GLF Schools

(A Company Limited by Guarantee)

Annual Report and Financial Statements

Year ended 31 August 2020

**Company Registration Number:
07551959 (England and Wales)**

Period of account: 1 September 2019 - 31 August 2020



GLF Schools

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Members

Jackie Adams
Mark Allen
David Moss
Matt Taylor
Denis Ward (until 12/11/20)

Trustees

Jackie Adams
Adam Braithwaite
Martin Burke
Paul Carpenter (until 8/10/19)
Colin Charles
Jon Chaloner (CEO) (until 14/02/20)
Kieran Cooke (from 01/10/20)
Bruce Ely-Johnston
Daria Kuznetsova (from 01/10/20)
Helen Mannion
Lynne O'Reilly (Chair)
Teresa Mellor (from 18/10/19)

Membership of the Trustee Committees can
be seen in the Governance Statement

Company Secretary

Sarah Lynagh

Trust Executive Leadership Team

- | | |
|---|--------------------|
| • Chief Executive Officer | Jon Chaloner |
| • Education Director | Russell Bennett |
| • Chief Operating Officer | Sarah Lynagh |
| • Finance Director (until 31/12/20), CFO (until 31/10/20) | Wendy Lincoln |
| • Chief Financial Officer (from 1/11/20) | Andrew Lynn |
| • People Director | Maria-Cicero Scott |
| • Chief Information Officer | James Munro |
| • Estates Director | Nick Murza |

Company Name	GLF Schools
Principal and Registered Office	The Beacon School Picquets Way Banstead SM7 1AG
Company Registration Number	07551959 (England and Wales)
Independent Auditor	Critchleys Audit LLP Beaver House 23-38 Hythe Bridge Street Oxford OX1 2EP
Bankers	Lloyds Banking Plc 402/404 Ewell Road Tolworth Surrey KT6 7HG HSBC Bank Plc Croydon Central Branch 9 Wellesley Road Croydon Surrey CR9 2AA
Solicitors (until 30.11.20)	Winkworth Sherwood LLP Minerva House 5 Montague Close London SE1 9BB
Solicitors (from 1.12.20)	Browne Jacobsen LLP 6 Bevis Marks London EC3A 7BA

GLF Schools Trustees' Report

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

GLF Schools comprised 40 schools across 7 Local Authority areas at the end of 31st August 2020; the 2019-20 academic year. On 1st September 2019 the Trust added seven schools:

Kilnwood Vale Primary School, a free school, was successfully opened in Crawley.

Floreat Montague Park in Wokingham and Floreat Wandsworth transferred from the Floreat Education Academies Trust.

Banstead Infant School, The Vale Primary School, Warren Mead Infant School and Warren Mead Junior School transferred from the Oaks Academy Trust.

Frogmore Junior School in Camberley transferred to the Trust on 1st October 2019 from the University of Chichester Academy Trust.

GLF Schools had a combined pupil capacity of 17,854 and had a roll of 16,068 in the school census on 1 October 2020.

In September 2020 Cherry Fields Primary School, a new school in Banbury, was opened.

The Trustees wish to recognise the significant contribution of Martin Beard who passed away suddenly in January 2020. Martin held the role of Headteacher at Salfords Primary School at the point of its conversion to academy status with GLF Schools in 2015. Martin returned to secondary education as the founding Headteacher of Merstham Park School, GLF's second brand new secondary school which opened in September 2018.

The Trustees wish to recognise the significant contribution of former member Denis Ward who sadly passed away during this academic year. Denis was the founding chair of GLF Schools from its inception in 2012 for its first academic year. In addition, Denis was a governor at Glyn School for ten years, including serving as chair for four years up until 2013.

Structure, Governance and Management

Constitution

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

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.

Members' Liability

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

Trustees' Indemnities

There were no provisions required for third party indemnity. In accordance with normal commercial practice, the academy trust purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on trust business.

Method of Recruitment and Appointment or Election of Trustees

The Articles of Association provide for three categories of trustee: non-executive trustees, the CEO and parent trustees.

Non-executive trustees are appointed based on their skills. When vacancies arise, new trustees are appointed by advertising to local community groups and businesses dependent on the skills needed, advertising nationally, or by using the SGOSS and Academy Ambassadors programmes. An interview process is undertaken by a sub-committee of the board of trustees. Although the Articles provide for a CEO Trustee the current DfE guidance expects complete separation of Board and Management. Accordingly Jon Chaloner stepped down from his role as Trustee on 14th February 2020. He retains all other aspects of his CEO role.

The Articles set out that parent trustees are not required if parent representation is in place within the SSBs, which it is. Each SSB has two parent members who are nominated from within the parent community and subject to an election where required.

Policies and Procedures Adopted for the Induction and Training of Trustees

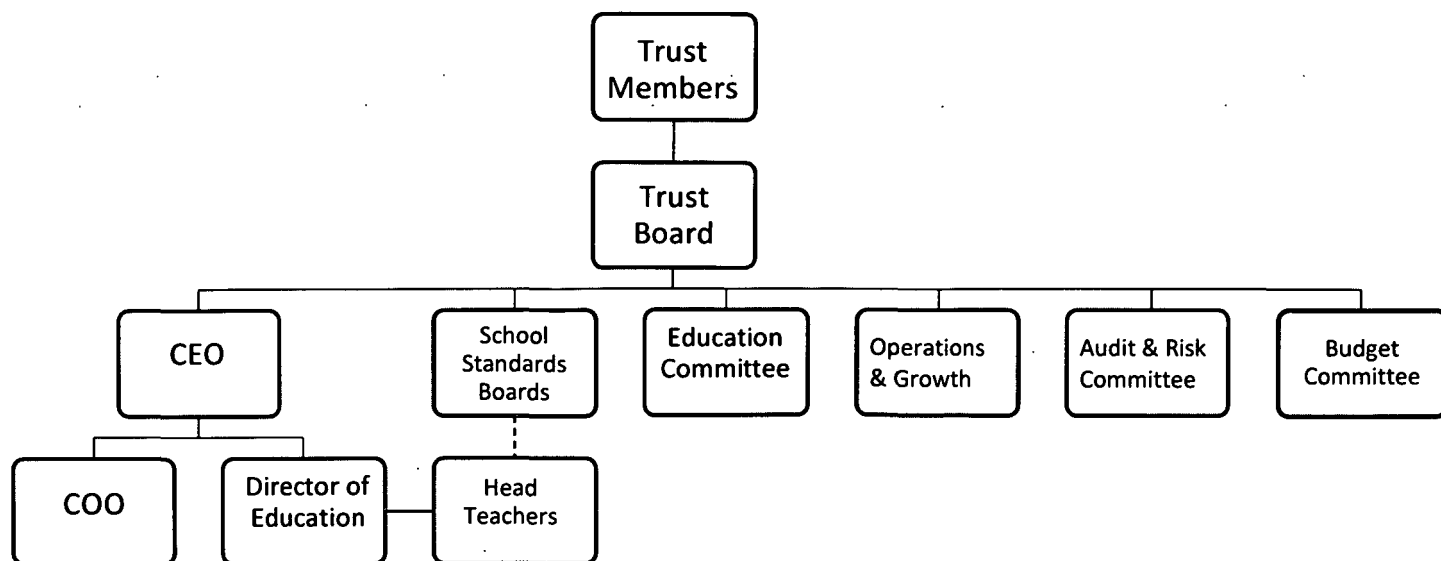
An induction programme is in place for new trustees, which includes the provision of key documentation, the opportunity to engage with members of the Executive team and the appointment of a mentor from among the existing trustees. A key expectation covered as part of the induction process is the 'Seven Principles of Public Life'.

The induction process will then continue with visits to some of our schools and/or attendance at some SSB meetings.

Trustees are expected to attend training and networking events as appropriate to their area of expertise, and are welcome to all committee meetings as observers to gain a deeper understanding of the organisation.

Organisational Structure

The governance structure of the Trust is shown below:



A Scheme of Delegated Authority is in place which sets out the responsibilities of all levels of governance within the Trust and includes an appendix which clearly shows the accountability of each body.

The School Standards Board (SSB) is responsible for providing effective support and challenge to school leaders on the educational provision of their school(s), and for supporting the Trust Board in ensuring effective governance of the Trust. The Trust Board is responsible for approving the appointment of Chairs of SSBs.

The CEO has responsibility for the appointment of all Headteacher posts. The Trustees are responsible for trust-wide policies and for any changes to Admissions arrangements for any schools within the trust.

The CEO is the Accounting Officer. The Scheme of Financial Delegated Authority and GLF finance policies set out authorisation levels for the schools and the Trust team. Within schools, some spending control is devolved to appointed budget holders, with limits above which a senior manager must countersign. During the year to 31 August 2020, senior managers were Executive Headteacher, Headteacher, Head of School, Deputy Headteacher or Assistant Headteacher (depending on the size of the schools)

Arrangements for setting pay and remuneration of key management personnel

There is no pay and remuneration in place for trustees (with the exception of the CEO (until 14/02/20)), other than the opportunity to claim expenses (as set out in the Trust's 'Trustees and Governors Allowances Policy') and none were claimed during 2019-20.

Pay and remuneration of the CEO is set by the Board of Trustees, which delegates this to a separate remuneration committee, which also determines pay and remuneration for the executive team. All pay and remuneration is set with reference to the Trust's Pay Policy, Teachers Pay and Conditions (where applicable) and subject to benchmarking with other Trusts, where data is available within annual accounts or recruitment material. This year the remuneration committee commissioned an external benchmarking exercise designed to ensure that pay and remuneration of the Trust's executive team is appropriate for the sector.

Pay and remuneration for headteachers is again set with reference to Teachers Pay and Conditions and the Trust's pay policy and is proposed through the performance management process. Oversight of pay and remuneration across the Trust is performed by the Operations and Growth committee.

Trade Union Facility Time (for period 1 April 2019 to 31 March 2020)

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
6	5.76

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	
1%-50%	6
51%-99%	
100%	

Percentage of pay bill spent on facility time

Provide the total cost of facility time	£19,169
Provide the total pay bill	£60,172,113
Provide the percentage of the total pay bill spent on facility time	0.03%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	0%
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Related Parties and other Connected Charities and Organisations

GLF Schools provides services to other schools and academy trusts, primarily education support services.

Engagement with employees (including disabled persons)

GLF Schools is committed to providing equal opportunities for all staff and prospective employees and seeks to eliminate unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

This is evident throughout the Trust's Equal Opportunities and Dignity at Work policy, and the Trust's Recruitment and Selection policy.

GLF Schools seeks to maintain positive relationships with employees through provision of information and consultation where appropriate. The Trust has a Trade Union Recognition & Facilities Agreement with the major teaching and support staff unions: NEU (formerly NUT and ATL), ASCL, NAHT, NASUWT, VOICE, UNISON and GMB, and meets regularly with representatives. During 2019-20 the Trust has consulted with all staff in respect of the pay policy and with staff at individual schools in the case of specific staffing restructures. Unions were advised of all such consultations.

GLF Schools engages in regular communication with employees, via written communication and forums, and this has been especially important during 2019-20 since the start of the Covid-19 pandemic. The Trust is currently improving its intranet to support future employee engagement.

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

GLF Schools seeks to foster positive business relationships with suppliers and customers and engages the following principles to support this:

- transparent and respectful communication with all parties;
- transparent procurement policies and adherence to these;
- published payments practices reporting;
- regular service meetings for key contracts;

This approach has been particularly important during the Covid-19 pandemic in 2019-20 in order to maintain our relationships with our suppliers and customers, whilst at the same time protecting our own financial position.

Objectives and Activities

Objects and Aims

The Academy Trust's objects, as set out in the Articles, are:

- a) advancing for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum; and
- b) promoting for the benefit of the inhabitants of the surrounding area the provision of 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.

GLF Schools' aims are that:

- *every child* feels valued and enabled to achieve to their full potential no matter what their socio-economic background;
- *all children* will enjoy their learning, attain high outcomes and be supported to become confident individuals and responsible citizens whilst making excellent progress in all respects;
- *all children* will benefit from an inclusive non-selective ethos, excellent teaching and a broad and balanced curriculum underpinned by strong leadership, in a local school;
- *all children* will be supported and encouraged to lead healthy and active lives, making sensible choices whilst respecting the views and attitudes of others.

Our mission is “to be a supportive family of schools where together we grow, learn and flourish”; through combining the strength and talents of the whole Trust we aim to make every school stronger for being part of GLF and so that every child's education benefits.

Objectives, Strategies and Activities

The Trust Board and the executive team have developed a three-year strategy covering the period to end of AY 2021/2022. Our strategic aims are:

SA1: To ensure high quality education provision, enabling all pupils and students to achieve their potential and contribute successfully to society.

SA2: The Trust will enable its people to successfully perform their roles and progress their careers. We will embed rigorous performance development standards for all colleagues to retain the highest calibre colleagues to work in our Trust.

SA3: Our operations teams will provide effective support. We will ensure that our schools maximise their resources, to deliver excellent education and to ensure that GLF Schools is a financially viable and sustainable Trust.

Priority objectives for FY 2019/20, the first year of the strategy, were:

- to ensure that leadership is a consistent strength across the Trust, setting the highest expectations and driving standards;
- to ensure that all colleagues are supported in their performance and career development with a robust and effective appraisal process; and
- the Trust and schools will collectively have three-year budget plans that direct the resources available in the most efficient way to deliver the best educational outcomes for all children in the Trust.

For the coming year, in addition to continued focus on the above, key objectives are

- to ensure that our curriculum provision is consistently excellent and built on clear and coherent principles, adapted precisely for schools' unique contexts;
- to ensure that the Trust offers pay and reward arrangements which support successful staff recruitment and retention and demonstrate the Trust's commitment to equality; and
- to develop an income generation strategy to ensure all available funding is secured.

Public Benefit

The trustees of GLF Schools confirm that they have complied with their duty in Section 17(5) of the 2011 Charities Act to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

As stated in the Objects and Aims above, GLF Schools exists to advance education for the public benefit. The trustees ensure that the admissions arrangements for all schools within the Trusts adhere to the Schools' Admissions Code. All schools within the Trust adopt admissions arrangements which are in line with those of the Local Authority within which each school sits and the schools within the Trust serve diverse catchment areas.

The secondary object of the Trust is to promote the use of its facilities for the benefit of the inhabitants of the areas surrounding each school. Trustees ensure that appropriate policies and procedures are in place to support schools that provide community use of its facilities, ideally with a focus on parental engagement and provision of extra-curricular activities for pupils from disadvantaged backgrounds.

GLF Schools has not made any charitable donations from monies received by way of funding from the Education Skills Funding Agency, Department for Education or any other Government Grant. However, during the year the pupils have carried out charitable fund raising activities (e.g. Christmas Fair, sponsored events, cake making, fun days, and raffles) and have donated the funds raised, in full, to a wide range of local, national and international charities.

Strategic Report

Achievements and Performance

Financial year 2019/20 included the Covid-19 pandemic which had a significant impact on schools. A national lockdown was enforced from 23rd March 2020, when schools had to close with only a few days' notice and transfer to the remote delivery of education. Schools were then requested to open more widely to specific year groups from 1st June 2020. All public tests/exams were cancelled, and ultimately GCSE and A Level results were awarded based on Centre Assessed Grades, with some attendant controversy and uncertainty for students, parents and staff. Schools in the Trust remained open throughout for the children of key workers and vulnerable children, including during Easter holidays and May half term, and opened more widely to the extent possible in June 2020. This has had a significant impact on development plans for the year as well as placing a significant strain on leaders at all levels. Notwithstanding this, the Trust has nevertheless made good progress against its strategic objectives for the year.

To ensure that leadership is a consistent strength across the Trust, setting the highest expectations and driving standards:

The leadership structure of the schools has been developed and extended to create an Executive Head Teacher/Head of School model across our schools. This has led to greater consistency and collaboration across schools in a cluster in the primary phase, enhancing staff opportunities and providing a positive impact on educational standards. In the secondary phase there are both fixed and deployable Executive Head Teachers, enabling flexibility and deployment to the point of need, enhancing school improvement.

A programme of Trust conferences has been established for leaders at different levels, promoting shared practice and personal/leadership development.

Central roles have been enhanced to ensure greater consistency and sharing of best practice, and this has had a positive impact on culture and practice across the Trust, including in the vital area of safeguarding.

To ensure that all colleagues are supported in their performance and career development with a robust and effective appraisal process:

A thorough review of current practice and potential improvements was carried out, involving trustees, executive leaders, Head Teachers and specialists from the People team, leading to a set of proposals for improvement. Consultation then took place with unions and staff, resulting in a new approach to appraisal being implemented with effect from 1st September 2020.

The Trust and schools will collectively have three-year budget plans that direct the resources available in the most efficient way to deliver the best educational outcomes for all children in the Trust:

The re-organisation of the Finance function became effective from 1st November 2019, leading to more effective and efficient financial management.

A thorough review of the existing partnership fee was carried out, involving executive leaders, financial specialists and Head Teachers, leading to a revised approach. The new model is considered fairer to the schools, and includes the ability to provide extra financial support to schools in greater need.

Key Performance Indicators

Ofsted inspections 2019-20

The new Ofsted inspection framework was introduced, nationally, in September 2019.

Four of our schools were inspected in autumn 2019: Lorraine Infant, Southgate Primary, Pine Ridge Infant and Windmill Primary. Southgate underwent its first inspection as a sponsored academy within GLF Schools whilst the other three were Section 8 short inspections of 'good' schools.

Ofsted inspections were suspended at the outset of the national lockdown of March 2020 and are expected to return in early 2021.

Re-engagement and catch-up funding

With the majority of children missing up to four months of school during 2019-20 and no end of year exams (summarised below), a key focus for our schools since September 2020 has been on our 're-engagement' curriculum and the effective use of catch up funding.

Our re-engagement curriculum is informed by the work of Barry Carpenter, Professor of Mental Health in Education at Oxford Brookes University and is based on five key principles:

- Pedagogy and metacognition
- Relationships and a sense of belonging
- Community
- Compassion and space
- Transparent and tailored curriculum

Primary performance data

National testing for primary children did not take place last academic year. Teacher assessed judgements have been used to identify improvements across the Trust.

Secondary performance data

Overall, as with the national picture, headlines across secondary schools at GCSE and A level were at least in line with or above previous years. There was very little variance in the centre assessed grades and the 'moderated' grades provided by the examination boards. The Trust had anticipated improvements at all schools.

Following the programme of teacher assessed grades significant improvements in GCSE results were achieved at Meridian High; GCSE results were in line with last year for Glyn and Rosebery, and demonstrated the reversal of a decline at de Stafford and The Beacon.

The delay in the issue of the Key Stage 5 centre assessed grades made the process of university applications much more challenging for some students.

Going Concern

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

Promoting the success of the company

The Trust board's remit is strategic not operational, and board decision making is always concerned with the medium to long term impact, particularly on pupils and finances, taking into account the Trust's strategic aims and the overriding Objects of the Trust as set out in its Articles of Association (see Objects and Aims above). This is supported by a robust risk management process and a detailed medium term financial budget.

One of the three strategic aims of our three-year strategy concerns our people (see Objectives, Strategies and Activities above). Our Operations and Growth committee applies oversight to all people-related matters in the Trust, with an emphasis on equality, development, retention and wellbeing.

We have revised the remit and operation of our SSBs and the information flow between SSBs and the Board to improve the visibility of the needs and views of local stakeholders. Our SSBs are the Board's conduit to all stakeholders in our schools, including pupils, staff, parents and the local community. Our SSBs are charged with establishing effective mechanisms to hear and respond to stakeholder voice and informing the Board of the key issues and impacts. Through these mechanisms we ensure the views of our stakeholders are understood and considered in our decision making, and we foster positive collaboration.

Trustees, SSB members and Staff each have a code of conduct based on best industry practice and tailored to their areas of responsibility. All codes of conduct emphasise the need to act with openness, honesty, integrity and respect with all stakeholders and with each other, and include the Nolan Principles.

Financial Review

Most of the Academy Trust's income is obtained from the Department for Education in the form of recurring grants, the use of which is restricted to particular purposes. The grants received during the year ended 31st August 2020 and the associated expenditure are shown in the Statement of Financial Activities.

Revenue funds available increased from £2,574k in August 2019 to £5,846k in August 2020. Total funds held by the Academy Trust increased from £171,170k to £201,346k; movement of funds by type is detailed below:

	At 1 September 2019	At 31 August 2020	Movement
	£'000	£'000	£'000
Revenue Reserves	2,574	5,846	3,272
Capital Reserves	6,400	8,359	1,959
Fixed Asset Fund	189,229	225,152	35,923
Pension Reserve	(27,033)	(38,011)	(10,978)

The improvement in the Revenue Reserves position of the Trust is a reflection in part of a focus during the year to improve operating efficiency and in large part to the impact of the Covid-19 pandemic, whereby planned spending was not able to proceed.

Pressure on Government funding streams has continued to drive the agenda, as has the increase in costs relating to employees, resulting from both salary and pension increases and competition in the market for high quality teachers. The Trustees have ensured robust systems of challenge and support for the schools and the central team throughout the annual finance cycle to underpin the long-term financial security of the Trust. The main ongoing challenge across the organisation and the whole sector is ensuring the provision of a high quality, inclusive education offering, using a finite set of resources, coupled with the impact of ever-changing curriculum and administrative demands. The management of this year's Covid pandemic also has an impact on the Trust's finances.

The Trustees are clear that the constraints of school funding mean that strategies and working practices will need to be under constant review to protect the Trust's longer term financial stability. Trustees are committed to not only continuing to deliver the current high quality of education on offer within our schools, but have ambitions for the Trust to become a centre of innovation within the sector and wish to invest in employees to fulfil this objective. Such investment is made even more challenging in the current financial climate for education. Trustees are committed to ensuring that the Trust ensures that it is operating at its most efficient, and will hold the Executive team to account to deliver these efficiencies, but acknowledge that current funding levels are already beginning to impact the breadth of the education offer that can be provided, especially for more vulnerable learners.

GLF Schools

Trustees' Report (continued)

The increase in the pension deficit of £10,978k to £38m, is due to the current service cost of the Local Government Pension Schemes exceeding the employer contributions made in the year (£4,671k), the interest cost and past service costs exceeding the interest income (£566k), the inclusion of deficits transferred from schools which joined GLF Schools in the year (£2,742k) and the actuarial loss in the year (£2,999k). The movement in the pension deficit is not controllable by GLF Schools as it depends on the actuarial valuation of the schemes at 31 August 2020. Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education.

Reserves Policy

The Trust's policy for reserves is that a minimum un-committed revenue reserve of no less than 3% of ESFA General Annual Grant Statement is retained across GLF Schools.

The Trust has set out the purpose of such reserves as follow:

- a) An unforeseen emergency or unexpected need for funds, e.g. an unexpected large repair bill.
- b) Covering unforeseen day to day operational costs, e.g. employing temporary staff to cover a long-term absence.
- c) A grant not being renewed.
- d) Significant planned commitments or projects that cannot be met by future income alone.
- e) The need to fund short-term deficits in cash flow before a funding grant is received.

On 31 August 2020, the academy trust held the following Reserves (excluding Fixed Asset Fund which represents Net Book Value of Fixed Assets and Pension Deficit):

	£'000
Unrestricted General Funds (revenue)	2,872
Restricted General Funds (revenue)	2,974
Restricted Capital Funds	<u>8,359</u>
Reserves at 31 August 2020	<u>14,205</u>

The LGPS Pension Deficit is likely to be met in the longer term from any combination of increased employer contributions, increased government funding or change to scheme benefits. The restricted funds will be spent in accordance with the terms of the particular funds.

Sustainability

The ESFA Academies Financial Handbook 2020 introduced the concept of financial sustainability, for which Trustees must take ownership (section 1.14). It is unclear over what timeframe this applies, nor exactly what it means. We have sought and will continue to seek clarity on this from the ESFA/DfE.

Trustees and management are confident (as stated above) that we are run on a Going Concern basis as this requires only to look out one year from the date of these Financial Statements. We would draw attention to two particular areas which might cast doubt on the long term sustainability of this Trust, and probably many other MATs. Both areas are outside the control of the Trustees.

Firstly, pensions liabilities continue to build as the excess current service cost of the members significantly exceeds contributions and is not covered by the pay and pensions grant funding provided. Further the performance of markets over the last 12 years has compounded the problem with significant regular actuarial losses. The deficit on the Trust's relevant pension schemes is shown as a negative reserve in the sum of c£38m. Any requirement for the Trust to fund such a deficit could well render its operations unsustainable.

Secondly, the Trust operates its academies on land and in buildings held on its Balance Sheet. The upkeep and maintenance for these is funded from the School Condition Allowance (SCA) but this is substantially less than our depreciation cost. Trustees therefore cannot be sure that the academies' buildings can be maintained in perpetuity and/or replaced at the end of their useful lives. Any failure to do so would render operations unsustainable.

Investment Policy

GLF Schools does not have any material investments. Its bank accounts are held with Lloyds Bank and HSBC. Interest from Bank Accounts is shown in the notes to the Financial Statements.

Principal Risks and Uncertainties

The major risks to which the MAT is exposed are:

- Lack of a long-term funding commitment for schools exposing the Trust to the risk of unpredicted shortfalls;
- The ongoing impact of the Covid-19 pandemic which means constant, often short notice, changes to operations and education provision in our schools
- Teacher recruitment crisis, which impacts on pupil outcomes, quality of the education provision, staff costs and staff retention rates;
- Changes and uncertainty in government policy regarding Academies;
- Falling/low rolls at member schools;
- Low rolls at new schools due to inaccurate predictions by Local Authorities;
- Poor condition of parts of our school estates, particularly those buildings inherited for our sponsored schools;
- Adverse impact on the financial and educational capacity of the Trust from schools joining/opening;

- Poor performance of schools within the MAT;
- Failures in Safeguarding or Health & Safety procedures at schools within the MAT.

All risks are reflected in the Trust's Risk Register and reviewed regularly at the Audit & Risk committee. Each school maintains a school level Risk Register. The key risks above drive the Trust's strategic priorities for the next three years with proactive action being taken to mitigate these, for example: thorough due diligence processes; investment in a model of a strong education team combined with school to school support to secure excellence at every school; a central recruitment team which is exploring alternative opportunities to attract high quality staff; marketing campaigns for schools with historically low numbers on roll. The additional risks presented by the current Covid-19 pandemic are under constant review, and over the financial year several extraordinary Board meetings were held.

Fundraising

Most schools have a Parent Staff Association, or similar, which fundraise for each individual school. These are separate legal entities, registered as separate entities with the Charity Commission.

Some schools invite donations to 'school fund' from parents. These are clearly advertised as voluntary and schools will provide clarity as to the purpose of this funding, for example to support the operation of a school minibus.

The academy trust does not use external fundraisers.

Streamlined Energy and Carbon

UK energy use and associated greenhouse gas emissions

The Trust is pleased to report its current UK based annual energy usage and associated annual greenhouse gas ("GHG") emissions pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

Organisational boundary

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those within the UK only for all assets that come under an operational control boundary. This includes all 40 schools controlled during the reporting period.

Reporting period

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

Quantification and reporting methodology

This report was compiled independently by energy consultants Briar (Briar Consulting Engineers Limited). The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed to ensure the Streamlined Energy and Carbon Reporting ("SECR") requirements were met and exceeded where possible.

The energy data was collated using existing reporting mechanisms. These methodologies provided a near continuous record of natural gas, gas oil and electricity use. Transport data related to minibuses and grey fleet is based on mileage records.

The energy data was converted to carbon emissions using the 2020 UK Government GHG Conversion Factors for Company Reporting. The associated emissions are divided into the combustion of fuels and the operation of facilities (scope 1), purchased electricity, heating and cooling (scope 2) and in-direct emissions that occur as a consequence of company activities (scope 3).

Estimations

The electricity, gas oil (which is being reported voluntarily) and natural gas energy use was compiled from invoices and meter readings, with some pro-rating to match the reporting period. Minibus usage comes from mileage records; grey fleet consumption is based on a representative sample of mileage reclaims for 6 schools, which has been used to estimate consumption for the remaining 34 schools.

Breakdown of energy consumption used to calculate emissions (kWh):	Year ended 31 August 2020 (£'000)
Natural gas	13,934
Electricity (grid)	5,491
Gas oil	414
School minibuses	281
Employee owned vehicles where company purchases the fuel	95
Electricity (solar PV)	30
Total gross energy consumed	20,243

Note: Figures may not sum to total due to rounding.

GLF Schools
Trustees' Report (continued)

Breakdown of emissions associated with the reported energy use (tones of CO₂e)	Year ended 31 August 2020
Scope 1	
Natural gas	2,562
Gas oil	106
School minibuses	73
Electricity (solar PV)	0
Total Scope 1	2,741
Scope 2	
Electricity (grid)	1,280
Total Scope 2	1,280
Scope 3	
Employee owned vehicles where company purchases the fuel	23
Total Scope 3	23
Total gross emissions	4,045

Note: Figures may not sum to total due to rounding.

Intensity Ratio

The chosen primary intensity ratio is total gross emissions in metric tonnes CO₂e (mandatory emissions) per pupil (based on the Autumn census), which is the recommended ratio for the sector.

GLF Schools
Trustees' Report (continued)

Tonnes of CO2e per pupil	Year ended 31 August 2020
Glyn School	0.182
The Beacon School	0.253
Rosebery School	0.181
Danetree Primary School	0.236
Lime Tree Primary School	0.097
Windmill Primary School	0.144
Wheatfield Primary School	0.168
Marden Lodge Primary School and Nursery	0.338
Warlingham Village Primary School	0.176
Frogmore Junior School	0.203
Cordwalles Junior School	0.330
Springfield Primary School	0.218
Floreat Wandsworth Primary School	0.321
Chestnut Park Primary School	0.143
Forge Wood Primary School	0.278
Aureus Primary School	0.314
Aureus School	0.353
Banstead Infant School	0.111
Warren Mead Junior School	0.170
Hillcroft Primary School	0.202
Cuddington Croft Primary School	0.183
Whyteleafe Primary School	0.329
Longford Park Primary School	0.503
Salfords Primary School	0.248
Floreat Montague Park Primary School	0.298

GLF Schools**Trustees' Report (continued)**

Tonnes of CO2e per pupil	Year ended 31 August 2020
William Morris Primary School	0.228
Hammond School	0.186
Lightwater Village School	0.208
de Stafford School	0.507
Meridian High School	0.644
Lorraine Infant School	0.293
Pine Ridge Infant School	0.179
Southgate Primary	0.219
Merstham Primary School	0.285
Merstham Park School	0.092
The Vale Primary School	0.195
Hardwick Primary School	0.264
Warren Mead Infant School	0.212
Manor Primary School	0.232
Kilnwood Vale Primary School	0.677
All schools and transport	0.259

Note: Figures may not sum to total due to rounding.

Energy efficiency action during current financial year

The management of resources and the need to embed sustainability is an important issue for the Trust and the following actions related to reducing energy use were implemented within the current reporting period.

Energy consumption is expected to be below typical this year due to the reduced occupancy across all sites following COVID-19 restrictions from 23rd March 2020. From this date, the schools were open to critical worker's children only, with a phased and partial reopening for certain year groups occurring in June.

A further result of health precautions has been the greater implementation of video conferencing for staff and board meetings, reducing the need for travel to and between sites. The emission saving resulting from these activities has not been quantified, but this practice has resulted in behaviour changes that are expected to continue for the foreseeable future.

Outside of the COVID-19 response, actions this year have been limited to full lighting replacement with LED in Salfords Primary School, re-roofing with insulation improvements in Meridian High School and boiler replacements in Rosebery School and The Beacon School.

Prior to the current financial year a number of projects have been implemented to reduce energy use and carbon emissions, including the replacement of older boiler plant with modern condensing boilers at Cuddington Croft Primary School, The Beacon School, Springfield Primary School, Hillcroft Primary School, Whyteleafe Primary School, Marden Lodge Primary School and Nursery and Warlingham Village Primary School. There have also been previous roofing replacements in Meridian High School and Whyteleafe School, as well as window replacements in Danetree Primary School, Lightwater Village School and Hammond School.

Going forward, the Trust is developing a strategy to work towards a carbon reduction target of net-zero. Within this programme we are planning the use of renewable-only electricity tariffs, energy reduction through improved building fabric (insulation/windows) and energy reduction campaigns, "de-gassing" of all sites by the use of electrically fuelled space heating and hot water, kitchens and science labs and replacement of own fleet vehicles with electric vehicles.

Plans for Future Periods

As noted in the Objectives, Strategies and Activities section above, the Trust has developed a three-year strategy. This will continue to be pursued in the coming financial year with a particular focus on

To ensure that our curriculum provision is consistently excellent and built on clear and coherent principles, adapted precisely for schools' unique contexts:

- Post-Covid re-engagement curriculum principles have been developed and disseminated. These need to be embedded in all schools.
- Trust-wide curricular principles are in place to underpin the core curriculum. These now need to be adopted and embedded in our schools.
- Evaluate current provision for subject development/CPD through learning and teaching leads; revise the strategy, sharpen the purpose and strengthen evaluation of impact.

To ensure that the Trust offers pay and reward arrangements which support successful staff recruitment and retention, and demonstrate the Trust's commitment to equality.

- Implement the new Associate Staff pay policy, ensuring consistency across the Trust and increased flexibility to reward high performers
- Consolidate a number of pay ranges into a new Middle Leaders pay range, giving a simpler, more consistent approach for staff and leaders, and introducing more flexibility.
- Conduct a review of the Trust's rewards policy to ensure rewards are equitable, transparent and competitive.

To develop a resources generation strategy to ensure all available funding and resources are secured:

- Set up a working party to identify and develop other income generation/resource streams and potential areas for investment/sponsorship.
- Develop the marketing strategy for the Trust, regions and clusters (including community profiling & USPs) which can be used for increasing numbers on roll and to support fundraising
- Further develop the Teaching School and SCITT strategy to deliver a profitable provision that supports Trust recruitment and career development.

Funds Held as Custodian Trustee on Behalf of Others

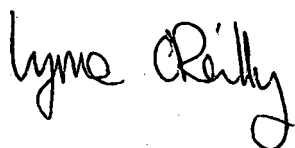
The trust holds no Assets and Funds as Custodian Trustee on behalf of others.

Auditor

Insofar as the trustees are aware:

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

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 20 January 2021 and signed on the board's behalf by:



Lynne O'Reilly
Chair of Trustees

Scope of Responsibility

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

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

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

Governance

Financial year 2019/20 included the Covid-19 pandemic which has a significant impact on schools. A national lockdown was enforced from 23rd March 2020, when schools had to close with only a few days' notice and transfer education to being provided remotely. In response to this situation trustees reviewed the approach to governance of the Trust during the lockdown period, taking into account:

- It was not possible to meet in person due to Covid-19 restrictions;
- School and trust leaders were under enormous pressure having to suddenly and unexpectedly change all teaching to being delivered remotely, whilst staying open for vulnerable children and children of key workers, and safeguarding the health and wellbeing of staff and pupils; and
- Some of the normal functioning of the Trust was not happening, or was significantly changed.

It was agreed that governance, both at trust board level and by SSBs, should continue, but should be conducted via virtual meetings and should only focus on key areas in recognition of the pressures on leaders and the need to safeguard their wellbeing. Some committee meetings were cancelled or merged with others. Additional Board meetings were scheduled to enable the Board to provide proper oversight of the developing situation, with a focus on risks, health and wellbeing.

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met nine 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
Jackie Adams	9	9
Adam Braithwaite	6	9
Martin Burke	9	9
Paul Carpenter	1	1
Jon Chaloner	3	3
Colin Charles	9	9
Bruce Ely-Johnston	8	9
Helen Mannion	6	9
Teresa Mellor	9	9
Lynne O'Reilly	9	9

The Board operates a number of sub-committees which have supplemented the nine Board meetings in 2019-20. Due to the Covid-19 pandemic, the schedule of meetings was changed after the national lockdown on 23rd March 2020 (see below) and three extraordinary board meetings were added, making the total of nine board meetings during the year.

Governance Reviews

During the year a working party was established to review the role and remit of the SSBs. This working party consisted of trustees, executive leaders, governance specialists, a clerk and Head Teachers. Consultation took place with SSB chairs, resulting in a revised SSB annual work plan, linked to the Board's work plan, a revised Scheme of Delegated Authority (SoDA) and new Terms of Reference for SSBs. A programme of training took place during spring term with follow up materials in preparation for the launch of the new model with effect from 1st September 2020.

Trustees conducted a self-evaluation including a skills audit in preparation for identifying new trustees to join the board to replace those that had stepped down. The major area identified to strengthen was knowledge and experience of the education sector. Following a rigorous recruitment campaign two new trustees have been appointed by the members who have the necessary skills and experience to strengthen the board in this area.

The Chair of Trustees continues to work with the chairs of a group of large MATs to support the sharing of best practice and peer review, and attends events organised by the Regional Schools Commissioner's office, the Confederation of Schools Trusts and the Academy Ambassadors' programme.

Committees

The Audit & Risk committee is a sub-committee of the main Board of Trustees which meets at least once per term. The Board of Trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- Strategic oversight of financial compliance and statutory reporting.
- Strategic oversight of risk management.
- Strategic oversight of internal scrutiny across the Trust.

The Board of Trustees reviews the Audit & Risk Committee's remit and membership annually.

The Audit and Risk committee continued to meet as scheduled throughout the lockdown period.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Adam Braithwaite	4	6
Colin Charles	6	6
Bruce Ely-Johnston	5	6

The Operations and Growth committee is a sub-committee of the main Board of Trustees which meets at least once per term. The Board of Trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- Strategic oversight of the Trust's physical estate.
- Strategic oversight of employment policies and practices.
- Strategic oversight of Information Technology and Information Management within the Trust.
- Strategic oversight of growth plans and opportunities

The Board of Trustees reviews the Operations and Growth's Committee's remit and membership annually. Due to the Covid-19 pandemic, Operations and Growth committee meetings scheduled to take place after the start of the national lockdown were cancelled, and any Operations and Growth matters requiring urgent attention were considered at the Budget Committee meetings.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Martin Burke	1	1
Jackie Adams	1	1
Lynne O'Reilly	1	1

Governance Statement (continued)

The Education committee is a sub-committee of the main Board of Trustees which meets at least once per term. The Board of Trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- Strategic oversight of the education provision of the Trust.
- Strategic oversight of safeguarding within the Trust.
- Strategic oversight of pupil outcomes.

The Board of Trustees reviews the Education Committee's remit and membership annually. Due to the Covid-19 pandemic, Education committee meeting scheduled to take place after the start of the national lockdown was cancelled, and Education matters requiring urgent attention were considered at the Board meetings.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Lynne O'Reilly	3	3
Helen Mannion	2	3
Teresa Mellor	3	3

The Budget committee is a sub-committee of the main Board of Trustees which meets at least three times per year. The Board of Trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- Strategic oversight of the Trust's annual and three year budget setting process with a focus on financial sustainability.
- Strategic oversight of the Trust's performance against the approved budget with a focus on the efficient and effective use of financial resources.

The Board of Trustees reviews the Budget Committee's remit and membership annually. The Budget committee continued to meet as scheduled throughout the lockdown period.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Martin Burke	3	3
Colin Charles	3	3
Lynne O'Reilly	3	3

The Remuneration committee is a sub-committee of the main Board of Trustees which meets at least three times per year. The Board of Trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- Monitoring of CEO performance against agreed objectives and determination of any applicable bonus payment/change to remuneration
- Strategic oversight of the remuneration of executive leaders of the Trust to ensure transparency, fairness and value for money.
- Strategic oversight of the Trust's approach to pay and conditions of executive leaders to ensure the Trust remains in line with good practice in the sector.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Jackie Adams	4	4
Adam Braithwaite	4	4
Lynne O'Reilly	4	4

Review of Value for Money

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

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

- Educational outcomes of the children at schools have continued to improve across our schools through a number of initiatives:
 - Dedicated support and challenge from our centrally provided Education team. By providing a central Education team, the Trust is able to provide support to academies more economically and efficiently.
 - Use of expertise in individual schools utilised across a number of schools; this is particularly evident via our Teaching and Learning Lead model.
 - Networking and professional development opportunities offered across the group.
- Against a backdrop of challenges in recruiting high quality teachers, our successful SCITT programme has expanded to induct 105 trainees in September 2020; 85% of our 2019-20 cohort are employed within our Trust or within partner schools as at November 2020 (a lower percentage than 2018-19 but likely to have been impacted by the Covid-19 pandemic).

- The Trust has implemented a new regional operational structure during 2019-20 to ensure that a cost-efficient structure is in place to deliver effective support appropriate to the size and demands of our Trust.
- The Trust continues to benefit from group procurement opportunities. The Trust ensures that the goods and services procured are in accordance with the Trust's financial regulations.
- The Trust has provided exceptional support to the schools within the Trust throughout the Covid-19 pandemic, ensuring financial sustainability is achieved despite the many challenges presented. Experts within the Trust team have supported schools with aspects such as insurance claims, negotiations with suppliers and accessing the furlough scheme.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in GLF Schools for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and 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 Operations and Growth committee of reports which indicate financial performance of major purchase plans, capital works and expenditure programmes;
- regular reviews by the Budget committee of financial performance against approved budget;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Trustees considered the need for a specific internal audit function and agreed a revised programme of internal audit. The appointment of appropriate resource to undertake this work was disrupted due to the Covid-19 pandemic.

Some internal audit work was completed in Autumn 2019 by JD Education Financial Services (JDEFS) which included giving advice on financial matters and performing a range of checks on the academy trust's financial systems, including:

- correct financial procedures have been followed, for example bank reconciliations have been carried out, financial monitoring has taken place and income has been banked correctly;
- sample payroll entries;
- sample orders and payment;
- sample of expense claims;
- tendering procedures have been followed.

In the Autumn term the internal auditor reported to the Board of Trustees on the operation of systems of control and on the discharge of the Board of Trustees' financial responsibilities. Given that the Covid-19 pandemic prevented any form of on-site internal audit from March 2020, the Board instructed some internal scrutiny work which was completed remotely by GLF's Trust Accountant, under the direction of the Chair of the Audit and Risk committee.

The academy trust can confirm that there have been no material control issues arising requiring remedial action.

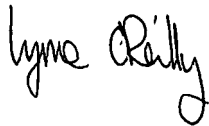
Review of Effectiveness

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

- the work of the internal auditor;
- the work of the external auditor;
- the financial management and governance self-assessment process; and
- the work of the executive managers within the academy 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 Audit & Risk committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 20 January 2021 and signed on its behalf by:



Lynne O'Reilly
Chair of Trustees

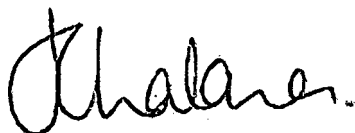


Jon Chaloner
Accounting Officer

As accounting officer of GLF Schools I have considered my responsibility to notify the academy trust's board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2019.

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



Jon Chaloner
Accounting Officer

20 January 2021

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 & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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


- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020;
- 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; and
- 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 20 January 2021 and signed on its behalf by:



Lynne O'Reilly
Chair of Trustees

Opinion on financial statements

We have audited the financial statements of GLF Schools ('the academy trust') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Academies Accounts Direction 2019 to 2020 issued by the ESFA.

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where 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.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities (set out on page 32), the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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



Andrew Rodzynski (Senior statutory auditor)
For and on behalf of Critchleys Audit LLP
Statutory Auditor
Oxford

Date: 27 January 2021

Critchleys Audit LLP is eligible to act as an auditor in terms of sections 1212 of the Companies Act 2006.

GLF Schools

Independent Reporting Accountant's Assurance Report on Regularity to GLF Schools and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 18 October 2017 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by GLF Schools during the period 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament, and the financial transactions conform to the authorities which govern them.

Respective responsibilities of GLF Schools' accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of GLF Schools' funding agreement with the Secretary of State for Education dated 26 January 2016 and the Academies Financial Handbook, extant from 1 September 2019, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

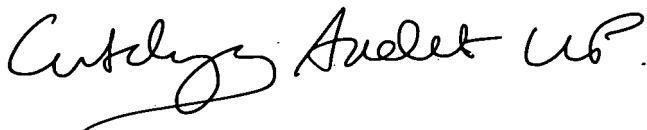
1. Reviewing the minutes of meetings of the Board of Trustees and obtaining representations concerning access to information, disclosure and provision of information.
2. Evaluation of the general control environment of the academy trust, extending the procedures required for financial statements to include regularity.
3. Assessment and testing of a sample of the specific control activities over regularity of a particular activity.
4. Carrying out substantive testing to cover authorisation of expenditure within internal delegated authorities and externally imposed limits.
5. Consideration of whether activities carried out are within the charitable objects.

Conclusion

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

Use of our report

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



Critchleys Audit LLP
Reporting Accountant
Oxford

Date: 27 January 2021

GLF Schools
Statement of Financial Activities
For the year ended 31 August 2020
(including Income and Expenditure Account)

	Note	Unrestricted Funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Funds £'000	Total 2020 £'000	Total 2019 £'000
Income and endowments from:						
Donations and capital grants	2	-	254	12,114	12,368	10,840
Transfer from existing academy trusts	35	414	(2,277)	33,014	31,151	1,394
Transfer from local authority on conversion		-	-	-	-	5,028
Charitable activities						
Funding for the academy trust's educational operations	3	-	82,056	-	82,056	64,747
Teaching school	4,36	-	509	-	509	278
Other income for educational operations	5	3,091	-	-	3,091	4,920
Other trading activities	6	649	-	-	649	853
Investments	7	11	-	-	11	6
Total		4,165	80,542	45,128	129,835	88,066
Expenditure on:						
Raising funds	8	1	-	-	1	268
Charitable activities						
Grants						
Academy's educational operations	8,9	3,740	84,801	7,801	96,342	80,306
Teaching school	8,36	-	317	-	317	302
Total		3,741	85,118	7,801	96,660	80,876
Net income / (expenditure) before transfers		424	(4,576)	37,327	33,175	7,190
Transfers between funds	20	-	(555)	555	-	-
Net income / (expenditure) for the period		424	(5,131)	37,882	33,175	7,190
Other recognised gains / (losses):						
Actuarial (losses) / gains on defined benefit pension schemes	20,31	-	(2,999)	-	(2,999)	(7,463)
Net movement in funds		424	(8,130)	37,882	30,176	(273)
Reconciliation of Funds						
Funds brought forward at 1 September 2019		2,448	(26,907)	195,629	171,170	171,443
Funds carried forward at 31 August 2020		2,872	(35,037)	233,511	201,346	171,170

All of the academy trust's activities derive from continuing operations and acquisitions in the current accounting periods (see note 35).

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

GLF Schools
Statement of Financial Activities
For the year ended 31 August 2019
(including Income and Expenditure Account)

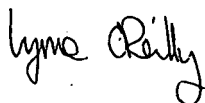
	Note	Unrestricted Funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Funds £'000	Total 2019 £'000
Income and endowments from:					
Donations and capital grants	2	-	600	10,240	10,840
Transfer from existing academy trusts		180	(1,081)	2,295	1,394
Transfer from local authority on conversion		216	(71)	4,883	5,028
Charitable activities					
Funding for the academy trust's educational operations	3	-	64,747	-	64,747
Teaching school	4,36	-	278	-	278
Other income for educational operations	5	4,920	-	-	4,920
Other trading activities	6	853	-	-	853
Investments	7	6	-	-	6
Total		6,175	64,473	17,418	88,066
Expenditure on:					
Raising funds	8	268	-	-	268
Charitable activities					
Academy's educational operations	8,9	5,485	67,555	7,266	80,306
Teaching school	8,36	-	302	-	302
Total		5,753	67,857	7,266	80,876
Net income / (expenditure) before transfers		422	(3,384)	10,152	7,190
Transfers between funds	20	-	(736)	736	-
Net income / (expenditure) for the period		422	(4,120)	10,888	7,190
Other recognised gains / (losses):					
Actuarial (losses) / gains on defined benefit pension schemes	20,31	-	(7,463)	-	(7,463)
Net movement in funds		422	(11,583)	10,888	(273)
Reconciliation of Funds					
Funds brought forward at 1 September 2018		2,026	(15,324)	184,741	171,443
Funds carried forward at 31 August 2019		2,448	(26,907)	195,629	171,170

GLF Schools
Balance Sheet
As at 31 August 2020

Company number:
07551959

	Note	2020 £'000	2020 £'000	2019 £'000	2019 £'000
Fixed assets					
Tangible assets	14		225,152		189,229
Current assets					
Stock	16	21		21	
Debtors	17	3,778		2,682	
Cash at bank and in hand		<u>18,576</u>		<u>12,942</u>	
		22,375		15,645	
Liabilities					
Creditors: Amounts falling due within one year	18	<u>(8,109)</u>		<u>(6,581)</u>	
Net current assets			<u>14,266</u>		<u>9,064</u>
Total assets less current liabilities			239,418		198,293
Creditors: Amounts falling due after more than one year	19		(61)		(90)
Net assets excluding pension liability			<u>239,357</u>		<u>198,203</u>
Defined benefit pension scheme liability	31		<u>(38,011)</u>		<u>(27,033)</u>
Total net assets			<u>201,346</u>		<u>171,170</u>
Funds of the academy trust:					
Restricted fixed asset funds	20		233,511		195,629
Restricted funds					
Restricted funds excluding pension liability	20	2,974		126	
Pension reserve	20	<u>(38,011)</u>		<u>(27,033)</u>	
			(35,037)		(26,907)
Total restricted funds			<u>198,474</u>		<u>168,722</u>
Unrestricted funds	20		2,872		2,448
Total funds			<u>201,346</u>		<u>171,170</u>

The financial statements on pages 38 to 72 were approved by the trustees and authorised for issue on 20 January 2021 and are signed on their behalf by



Lynne O'Reilly
Chair of Trustees

GLF Schools
Statement of Cash Flows
For the year ended 31 August 2020

	Note	2020 £'000	2019 £'000
Cash flows from operating activities			
Net cash provided by (used in) operating activities	24	3,403	1,821
Cash flows from investing activities	26	1,309	1,084
Cash flows from financing activities	25	(29)	(29)
Change in cash and cash equivalents in the reporting period		<u>4,683</u>	<u>2,876</u>
Reconciliation of net cash flow to movement in net funds			
Cash transferred on conversion to an academy trust		-	246
Cash transferred from existing academy trusts		951	212
Cash and cash equivalents at 1 September 2019		12,942	9,608
Cash and cash equivalents at 31 August 2020	27	<u><u>18,576</u></u>	<u><u>12,942</u></u>

All of the cash flows are derived from continuing operations and acquisitions in the current accounting period (see note 35).

1 Statement of Accounting Policies

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

Basis of Preparation

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

GLF Schools meets the definition of a public benefit entity under FRS 102.

Going Concern

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

Income

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

Grants

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

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

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

Donations

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

Other income

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

1 Statement of Accounting Policies (continued)

Income (continued)

Donated goods, facilities and services

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

Transfer on conversion

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

Transfer of existing academies into the academy trust

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

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

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

Expenditure

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

Expenditure on Raising Funds

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

Charitable Activities

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

All resources expended are inclusive of irrecoverable VAT.

1 Statement of Accounting Policies (continued)

Intangible Fixed Assets

Intangible assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Tangible Fixed Assets

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

The property transferred on conversion has been valued on a depreciated replacement cost basis which is not representative of market value (see note 14 for further details).

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

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

Freehold buildings	Between 5 and 50 years
Leasehold land	125 years
Leasehold buildings	Between 5 and 60 years
Plant and machinery	5 years
Fixtures, fittings and equipment	5 years
ICT equipment	3 years
Motor Vehicles	5 years

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

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

Liabilities

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

Provisions

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

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

Leased Assets

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

1 Statement of Accounting Policies (continued)

Financial Instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised costs 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 notes 18 and 19. 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.

Stock

Unsold uniforms are valued at the lower of cost or net realisable value.

Taxation

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

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

Pensions Benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. As stated in note 31, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

1 Statement of Accounting Policies (continued)

Fund Accounting

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

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

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

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 and any balances held are disclosed in note 34.

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 31, 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 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The academy trust participates in the Teacher's Pension Scheme (TPS) for qualifying employees. Under the definitions set out in FRS 102, this is a multi-employer pension scheme. There is insufficient information about the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets in the financial statements and therefore the plan is accounted for as a defined contribution scheme (see note 31).

2 Donations and capital grants

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000	Total 2019 £'000
DfE/ESFA capital grants				
Devolved formula capital grant	-	350	350	847
Other ESFA capital grants	-	3,958	3,958	2,449
Other Government grants				
Other LA capital grants	-	34	34	334
	-	4,342	4,342	3,630
Donated fixed assets	-	7,700	7,700	6,600
Donations - capital	-	72	72	10
Rent free income	-	-	-	250
Other donations	-	254	254	350
	-	12,368	12,368	10,840

Donated fixed assets in 2018-19 represent a building project commissioned and funded by Oxfordshire County Council.
Donated fixed assets in 2019-20 represent a Free School delivered via the DfE Free Schools Programme.

3 Funding for Academy Trust's educational operations

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000	Total 2019 £'000
DfE/ESFA revenue grants				
General Annual Grant (GAG)	-	67,143	67,143	55,116
Other DfE Group grants	-	9,248	9,248	5,228
	-	76,391	76,391	60,344
Other Government grants				
LA revenue grants	-	5,448	5,448	4,266
Other grants	-	7	7	137
	-	5,455	5,455	4,403
Exceptional government funding				
Coronavirus Job Retention Scheme grant	-	156	156	-
Coronavirus Exceptional support	-	54	54	-
Other Coronavirus funding	-	-	-	-
	-	210	210	-
	-	82,056	82,056	64,747

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "Exceptional government funding".

The academy trust furloughed some of its Nursery and Before & After School Club staff under the governments Coronavirus Job Retention Scheme. The funding received of £156k relates to staff costs in respect of 68 staff which are included within note 10.

The funding received for coronavirus exceptional support covers £54k of Free School meal vouchers and expenditure on keeping schools open during Easter and Summer half-term. These costs are included in notes 8 and 9.

4 Teaching Schools Income

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000	Total 2019 £'000
National College grants	-	47	47	-
Other activities	-	462	462	278
	<u>-</u>	<u>509</u>	<u>509</u>	<u>278</u>

5 Other income for educational operations

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000	Total 2019 £'000
Other income	1,813	-	1,813	2,290
Trip and activity income	1,010	-	1,010	1,687
Catering income	268	-	268	655
Income from trading subsidiary	-	-	-	288
	<u>3,091</u>	<u>-</u>	<u>3,091</u>	<u>4,920</u>

6 Other trading activities

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000	Total 2019 £'000
Hire of facilities / other lettings	649	-	649	853
	<u>649</u>	<u>-</u>	<u>649</u>	<u>853</u>

7 Investment Income

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2020 £'000	Total 2019 £'000
Short term deposits	11	-	11	6
	<u>11</u>	<u>-</u>	<u>11</u>	<u>6</u>

8 Expenditure

	Staff Costs £'000	Non Pay Expenditure Premises Costs £'000	Other Costs £'000	Total 2020 £'000	Total 2019 £'000
Expenditure on raising funds					
Allocated support costs	-	-	1	1	4
Expenditure of trading subsidiary	-	-	-	-	264
	-	-	1	1	268
Academy's educational operations					
Direct costs (note 9)	58,070	-	6,482	64,552	52,198
Allocated support costs (note 9)	14,516	5,063	12,211	31,790	28,108
	72,586	5,063	18,693	96,342	80,306
Teaching School	259	-	58	317	302
	72,845	5,063	18,752	96,660	80,876

Net income/(expenditure) for the period includes:

	2020 £'000	2019 £'000
Operating lease rentals	318	367
Depreciation	7,763	7,266
Fees payable to auditor for:		
Audit	49	50
Audit-related assurance services	28	3
Taxation services	1	-
Other services	1	-

9 Charitable activities

	Total 2020 £'000	Total 2019 £'000
Direct costs - educational operations	64,552	52,198
Support costs - educational operations	31,790	28,108
	96,342	80,306

Analysis of support costs

	Total 2020 £'000	Total 2019 £'000
Support staff costs	9,279	9,162
Depreciation	7,763	7,266
Technology costs	393	281
Premises costs	5,063	4,859
Other support costs	3,906	3,304
Legal costs	57	37
Governance costs	92	60
Other pension costs	4,671	2,361
Other finance costs (FRS102 pension)	566	778
	31,790	28,108

10 Staff Costs

	2020 £'000	2019 £'000
Staff costs during the period were:		
Wages and salaries	50,624	41,915
Social security costs	4,690	3,935
Operating costs of defined benefit pension schemes		
Employer contributions to pension schemes	10,816	6,928
FRS102 Other pension and finance costs	5,237	3,139
Apprenticeship levy	239	184
	71,606	56,101
Agency supply teacher costs	1,050	1,439
Staff restructuring costs	189	89
	72,845	57,629

The trust uses agency staff where appropriate on normal commercial terms.

	2020 £'000	2019 £'000
Staff restructuring costs comprise:		
Redundancy payments	15	67
Severance payments	174	20
Other restructuring costs	-	2
	189	89

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £36k (2019: £2k). Individually, the payments were: £16k, £12k, £6k, £1k and £1k (2019: £2k).

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

	2020 No.	2019 No.
Teachers	873	751
Administration and support	1,175	1,130
Management	45	37
	2,093	1,918

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

	2020 No.	2019 No.
£60,001 - £70,000	27	29
£70,001 - £80,000	22	14
£80,001 - £90,000	7	4
£90,001 - £100,000	6	4
£100,001 - £110,000	1	2
£110,001 - £120,000	2	-
£190,001 - £200,000	1	1

The key management personnel of the academy trust comprise the Trustees and Senior Leadership Team as listed on pages 1 and 2. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £900k (2019: £723k).

11 Central services

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

Support on governance, policy and safeguarding issues, Education and behaviour management support, HR, Estates Management, Finance and IT.

The trust charges a fee for these services based on a percentage of GAG income.

The actual amounts charged during the period were as follows:

	2020 £'000	2019 £'000
Aureus Primary School	68	55
Aureus School	129	126
Banstead Infant School	74	-
The Beacon School	272	261
Chestnut Primary School	162	104
Cordwalles Junior School	103	71
Cuddington Croft Primary School	152	109
Danetree Primary School	211	170
de Stafford School	224	115
Floreat Montague Park School	64	-
Floreat Wandsworth School	97	-
Forge Wood Primary School	72	52
Frogmore Junior School	47	-
Glyn School	364	356
Hammond School	102	80
Hardwick Primary School	60	35
Hillcroft Primary School	144	120
Kilnwood Vale Primary School	55	-
Lightwater Village School	78	60
Lime Tree Primary School	151	126
Longford Park Primary School	77	31
Manor Primary School	121	43
Marden Lodge Primary School	83	61
Meridian High School	181	170
Merstham Park School	123	126
Merstham Primary School	95	67
Pine Ridge Infant and Lorraine School	108	81
Rosebery School	329	293
Salfords Primary School	137	114
Southgate Primary School	126	118
Springfield Primary School	142	121
The Vale Primary School	60	-
Warlingham Village Primary School	87	63
Warren Mead Infant School	60	-
Warren Mead Junior School	82	-
Wheatfield Primary School	70	58
Whyteleafe Primary School	140	109
William Morris Primary School	77	53
Windmill Primary School	75	60
	4,802	3,408

12 Related Party Transactions - Trustees' remuneration and expenses

Other than the Chief Executive Officer, no trustees have been paid remuneration or have received other benefits from employment with the academy trust. The Chief Executive Officer only receives remuneration in respect of services they provide undertaking the role of Chief Executive Officer under their contract of employment. The Chief Executive Officer resigned as a trustee on 14 February 2020.

The Chief Executive Officer's remuneration for the period they served as a trustee during the year to 31 August 2020 was £106,000 (2019: £190,500) and pension contributions amounted to £21,312 (2019: £29,664).

During the period ended 31 August 2020, no expenses were reimbursed to trustees for travel and subsistence expenditure incurred in their roles as trustees (2019: £Nil).

Other related party transactions involving the trustees are set out in note 32.

13 Trustees and officers insurance

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

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

GLF Schools
Notes to the financial statements
For the year ended 31 August 2020

14 Tangible fixed assets

	Freehold Land and Buildings £'000	Leasehold Land and Buildings £'000	Furniture and Equipment £'000	Computer Equipment £'000	Motor Vehicle £'000	Total £'000
Cost						
As at 1 September 2019	77,723	139,437	2,765	2,733	59	222,717
Transfer of existing academy	-	34,239	819	339	-	35,397
Additions	1,178	9,294	57	215	-	10,744
As at 31 August 2020	78,901	182,970	3,641	3,287	59	268,858
Depreciation						
As at 1 September 2019	14,687	14,614	1,746	2,387	54	33,488
Transfer of existing academy	-	1,618	621	216	-	2,455
Charged in year	2,130	4,799	503	329	2	7,763
As at 31 August 2020	16,817	21,031	2,870	2,932	56	43,706
Net book values						
As at 31 August 2020	62,084	161,939	771	355	3	225,152
As at 1 September 2019	63,036	124,823	1,019	346	5	189,229

Leasehold land and buildings

The freehold of these land and buildings is owned by the respective Local Authorities. These are recognised in the accounts as the academy trust has the right to use the property.

Transfers on acquisition during year ended 31 August 2020

During the year, the Trust acquired the leasehold of the land and buildings of Banstead Infant School, The Vale Primary School, Warren Mead Infant School and Warren Mead Junior School from The Oaks Academy Trust; the leasehold of the land and buildings of Floreat Montague Park School and Floreat Wandsworth School from Floreat Education Academies Trust and the leasehold of the land and buildings of Frogmore Junior School from University of Chichester (Multi) Academy Trust.

Additions to land and buildings

Additions in the year include capital works to existing buildings together with a Free School delivered via the DfE Free Schools Programme.

Adjustment to Brought Forward Balances

A valuation for the buildings at Forge Wood Primary School has been included in the Leasehold Land and Buildings Cost and Depreciation figures as at 1 September 2019. The buildings at Forge Wood have been used since 1 September 2017 and a valuation for the buildings has not been previously included. The cost of the buildings has been valued at £4,739k and depreciation at 1 September 2019 has been valued at £190k.

15 Principal Subsidiaries

Company Name	Country	Percentage Shareholding	Description
The Beacon School Enterprises Ltd	England and Wales	100	General Secondary Education
Company Number:	07851198		
Registered Address:	The Beacon School, Picquets Way, Banstead, Surrey, SM7 1AG		

16 Stock

	2020 £'000	2019 £'000
Clothing	21	21
	<u>21</u>	<u>21</u>

17 Debtors

	2020 £'000	2019 £'000
Trade debtors	486	327
VAT recoverable	326	466
Prepayments and accrued income	2,851	1,873
Other debtors	115	16
	<u>3,778</u>	<u>2,682</u>

18 Creditors: amounts falling due within one year

	2020 £'000	2019 £'000
Trade creditors	1,332	1,476
Other taxation and social security	1,131	985
Other creditors	1,446	1,000
Amounts owed to ESFA	52	42
Loans	29	29
Accruals and deferred income	4,119	3,049
	<u>8,109</u>	<u>6,581</u>

Deferred income

	2020 £'000	2019 £'000
Deferred income at 1 September	1,548	1,241
Released from previous years	(1,548)	(1,241)
Resources deferred in the year	2,282	1,548
Deferred income at 31 August	<u>2,282</u>	<u>1,548</u>

Deferred income represents funding received specifically for next financial year, together with trips and activities income received in advance.

Included within Loans in both Creditors: amounts falling due within one year and Creditors: amounts falling due in greater than one year are three loans of £7k, £33k, and £50k from Salix Finance Ltd. The £7k loan is due to be paid back in 3 years, the £33k loan is due to be paid back in 2 years and the £50k loan is due to be paid back in 5 years. All three loans are interest free.

19 Creditors: amounts falling due in greater than one year

	2020 £'000	2019 £'000
Loans	61	90
Other creditors	-	-
	<u>61</u>	<u>90</u>

GLF Schools
Notes to the financial statements
For the year ended 31 August 2020

20 Funds

	Balance at 1 Sept 2019 £'000	Income £'000	Expenditure £'000	Gains, losses and transfer £'000	Balance at 31 August 2020 £'000
Restricted general funds					
General Annual Grant (GAG)	209	67,608	(64,397)	(555)	2,865
Other DfE/ESFA grants	-	9,248	(9,248)	-	-
LA revenue grants	-	5,448	(5,448)	-	-
Other government grants	-	217	(217)	-	-
Other restricted funds	-	254	(254)	-	-
Teaching School	(83)	509	(317)	-	109
	<u>126</u>	<u>83,284</u>	<u>(79,881)</u>	<u>(555)</u>	<u>2,974</u>
 Pension reserve (note 31)	 (27,033)	 (2,742)	 (5,237)	 (2,999)	 (38,011)
	<u>(26,907)</u>	<u>80,542</u>	<u>(85,118)</u>	<u>(3,554)</u>	<u>(35,037)</u>
 Restricted fixed asset funds					
Devolved Formula Capital	612	350	-	(260)	702
Other ESFA capital funding	4,530	3,958	(38)	(2,332)	6,118
LA capital grants	418	34	-	(312)	140
Capital funds on transfer of existing academies	17	72	-	(11)	78
Capital funds transferred on conversion	94	-	-	-	94
Capital donations	-	72	-	(72)	-
Donated fixed assets	-	7,700	-	(7,700)	-
Other capital funds	729	-	-	498	1,227
Fixed asset fund (note 14)	189,229	32,942	(7,763)	10,744	225,152
	<u>195,629</u>	<u>45,128</u>	<u>(7,801)</u>	<u>555</u>	<u>233,511</u>
 Total restricted funds	 <u>168,722</u>	 <u>125,670</u>	 <u>(92,919)</u>	 <u>(2,999)</u>	 <u>198,474</u>
 Unrestricted funds					
Unrestricted funds	2,448	4,165	(3,741)	-	2,872
Total unrestricted funds	<u>2,448</u>	<u>4,165</u>	<u>(3,741)</u>	<u>-</u>	<u>2,872</u>
 Total funds	 <u>171,170</u>	 <u>129,835</u>	 <u>(96,660)</u>	 <u>(2,999)</u>	 <u>201,346</u>

20 Funds (continued)

The General Annual Grant represents funding received from the Education and Skills Funding Agency during the period in order to fund the continuing activities of the school. Under the funding agreement with the Secretary of State, the academy trust was not subject to limits on the amount of GAG that it could carry forward at 31 August 2020.

Other DfE/ESFA funding represents other forms of funding received from the Department for Education and Education and Skills Funding Agency. This includes but is not limited to Pupil Premium funding, Universal Infant Free School Meal funding, Sports grant and Rates Relief Income.

LA Revenue grants represents various grant funding provided by Local Authorities.

Other Government grants represents various grant funding provided by government which are not included in Other DfE/ESFA funding.

Other restricted funds represent amounts given to the academy trust for specific revenue purposes.

The Teaching School shows the income, expenditure and fund balance related to the Teaching School and SCITT run by GLF Schools. Further details can be seen in note 36.

The pension reserve fund separately identifies the pension deficit on the Local Government Pension Scheme, and through which all the movements on the pension scheme are recognised.

Devolved Formula Capital represents funding provided by the Department for Education to be used for capital projects. This funding may be used for specific capital projects which are not considered to be fixed asset additions.

Other ESFA capital funding represents funding provided by the Department for Education to be used for capital projects, specifically School Condition Allowance (SCA) funding.

LA capital funding represents funding provided by Local Authorities to be used for capital projects.

Capital funds on transfer of existing academies represents capital funds which were held by existing academy schools on the date they transferred to join GLF Schools and the subsequent movement on these funds.

Capital funds on transfer on conversion represents capital funds which were held by existing local authority schools on the date they converted to academy status and joined GLF Schools and the subsequent movement on these funds.

Donated Fixed Assets represents the value of fixed assets donated to the academy trust by a Local Authority when a new build school is built and provided to the academy trust at no cost to GLF Schools.

Other capital funds are capital funds held at 31 August 2020 to be used for capital purposes in the future.

The Fixed Asset fund recognises the net book value of tangible and fixed assets transferred to the trust on conversion and additions since conversion.

Unrestricted funds represent other income to the academy trust which is not received as funding or with a specific purpose.

Trading subsidiary represents the transactions related to the academy trust's trading subsidiary, The Beacon School Enterprises Limited.

20 Funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2020 were allocated as follows:

	2020 £'000	2019 £'000
Revenue reserves		
Aureus Primary School	(22)	(59)
Aureus School	(191)	(330)
Banstead Infant School	187	-
The Beacon School	661	513
Chestnut Park Primary School	621	278
Cordwalles Junior School	305	180
Cuddington Croft Primary School	563	420
Danetree Primary School	504	429
de Stafford School	678	478
Floreat Montague Park School	226	-
Floreat Wandsworth School	258	-
Forge Wood Primary School	(62)	(47)
Frogmore Junior School	(2)	-
Glyn School	873	588
Hammond School	(209)	(181)
Hardwick Primary School	75	141
Hillcroft Primary School	570	498
Kilnwood Vale Primary School	4	-
Lightwater Village School	(83)	(51)
Lime Tree Primary School	340	303
Longford Park Primary School	(350)	(102)
Manor Primary School	165	145
Marden Lodge Primary School	(10)	(66)
Meridian High School	(258)	(475)
Merstham Park School	13	(89)
Merstham Primary School	115	109
Pine Ridge Infant and Lorraine School	297	299
Rosebery School	883	529
Salfords Primary School	111	105
Southgate Primary School	(178)	(125)
Springfield Primary School	299	171
The Vale Primary School	40	-
Warlingham Village Primary School	144	125
Warren Mead Infant School	30	-
Warren Mead Junior School	226	-
Wheatfield Primary School	314	227
Whyteleafe Primary School	379	356
William Morris Primary School	(606)	(343)
Windmill Primary School	482	258
GLF Schools Central	(1,546)	(1,710)
Total before capital reserves, fixed assets and pension reserve	5,846	2,574
Capital reserves	8,359	6,400
Fixed asset fund (representing net book value of fixed assets - note 14)	225,152	189,229
Pension reserve	(38,011)	(27,033)
Total funds	201,346	171,170

20 Funds (continued)

Aureus Primary School is carrying a net deficit of £22k on these funds. Lower than expected pupil numbers in the first cohort of this growing school impacted the financial position but the school is on track to move to a surplus reserves position in 2020-21.

Aureus School is carrying a net deficit of £191k on these funds. Lower than expected pupil numbers in the first cohorts of this growing school impacted on the financial position but the school is on track to move to a surplus reserves position in 2021-22.

Forge Wood Primary School is carrying a net deficit of £62k on these funds. Lower than expected pupil numbers in the early years of this growing school have impacted the financial position.

Hammond School is carrying a net deficit of £209k on these funds and Lightwater Village School is carrying a net deficit of £83k on these funds. Ongoing shortage of pupils due to over-supply of school places in the local area has driven an unbalanced financial model across these two federated schools.

Longford Park Primary School is carrying a net deficit of £350k on these funds, which is a result of lower than expected pupil numbers in the first years of opening, and lower than expected demand for places in the wider admissions area as a whole.

Marden Lodge Primary School is carrying a net deficit of £10k on these funds. The school has improved its position significantly from last year's net deficit of £66k and will return to a surplus reserves position in 2020-21.

Meridian High School is carrying a net deficit of £258k on these funds. The school is significantly under-subscribed due to a legacy of under-performance prior to joining the Trust, and has been impacted further by a Free School opening locally causing a surplus of places in the area. The school's financial position continues to improve, building on last year's improvements.

Southgate Primary School is carrying a net deficit of £178k on these funds. The school joined the Trust in July 2017 as a sponsored school; low pupil numbers and staff turnover have impacted on the financial position.

William Morris Primary School is carrying a net deficit of £606k on these funds. The school joined the Trust in February 2016 as a sponsored school and was operating in a deficit position. With a legacy of underachievement, a significant level of investment was required to achieve the 'Outstanding' Ofsted judgement in September 2018. Historic low pupil numbers against a PAN of 25 underpin the financial picture, but the greatest challenge impacting the school's financial position remains the extreme levels of SEND supported within the school community.

GLF Central is carrying a net deficit of £1,546k on these funds. This is a legacy of the investment in capacity in previous years to deliver a structure which provides strong support for member schools.

GLF Schools
Notes to the financial statements
For the year ended 31 August 2020

20 Funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies (including all non staff direct costs) £'000	Other costs (excluding depreciation) £'000	Total 2020 £'000	Total 2019 £'000
Aureus Primary School	646	93	45	137	921	716
Aureus School	1,672	287	159	470	2,588	2,183
Banstead Infant School	820	114	79	166	1,179	-
The Beacon School	5,087	581	521	641	6,830	6,970
Chestnut Park Primary School	1,681	145	179	292	2,297	1,787
Cordwalles Junior School	729	119	102	89	1,039	1,066
Cuddington Croft Primary School	1,420	124	82	213	1,839	1,685
Danetree Primary School	2,160	245	208	400	3,013	2,877
de Stafford School	2,855	678	176	416	4,125	3,862
Floreat Montague Park School	713	110	101	221	1,145	-
Floreat Wandsworth School	1,070	93	115	235	1,513	-
Forge Wood Primary School	637	71	59	125	892	949
Frogmore Junior School	527	57	59	114	757	-
Glyn School	6,574	740	1,143	897	9,354	9,383
Hammond School	887	118	71	120	1,196	1,145
Hardwick Primary School	789	136	80	120	1,125	680
Hillcroft Primary School	1,557	141	107	217	2,022	1,986
Kilnwood Vale Primary School	240	35	27	80	382	-
Lightwater Village School	542	86	23	120	771	753
Lime Tree Primary School	1,670	139	182	230	2,221	1,963
Longford Park Primary School	670	77	73	130	950	701
Manor Primary School	1,341	138	98	232	1,809	669
Marden Lodge Primary School	853	192	55	214	1,314	1,371
Meridian High School	2,757	562	332	545	4,196	4,181
Merstham Park School	845	65	216	74	1,200	700
Merstham Primary School	752	75	34	143	1,004	980
Pine Ridge Infant and Lorraine	905	174	76	99	1,254	1,299
Rosebery School	5,367	539	578	641	7,125	7,165
Salfords Primary School	1,354	144	102	172	1,772	1,684
Southgate Primary School	1,290	106	95	218	1,709	1,732
Springfield Primary School	1,341	186	168	207	1,902	2,017
The Vale Primary School	671	102	54	104	931	-
Warlingham Village Primary School	666	93	64	110	933	920
Warren Mead Infant School	772	88	77	154	1,091	-
Warren Mead Junior School	928	107	102	112	1,249	-
Wheatfield Primary School	500	58	56	121	735	743
Whyteleafe Primary School	1,264	108	125	242	1,739	1,674
William Morris Primary School	677	50	76	91	894	789
Windmill Primary School	574	60	36	104	774	847
GLF Schools Central	2,456	2,313	599	502	5,870	4,730
	58,259	9,349	6,534	9,518	83,660	70,207
				Depreciation	7,763	7,266
				Other finance costs and pension costs	5,237	3,139
				The Beacon School Enterprises Ltd	-	264
				Note 8	96,660	80,876

20 Funds (continued)

Comparative Funds

	Balance at 1 Sept 2018 £'000	Income £'000	Expenditure £'000	Gains, losses and transfer £'000	Balance at 31 August 2019 £'000
Restricted general funds					
General Annual Grant (GAG)	-	55,130	(54,185)	(736)	209
Other DfE/ESFA grants	-	5,228	(5,228)	-	-
LA revenue grants	-	4,266	(4,266)	-	-
Other government grants	-	137	(137)	-	-
Voluntary income	-	250	(250)	-	-
Other restricted funds	-	350	(350)	-	-
Teaching School	(59)	278	(302)	-	(83)
Pension reserve (note 31)	(15,265)	(1,166)	(3,139)	(7,463)	(27,033)
	<u>(15,324)</u>	<u>64,473</u>	<u>(67,857)</u>	<u>(8,199)</u>	<u>(26,907)</u>
Restricted fixed asset funds					
Devolved Formula Capital	286	847	-	(521)	612
Other ESFA capital funding	3,338	2,449	-	(1,257)	4,530
LA capital grants	315	334	-	(231)	418
Capital funds on transfer of existing academies	17	18	-	(18)	17
Capital funds transferred on conversion	64	30	-	-	94
Capital donations	-	10	-	(10)	-
Donated fixed assets	-	6,600	-	(6,600)	-
Other capital funds	508	-	-	221	729
Fixed asset fund	180,213	7,130	(7,266)	9,152	189,229
	<u>184,741</u>	<u>17,418</u>	<u>(7,266)</u>	<u>736</u>	<u>195,629</u>
Total restricted funds	<u>169,417</u>	<u>81,891</u>	<u>(75,123)</u>	<u>(7,463)</u>	<u>168,722</u>
Unrestricted funds					
Unrestricted funds	2,026	5,887	(5,489)	24	2,448
Trading Subsidiary	-	288	(264)	(24)	-
Total unrestricted funds	<u>2,026</u>	<u>6,175</u>	<u>(5,753)</u>	<u>-</u>	<u>2,448</u>
Total funds	<u>171,443</u>	<u>88,066</u>	<u>(80,876)</u>	<u>(7,463)</u>	<u>171,170</u>

Adjustment to Brought Forward Balances

A valuation for the buildings at Forge Wood Primary School has been included in the Fixed Asset Fund figures as at 1 September 2019. The buildings at Forge Wood have been used since 1 September 2017 and a valuation for the buildings has not been previously included. An increase of £4,549k has been included in the Fixed Asset Fund at 1 September 2018.

21 Analysis of net assets between funds

Fund balances at 31 August 2020 are represented by:

	Unrestricted Funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Funds £'000	Total Funds £'000
Tangible fixed assets	-	-	225,152	225,152
Current assets	2,872	11,144	8,359	22,375
Current liabilities	-	(8,109)	-	(8,109)
Non-current liabilities	-	(61)	-	(61)
Total net assets excluding Pension Scheme liability	2,872	2,974	233,511	239,357
Pension Scheme liability	-	(38,011)	-	(38,011)
Total net assets	2,872	(35,037)	233,511	201,346

Comparative analysis of net assets between funds

Fund balances at 31 August 2019 are represented by:

	Unrestricted Funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Funds £'000	Total Funds £'000
Tangible fixed assets	-	-	189,229	189,229
Current assets	2,448	6,797	6,400	15,645
Current liabilities	-	(6,581)	-	(6,581)
Non-current liabilities	-	(90)	-	(90)
Total net assets excluding Pension Scheme liability	2,448	126	195,629	198,203
Pension Scheme liability	-	(27,033)	-	(27,033)
Total net assets	2,448	(26,907)	195,629	171,170

22 Capital commitments

	2020 £'000	2019 £'000
Contracted for, but not provided in the financial statements	513	1,156

23 Commitments under operating leases

Operating leases

At 31 August 2020 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2020 £'000	2019 £'000
Amounts due within one year	241	284
Amounts due between one and five years	213	184
Amounts due after five years	-	-
	454	468

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

	2020 £'000	2019 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	33,175	7,190
Adjusted for:		
Cash transferred from existing academies	(951)	(212)
Cash transferred on conversion	-	(246)
Depreciation (note 14)	7,763	7,266
Capital income re fixed assets transferred from existing academy trusts	(32,942)	(2,277)
Capital income re fixed assets transferred on conversion	-	(4,853)
Capital grants from DfE and other capital income	(12,042)	(10,230)
Interest receivable (note 7)	(11)	(6)
Defined benefit pension scheme obligation inherited from existing academies	2,742	1,095
Defined benefit pension scheme obligation inherited on conversion	-	71
Defined benefit pension scheme cost less contributions payable (note 31)	4,671	2,361
Defined benefit pension scheme finance cost (note 31)	566	778
(Increase)/decrease in stocks	-	21
(Increase)/decrease in debtors	(1,096)	112
Increase/(decrease) in creditors	1,528	751
Net cash provided by operating activities	3,403	1,821

25 Cash flows from financing activities

	2020 £'000	2019 £'000
Repayments of borrowing	(29)	(29)
Net cash used in financing activities	(29)	(29)

26 Cash flows from investing activities

	2020 £'000	2019 £'000
Dividends, interest and rents from investments	11	6
Purchase of tangible fixed assets	(3,044)	(2,552)
Capital grants from DfE Group	4,308	3,296
Capital grants received from Local Authorities	34	334
Net cash provided by investing activities	1,309	1,084

27 Analysis of cash and cash equivalents

	At 1 September 2019 £'000	Transferred from existing academies £'000	Transferred on conversion £'000	Cash flows £'000	At 31 August 2020 £'000
Cash at bank and in hand	12,942	951	-	4,683	18,576
	12,942	951	-	4,683	18,576

28 Analysis of changes in net debt

	At 1 September 2019 £'000	Cash flows £'000	New finance leases £'000	Other non-cash changes £'000	At 31 August 2020 £'000
Cash	12,942	5,634	-	-	18,576
	12,942	5,634	-	-	18,576
Loans falling due within one year	(29)	-	-	-	(29)
Loans falling due after more than one year	(90)	29	-	-	(61)
	12,823	5,663	-	-	18,486

29 Contingent liabilities

There are no contingent liabilities that require disclosure.

30 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.

31 Pension and similar obligations

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Surrey County Council (Banstead Infant School, The Beacon School, Cordwalles Junior, Cuddington Croft Primary, Danetree Primary, de Stafford School, GLF Central, Glyn School, Hammond Junior, Hillcroft Primary, Lime Tree Primary, Lightwater Village, Marden Lodge Primary, Merstham Park School, Merstham Primary School, Pine Ridge Infant and Nursery School and Lorraine Schools, Rosebery, Salfords Primary, Springfield Primary, The Vale Primary, Warlingham Village Primary, Warren Mead Infant, Warren Mead Junior and Whyteleafe Primary), Croydon Council (Chestnut Park Primary and Meridian High), Hampshire County Council (Frogmore Junior School), Oxfordshire County Council (Aureus Primary School, Aureus School, Hardwick Primary, Longford Park Primary, Manor Primary and William Morris), West Sussex County Council (Forge Wood Primary, Kilnwood Vale Primary and Southgate Primary), Wandsworth Council (Floreat Wandsworth) and Royal County of Berkshire (Floreat Montague Park, Wheatfield Primary and Windmill Primary). Both schemes 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 £1,305k were payable to the schemes at 31 August 2020 (2019: £876k) and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership.

Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in the regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

31 Pension and similar obligations (continued)

Teachers' Pension Scheme (continued)

Valuation of the Teachers' Pension Scheme

As a result of the latest scheme valuation employer contributions were increased in September 2019 from a rate of 16.4% to 23.6%. Employers also pay a charge equivalent to 0.08% of pensionable salary costs to cover administration expenses.

The next valuation is expected to take effect in 2023.

The pension costs paid to TPS in the period amounted to £7,894k (2019: £4,562k).

A copy of the latest valuation report is on the Teachers' Pension Scheme website at the following location:
<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>

Scheme Changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, rejected the Government's application for permission to appeal the Court of Appeal's ruling and subsequently referred the case to an Employment Tribunal to determine a remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

Since then, claims have also been lodged against the main public service schemes including the TPS. The Department has conceded those in line with the rest of the government. In July 2020 HM Treasury launched a 12-week public consultation which will provide evidence to support the delivery of an appropriate remedy for the affected schemes, including TPS.

A final remedy will be determined once the results of the consultation are established.

In December 2019, a further legal challenge was made against the TPS relating to an identified equalities issue whereby male survivors of opposite-sex marriages and civil partnerships are treated less favourably than survivors in same-sex marriages and civil partnerships. The Secretary of State for Education agreed not to defend the case. In June 2020, the Employment Tribunal recorded its findings in respect of the claimant. DfE is currently working to establish what changes are necessary to address this discrimination.

Any impact of these events will be taken into account when the next scheme valuation is implemented. This is scheduled to be implemented in April 2023, based on April 2020 data.

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

31 Pension and similar obligations (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £3,849k (2019: £3,147k), of which employer's contributions totalled £2,922k (2019: £2,366k) and employees' contributions totalled £927k (2019: £781k).

The agreed contribution rates for future years are different for the different Local Authorities and the schools within those Local Authorities. The table below gives a summary of this information:

	Employees %	Contribution Rates			
		Employers % prior to 1 April 2020	Employers % from 1 April 2020	Employers % from 1 April 2021	Employers % from 1 April 2022
Berkshire					
Floreat Montague Park	5.5 - 12.5	19.6	19.6	20.6	21.6
Wheatfield Primary School	5.5 - 12.5	19.6	19.6	20.6	21.6
Windmill Primary School	5.5 - 12.5	19.6	19.6	20.6	21.6
Croydon					
Chestnut Park Primary School	5.5 - 12.5	15.9	16.4	16.4	16.4
Meridian High School	5.5 - 12.5	18.5 (+£29k)	17.0	17.0	17.0
Hampshire					
Frogmore Junior School	5.5 - 12.5	16.1	18.9	18.9	18.9
Oxfordshire					
Aureus Primary School	5.5 - 12.5	19.3	18.1	18.1	18.1
Aureus School	5.5 - 12.5	19.3	18.1	18.1	18.1
Hardwick Primary School	5.5 - 12.5	19.3	18.1	18.1	18.1
Longford Park Primary School	5.5 - 12.5	19.3	18.1	18.1	18.1
Manor Primary School	5.5 - 12.5	19.3	18.1	18.1	18.1
William Morris Primary School	5.5 - 12.5	19.3	18.1	18.1	18.1
Wandsworth					
Floreat Wandsworth	5.5 - 12.5	19.0	19.0	19.0	19.0
West Sussex					
Forge Wood Primary School	5.5 - 12.5	18.1	23.7	22.7	21.7
Kilnwood Vale Primary School	5.5 - 12.5	19.0	23.7	22.7	21.7
Southgate Primary School	5.5 - 12.5	24.7	23.7	22.7	21.7

31 Pension and similar obligations (continued)

Local Government Pension Scheme (continued)

	Employees %	Contribution Rates			
		Employers % prior to 1 Sept 2020	Employers % from 1 Sept 2020	Employers % from 1 Sept 2021	Employers % from 1 Sept 2022
Surrey					
Banstead Infant School	5.5 - 12.5	19.0	20.0	20.0	20.0
The Beacon School	5.5 - 12.5	19.0	20.0	20.0	20.0
Cordwalles Junior School	5.5 - 12.5	19.0	20.0	20.0	20.0
Cuddington Croft Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Danetree Junior School	5.5 - 12.5	19.0	20.0	20.0	20.0
de Stafford School	5.5 - 12.5	19.0	20.0	20.0	20.0
Glyn School	5.5 - 12.5	19.0	20.0	20.0	20.0
Hammond Junior School	5.5 - 12.5	19.0	20.0	20.0	20.0
Hillcroft Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Lightwater Village School	5.5 - 12.5	19.0	20.0	20.0	20.0
Lime Tree Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Lorraine School	5.5 - 12.5	19.0	20.0	20.0	20.0
Marden Lodge Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Merstham Park School	5.5 - 12.5	19.0	20.0	20.0	20.0
Merstham Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Pine Ridge Infant and Nursery	5.5 - 12.5	19.0	20.0	20.0	20.0
Rosebery School	5.5 - 12.5	19.0	20.0	20.0	20.0
Salfords Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Springfield Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
The Vale Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Warlingham Village Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Whyteleafe Primary School	5.5 - 12.5	19.0	20.0	20.0	20.0
Warren Mead Infant School	5.5 - 12.5	19.0	20.0	20.0	20.0
Warren Mead Junior School	5.5 - 12.5	19.0	20.0	20.0	20.0
GLF Schools	5.5 - 12.5	19.0	20.0	20.0	20.0

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy trust 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

	At 31 August 2020		At 31 August 2019	
	Top of Range	Bottom of Range	Top of Range	Bottom of Range
Rate of increase in salaries	3.20%	2.20%	3.80%	2.60%
Rate of increase for pensions in payment / inflation	2.20%	2.20%	2.30%	2.15%
Discount rate for scheme liabilities	1.70%	1.65%	1.90%	1.80%
Inflation assumption (CPI)	2.20%	2.20%	2.40%	2.15%
Commutation of pensions to lump sums	75.00%	25.00%	50.00%	50.00%

31 Pension and similar obligations (continued)

Local Government Pension Scheme (continued)

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

	At 31 August 2020		At 31 August 2019	
	Top of Range	Bottom of Range	Top of Range	Bottom of Range
<i>Retiring today</i>				
Males	23.0	21.5	22.7	21.3
Females	25.5	23.9	24.3	23.4
<i>Retiring in 20 years</i>				
Males	24.7	22.5	24.0	22.3
Females	27.2	25.3	25.8	24.8

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

	Fair value at 31 August 2020 £'000	Fair value at 31 August 2019 £'000
Equities	26,661	21,691
Gilts	6,838	6,079
Other bonds	113	39
Property	3,172	2,666
Cash	1,171	944
Target Return Portfolio	18	13
Commodities	2	2
Infrastructure	42	26
Longevity Insurance	(34)	(16)
Multi-asset Fund	24	-
Other	52	-
Total market value of assets	38,059	31,444
Present value of scheme liabilities		
- Funded	(76,070)	(58,477)
Surplus/(deficit) in the scheme	(38,011)	(27,033)

The actual return on scheme assets was £-714k (2019: £1,192k).

Amounts recognised in the statement of financial activities

	2020 £'000	2019 £'000
Current service cost (net of employee contributions)	7,723	4,737
Net interest cost	535	470
Benefit changes, gain/(loss) on curtailment and gain/(loss) on settlement	33	298
Administration expenses	-	-
Total operating charge	8,291	5,505

31 Pension and similar obligations (continued)

Local Government Pension Scheme (continued)

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

	2020 £'000	2019 £'000
At 1 September	58,477	40,621
Upon conversion	-	357
Transferred in on existing academies joining the trust	5,635	2,325
Current service cost	7,593	4,727
Interest cost	1,139	1,224
Employee contributions	927	781
Actuarial (gain)/loss	2,791	8,592
Estimated benefits paid net of transfers in	(525)	(458)
Past service cost	33	308
At 31 August	76,070	58,477

Changes in the fair value of academy's share of scheme assets:

	2020 £'000	2019 £'000
At 1 September	31,444	25,356
Upon conversion	-	286
Transferred in on existing academies joining the trust	2,893	1,230
Interest income	606	754
Return on plan assets (excluding net interest on the net defined pension liability)	(205)	1,129
Actuarial gain/(loss)	(3)	-
Employer contributions	2,922	2,366
Employee contributions	927	781
Estimated benefits paid plus unfunded net of transfers in	(525)	(458)
At 31 August	38,059	31,444

Reconciliation of opening and closing deficit

	2020		2019	
	£'000	£'000	£'000	£'000
Pension deficit at 1 September		(27,033)		(15,265)
Current service cost	(7,593)		(4,727)	
Employer contributions	2,922		2,366	
Additional pension cost		(4,671)		(2,361)
Other finance costs		(566)		(778)
Deficits transferred from existing academy trusts		(2,742)		(1,095)
Deficits transferred on conversion of new schools		-		(71)
Actuarial gains/(losses)		(2,999)		(7,463)
Pension deficit at 31 August		(38,011)		(27,033)

32 Related party transactions

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

The following related party transactions took place in the financial period.

Expenditure Related Party Transactions

Ms J Lott (spouse of Jon Chaloner, Trustee/Director, Chief Executive Officer and Accounting Officer) is employed by the Trust as a teacher at Glyn School. Ms Lott's remuneration during the year was £23k (2019: £18k) and employer pension contributions amounted to £5k (2019: £3k).

33 Events after the balance sheet date

Subsequent to the year end Cherry Fields Primary School, a new primary school, opened in September 2020.

34 Agency arrangements

The academy trust administers the disbursement of the discretionary support for learners, 16-19 Bursary Funds, on behalf of the ESFA. In the year ended 31 August 2020 the trust received £43k (2019: £45k) and disbursed £32k (2019: £45k) from the fund. An amount of £52k (2019: £41k) (including brought forward from prior years) is included in creditors relating to undistributed funds that are repayable to ESFA at the 31 August 2020.

35 Transfers of Existing Academy Schools to the Academy Trust

The Oaks Academy Trust

On 1 September 2019, Banstead Infant School, The Vale Primary School, Warren Mead Infant School and Warren Mead Junior School (all previously academy schools) transferred to GLF Schools and all the operations and assets and liabilities were transferred for £nil consideration. The assets and liabilities were transferred with no fair value adjustments. Prior to joining GLF Schools, all four schools were part of The Oaks Academy Trust multi-academy trust.

	Banstead Infant	The Vale Primary	Warren Mead Infant	Warren Mead Junior	The Oaks Academy Trust	Transfer in recognised
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets						
Leasehold Land and Buildings	2,818	3,569	3,989	2,326	-	12,702
Furniture and equipment	6	41	28	9	-	84
Computer Equipment	-	20	12	9	-	41
Other assets						
Debtors due < 1 year	8	5	9	18	-	40
Cash in bank and in hand	265	114	173	309	221	1,082
Liabilities						
Creditors due < 1 year	(84)	(19)	(61)	(43)	(137)	(344)
Pensions						
Pension scheme liabilities	-	-	-	-	(2,162)	(2,162)
Net assets/(liabilities)	3,013	3,730	4,150	2,628	(2,078)	11,443

Floreat Montague Park and Floreat Wandsworth

On 1 September 2019, Floreat Montague Park and Floreat Wandsworth (previously both academy schools) transferred to GLF Schools and all the operations and assets and liabilities were transferred for £nil consideration. The assets and liabilities were transferred with no fair value adjustments. Prior to joining GLF Schools, both schools were part of Floreat Education Academies Trust.

	Floreat Montague Park	Floreat Wandsworth	Floreat Education Academies Trust	Transfer in recognised
	£'000	£'000	£'000	£'000
Tangible fixed assets				
Leasehold Land and Buildings	9,947	5,796	-	15,743
Furniture and equipment	55	59	-	114
Computer Equipment	78	4	-	82
Other assets				
Debtors due < 1 year	43	42	-	85
Cash in bank and in hand	176	184	-	360
Liabilities				
Creditors due < 1 year	(126)	(146)	-	(272)
Pensions				
Pension scheme liabilities	(115)	(251)	-	(366)
Net assets/(liabilities)	10,058	5,688	-	15,746

35 Transfers of Existing Academy Schools to the Academy Trust (continued)

Frogmore Junior School

On 1 October 2019, Frogmore Junior School (previously an academy school) transferred to GLF Schools and all the operations and assets and liabilities were transferred for £nil consideration. The assets and liabilities were transferred with no fair value adjustments. Prior to joining GLF Schools, Frogmore Junior School was part of University of Chichester (Multi) Academy Trust.

	Frogmore Junior School £'000	Transfer in recognised £'000
Tangible fixed assets		
Leasehold Land and Buildings	4,176	4,176
Other assets		
Debtors due < 1 year	-	-
Cash in bank and in hand	-	-
Liabilities		
Creditors due < 1 year	-	-
Pensions		
Pension scheme liabilities	(214)	(214)
Net assets/(liabilities)	3,962	3,962

Recognition in the SOFA:

	Unrestricted funds £'000	Restricted general fund £'000	Restricted fixed asset funds £'000	Total £'000
Oaks Academy Trust	414	(1,847)	12,876	11,443
Floreast Education Academies Trust	-	(216)	15,962	15,746
Frogmore Junior School	-	(214)	4,176	3,962
	414	(2,277)	33,014	31,151

36 Teaching School Trading Account

		2020		2019	
		£'000	£'000	£'000	£'000
Income					
	Direct Income				
	National College Grants	47		-	
	Other Income				
	Other activities	462		278	
Total Income			509		278
Expenditure					
	Direct costs				
	Direct staff costs	189		208	
	Staff development	31		9	
	Other direct costs	16		15	
	Total direct costs		236		232
	Other costs				
	Support staff costs	70		55	
	Other support costs	11		15	
	Total indirect costs		81		70
Total Expenditure			317		302
Transfers between funds excluding depreciation					
Surplus/(Deficit) from all sources			192		(24)
Teaching school balances at 1 September			(83)		(59)
Teaching school balances at 31 August			<u>109</u>		<u>(83)</u>