

Registered number: 07606026

**Fierté Multi-Academy Trust**

Trustees' Report and Financial Statements

For the Year Ended 31 August 2019



**DAINS**  
ACCOUNTANTS

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

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**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Reference and Administrative Details**

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<b>Members</b>	Mr R Jefferies Mr A Cambell Mrs V Blundell
<b>Trustees</b>	Mrs V Blundell, Chair until 1 July 2019 <sup>1</sup> Mrs Z Insley Mr A McFarlane (resigned 1 November 2018) <sup>1</sup> Mrs L Gardner Mrs C Smith (resigned 1 September 2018) Mr G Pykitt <sup>1</sup> Mrs J Smith, Chair from 1 July 2019 Mrs M Hamblin, Chief Executive Officer <sup>1</sup> Mr C Hunt (appointed 1 September 2018, resigned 1 July 2019)

<sup>1</sup> members of the Finance and Audit Committee

**Company registered number** 07606026

**Company name** Fierté Multi-Academy Trust

**Principal and registered office** The Violet Way Academy  
Violet Way  
Stapenhill  
Burton-on-Trent  
Staffordshire  
DE15 9ES

**Company Secretary and Chief Financial Officer** Mrs J Harrison

**Chief Executive Officer and Accounting Officer** Mrs M Hamblin

**Senior management team** Mrs M Hamblin, Chief Executive Officer  
Mrs J Harrison, Chief Financial Officer  
Mr T Hand, Director of Excellence in Learning and Teaching  
Miss M Powell, Headteacher at Glascote Heath Academy  
Mr R Burns, Headteacher at Violet Way Academy  
Mrs C Keay, Headteacher at Dosthill Primary Academy  
Mr S Russell, Headteacher at Ankermoor Primary Academy  
Mrs K Williams, Deputy Headteacher at Violet Way Academy  
Miss E Price, Deputy Headteacher at Ankermoor Primary Academy

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Reference and Administrative Details (continued)**  
**For the Year Ended 31 August 2019**

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<b>Independent auditors</b>	Dains LLP Charlotte House Stanier Way The Wyvern Business Park Derby DE21 6BF
<b>Bankers</b>	Lloyds Bank Plc 16 High Street Burton-on-Trent Staffordshire DE14 1JA  HSBC Bank Plc 18 High Street Burton-on-Trent Staffordshire DE14 1HU
<b>Solicitors</b>	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES
<b>Violet Way Academy</b>	Violet Way Stapenhill Burton-on-Trent DE15 9ES
<b>Glascote Heath Academy</b>	Silver Link Road Glascote Tamworth B77 2EA
<b>Ankermoor Primary Academy</b>	62 Rene Road Bolehall Tamworth B77 3NW
<b>Dosthill Primary Academy</b>	High Street Dosthill Tamworth B77 1LQ

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Trustees' Report**  
**For the Year Ended 31 August 2019**

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The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2018 to 31 August 2019. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Academy Trust has four schools in two different locations, three in Tamworth and one in Burton upon Trent. The catchment areas and demographics vary widely with Glascote Primary Academy at 38%, Violet Way at 8%, Anker Moor at 25% and Dosthill at 10% free school meals. The age range is 3 - 11 years of age and its combined capacity is 1,380 places and had a roll of 1,268 on the census date in January 2019.

**Structure, governance and management**

**a. Constitution**

The Multi-Academy Trust is a charitable company limited by guarantee and an exempt charity. The charitable company's Memorandum of Association is the primary governing document of the Multi-Academy Trust. The Trustees of Fierté Multi-Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Fierté Multi-Academy Trust.

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

**b. Members' liability**

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

**c. Trustees' indemnities**

The Trustees of the Trust have been indemnified in respect of their legal liability for financial loss arising as a result of a negligent act, accidental error or omission in the course of their official duties. The limit of this indemnity under the insurance arrangement is £5 million.

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

The ultimate management of the Multi Academy Trust is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association points 50 – 66.

The approach to appointing new Trustees would depend upon the nature of the vacancy. The Trust considers the appropriate skills set of prospective Trustees to enable effective leadership of Trust responsibilities.

Individuals with a particular expertise may be invited to join the Board, for example Health and Safety or Finance. Individuals also contact the school and offer their services as a Trustee. In some cases Trustees who have been parent Trustees, may wish to continue in another capacity, particularly if they have expertise and knowledge in certain areas.

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

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

The training and induction provided for new Trustees will depend upon their existing experience. Where required, an induction will provide training on educational, safeguarding, legal and financial matters. All new Trustees are given the opportunity to meet with staff and invited to meet the pupils. All new Trustees are provided with access to policies, procedures, minutes, accounts, budget plans and other documents that they will need to undertake their roles as Trustees and Directors of the charitable company. As there is normally expected to be a small number of new Trustees each year, induction tends to be informal and is tailored specifically to the individual. The Trustee responsible for the training of Trustees regularly shares training opportunities or will source training to meet specific needs. This also includes the needs of local governing board members.

**f. Organisational structure**

The Trust's structure consists of the following levels:

- Members
- Board of Directors
- Finance and Audit Committee
- Leadership Forum
- Governance Forum
- Local Governing
- Chief Executive Officer (CEO) who is also the Accounting Officer
- Chief Finance Officer (CFO)
- Director of Excellence in Learning and Teaching (DELT)
- Learning

The Directors of the Trust and are responsible for the overall direction of the Trust and its strategic management. They are supported by the CEO, CFO and DELT. This involves determining the guiding principles within which the Trust operates, setting general policy, adopting a strategic plan, appointing the Local Governing Board for each Academy and ratifying Academy budgets. They are also bound by the duties and responsibilities as set out in charity law and the duties of a director as set out in company law.

The Board monitors the activities of the academies within the Trust to ensure optimum operational efficiency and educational outcomes. The Directors make major decisions about capital expenditure and senior staff appointments. They are also responsible for ensuring that the Trust meets all its statutory obligations and adheres with financial regulations.

The Board of Directors recognise that it would be impractical to undertake all the day to day activities itself in discharging its responsibilities and that it is necessary to delegate some of its functions to the Committees, Forums and Local Governing Bodies (LGB). The Finance and Audit Committee has delegated authority to monitor academy budgets and propose an annual budget for ratification by the Board. The Governors of each LGB have delegated authority to monitor educational standards; this includes challenging Headteachers on data and performance and monitoring the improvement plans and school improvement priorities. LGB body activity is monitored by the Committees and Forums and ultimately the Trust Board via reports.

The aim of the above structure is to devolve responsibility and encourage involvement in decision making at all levels.

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

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

The rules determining the pay and remuneration of Fierté Multi-Academy Trust key management personnel are set out in the Trust pay Policies which follows closely the stipulations embodied in the School Teachers' Pay and Conditions (STPCD) and Green Book documents. The remuneration of the CEO is discussed, reviewed annually and set by the Trust Board. The Trustees have established pay ranges for each individual school within the Trust based on the total unity score calculations and remuneration for key management personnel does exceed the maximum permissible within each group size.

**h. Trade union facility time**

**Relevant union officials**

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

**Percentage of time spent on facility time**

Percentage of time	Number of employees
0%	-
1%-50%	-
51%-99%	-
100%	-
<b>Percentage of pay bill spent on facility time</b>	<b>£</b>
Total cost of facility time	-
Total pay bill	-
Percentage of total pay bill spent on facility time	- %

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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**Structure, governance and management (continued)**

**i. Related parties and other connected charities and organisations**

Glascote Heath Pre-School operates on site at Glascote Academy. The nursery has a letting agreement with the Academy. The operation is independent of the Academy.

Our Pride, Our Joy Limited operates on site at Violet Way Academy and is a subsidiary company. There is a letting agreement with the Academy.

Dosthill Primary Academy has a private before and after school club, in addition, the private company offers provision for the education and care of two-year olds in a building formerly used as a satellite Children's Centre. Licence Agreements are in place for use of designated parts of the school building by the private company, Footsteps Nurseries Limited. The Academy also has a maintained Nursery.

All settings aim to enhance the experience of young children and improve academic standards. The Care Club offers before and after school care, providing continuity of care for children and a secure safe environment where working parents feel confident leaving their children.

Wave 9 Managed Services Limited is a company in which Mr A McFarlane (a Trustee of the Trust until 1 November 2018) has an interest. Mr McFarlane holds a 26% interest in Wave 9 Managed Services Limited. The Trust purchased broadband and broadband consultancy from Wave 9 Managed Services Limited which is disclosed in note 29 of the Financial Statements.

**Objectives and activities**

**a. Objects and aims**

The principal object and activity of the Trust is to advance for 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.

**b. Objectives, strategies and activities**

Total commitment to enabling every learner to reach their full potential. Inspirational and challenging experiences for every child in a personalised context. Opportunities for children to develop their individual strengths and interests.

Fostering positive attitudes, independence and enthusiasm for learning. An emphasis on consideration for others, politeness and tolerance.

Recognition of the value of partnerships between home and the community.

Provision of a stimulating, caring, safe and efficiently run environment in which to work and play.



## **Objectives and activities (continued)**

### **c. Public benefit**

The 2 principles of Public Benefit as described by the Charity Commission are explained below:

Principle 1: There must be an identifiable benefit or benefits.  
The objectives, strategies and activities are described above.

Principle 2: Benefit must be to the public, or section of the public.

The beneficiaries will be the pupils on roll at the Academy who have been admitted in accordance with the admission criteria.

The Trustees confirm that they have complied with the duty in Section 17 (5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Trust's aims and objectives and in planning its future activities.

## **Strategic report**

### **Achievements and performance**

#### **a. Key performance indicators**

Members and directors must have the skills, knowledge and experience to run the Academy Trust. Their duties include ensuring that the Trust's funds are used only in accordance with the law, its articles of association, its funding agreement and the Academies Financial Handbook. The Trust will continue to grow and intends to reach a number of 7 schools by 2019.

#### **Governance KPI's**

- Ensure that distinction is given between member and Director roles within the Trust as enshrined in Academies Financial Documents.
- All members and Directors fully understand their duties as Company Directors Trustees as laid out in the Companies Act 2006.
- All schools have Local Governing Boards with some vacancies and recruitment is a priority in Governance using the skill audit to ensure Governors have an appropriate set of skills and experiences to undertake their defined responsibilities.

#### **Financial KPI's**

- Assure economy, efficiency and effectiveness of the Trust funds (value for money)
- Assurance received that annual financial accounts have been properly prepared and are free of material misstatements.
- Accounts filed with ESFA by 31st December each year, on the Trust website by 31st January and Companies House by 31st May the year following.
- All statutory returns submitted on time.
- Sources of funding for capital and other developments pursued

**Strategic report (continued)**

**Achievements and performance (continued)**

**Human Resources KPI's**

- All Trust schools are staffed with high calibre staff
- All staff have access to high quality continuing professional development opportunities
- All staff received performance management across the Trust

**School Standard KPI's**

- Attendance: all sizeable groups at least in line with national averages.
- Persistent Absence (PA): all sizeable groups at least in line with national averages and gaps narrowing within school groupings. Overall PA to be no higher than the national average or sustaining current position if already below that.
- EYFS Attainment: in line with national outcomes (good level of development) or building on current position if already met. Aspirational target set within each academy building on previous outcomes.
- Phonics: at least in line with national averages at Year 1 and Year 2 overall and for sizeable groups.
- Key Stage 1 Attainment: in line with national outcomes or building on current position if already met at the expected standard and the greater depth standard for each subject area. Aspirational target set within each academy building on previous outcomes.
- Key Stage 2 Attainment and Progress: attainment and progress in line with national outcomes or building on current position if already met (at the expected and greater depth standards). Aspirational target set within each academy building on previous outcomes.
- Disadvantaged pupils: attainment and progress at each Key Stage closer to the national average for non-disadvantaged pupils or sustained if already in line with or better. Gaps narrowed in attainment and progress or eradicated.
- All schools are fully compliant with health and safety, safeguarding and other statutory requirements.

**Maintaining a balanced budget at the year-end**

The Trustees monitor the financial position on a termly basis by reviewing expenditure against budget and end of year projections. 2018 – 2019 secured an in year revenue deficit of £89,190.

**Benchmarking**

Information provided by the DfE allowing Trustees to make comparative judgements on the efficiency of the school is developing. However, with national funding formula and projected reductions, Trustees are working to reduce staffing costs to within that recommended by the DfE. As opportunities arise, new contracts are put in place and cost savings across the MAT achieved by focusing on effectiveness and efficiency.

**Maintaining current levels of reserves**

The Trust agreed to reduce levels of reserves at the end of this accounting period to build capacity and create a sustainable Central Team. Reserves are monitored and 19/20 budgets show a least a balance overall.

Three more schools join the Trust in November 2019 in line with the proposed development plan to achieve 3,000 pupils by 2021. The number in November 2019 will be 2,200 pupils.

**Achieving value for money through effective financial management procedures**

The Trust complies with the requirements of the Academies Financial Handbook. This is supported by monthly

**Fierté Multi-Academy Trust**  
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**Trustees' Report (continued)**  
**For the Year Ended 31 August 2019**

**Strategic report (continued)**

**Achievements and performance (continued)**

meetings with Trust Chair.

The CFO works with all headteachers to bring staffing costs to 74%. Headteachers also have this as a performance management target (wef Sept 2018). However, this continues to be a challenge as two schools are requiring more support due to inherited staffing structures take time to unpicked without attracting redundancy costs.

The Trust work within various frameworks for procurement and maintain an ethos of challenge, compare, compete and consult.

Maintain a positive cash flow with sufficient cash balances to cover monthly expenditure

A full bank reconciliation takes place each week which ensures cash flow is monitored throughout the year to ensure sufficient funds are available to provide cash balance and cover monthly expenditure.

**Pupil achievements**

Trust performance summary 2019								
Reading, Writing & Mathematics		Actual results			Pupil progress			
	OIE	Pupils	% Expected standard (R, W, Ma)	% Higher standard (R, W, Ma)	Average Scaled Score (R, GPS, Ma)	% Expected standard (R, W, Ma)	% Higher standard (R, W, Ma)	Average Scaled Score (R, GPS, Ma)
FIERTÉ TRUST	T51801	150	63%	8%	105	-18%	-5%	-1.2
Ankermoor Academy	8602337	24	58%	4%	103.6	-5%	-2%	-0.4
Doshill Academy	8602031	88	66%	9%	104.7	-18%	-4%	-2.4
Glascoole Academy	8602373	38	82%	8%	106.4	10%	-7%	-0.6

Expected standard +		Actual results				Pupil progress		
	OIE	Pupils	% Expected standard Reading	% Expected standard Writing	% Expected standard Maths	% Expected standard Reading	% Expected standard Writing	% Expected standard Maths
FIERTÉ TRUST	T5180	150	73%	72%	76%	-6%	-13%	-8%
Ankermoor Academy	8602337	24	67%	75%	75%	7%	4%	3%
Doshill Academy	8602031	88	70%	66%	72%	-11%	-21%	-16%
Glascoole Academy	8602373	38	84%	84%	87%	5%	1%	5%

Greater depth standard		Actual results				Pupil progress		
	OIE	Pupils	% Higher standard Reading	% Higher standard Writing	% Higher standard Maths	% Higher standard Reading	% Higher standard Writing	% Higher standard Maths
FIERTÉ TRUST	T5180	150	31%	13%	18%	0%	-11%	-12%
Ankermoor Academy	8602337	24	21%	3%	13%	-1%	-6%	-11%
Doshill Academy	8602031	88	31%	11%	23%	-2%	-15%	-9%
Glascoole Academy	8602373	38	75%	71%	77%	6%	-7%	-20%

**Strategic report (continued)**

**Achievements and performance (continued)**

	<b>EYFS Good level of development</b>	<b>Year 1 Phonics Check</b>
<b>FIERTÉ TRUST</b>	<b>78%</b>	<b>83%</b>
<b>Ankermoor Academy</b>	<b>76%</b>	<b>78%</b>
<b>Dosthill Academy</b>	<b>77%</b>	<b>81%</b>
<b>Glascote Academy</b>	<b>80%</b>	<b>89%</b>
<b>Violet Way Academy</b>	<b>79%</b>	<b>83%</b>

<b>Fierté Trust Key Stage 1 performance summary 2019</b>						
	<b>Reading</b>		<b>Writing</b>		<b>Mathematics</b>	
	<b>Expected+</b>	<b>Greater depth</b>	<b>Expected+</b>	<b>Greater depth</b>	<b>Expected+</b>	<b>Greater depth</b>
<b>FIERTÉ TRUST</b>	<b>83%</b>	<b>35%</b>	<b>78%</b>	<b>23%</b>	<b>82%</b>	<b>27%</b>
<b>Ankermoor Academy</b>	<b>76%</b>	<b>24%</b>	<b>72%</b>	<b>16%</b>	<b>76%</b>	<b>20%</b>
<b>Dosthill Academy</b>	<b>85%</b>	<b>40%</b>	<b>76%</b>	<b>20%</b>	<b>84%</b>	<b>26%</b>
<b>Glascote Academy</b>	<b>88%</b>	<b>40%</b>	<b>81%</b>	<b>31%</b>	<b>79%</b>	<b>35%</b>
<b>Violet Way Academy</b>	<b>83%</b>	<b>35%</b>	<b>81%</b>	<b>24%</b>	<b>88%</b>	<b>27%</b>

**Analysis and evaluation for statutory data at the end of the 2018-19 academic year shows:**

- In the Early Years Foundation Stage, all schools were at or above the national average 2018. The Trust average was above the Staffordshire average 2019 and the national average 2018.
- In the Year 1 Phonics Check, two out of the four schools were above the national average 2019. The Trust average was 1% above the national average 2019.
- Reading outcomes at the end of Key Stage 1 2019 were all above the national average at the expected standard and above; three out of four schools at the greater depth standard. The Trust average was above national and Staffordshire averages at the expected and at the greater depth standards.
- Writing outcomes at the end of Key Stage 1 2019 were all above the national average at the expected standard and above; all schools were above the national average at the greater depth standard.
- Mathematics outcomes at the end of Key Stage 1 2019 for three out of the four schools were above the national averages at both the expected and greater depth standards. The Trust averages for these measures were also above national and Staffordshire averages.
- At the end of Key Stage 2, the Trust average was in line with the national average at the expected standard in reading, above at the greater depth standard although this was largely due to the success of one of the schools within the Trust.
- In writing at the end of Key Stage 2, the Trust average was below the national averages at both the expected and greater depth standards. Similar to reading, one out of the three schools was at or above the national average for both measures.
- In mathematics at the end of Key Stage 2, the Trust average was in line with the national average, however, significantly below at the greater depth standard. One out of the three schools was at or above the national average; all schools were below the greater depth standard.
- In the combined measure, the Trust average was in line with the national average due to the outcome at one of the three schools.
- Comparisons to sponsored academies, show that key measures for Dosthill are either in line with or significantly above similar organisations other than in writing which is a priority for improvement.
- Progress measures have shown an improvement in 2019 on 2018. Ankermoor's progress in 2019 is consistently average across all subjects as is Glascote's. Other than in writing, progress scores have improved at Dosthill although these remain below average.

**Strategic report (continued)**

**Achievements and performance (continued)**

**Ofsted Inspections:**

Ankermoor was inspected in September 2019 under the new inspection framework and was graded as requires improvement for overall effectiveness. Other than the quality of education, which was also graded as requires improvement, all other aspects were judged to be good including leadership and management. Dosthill Primary is awaiting its first inspection as an academy; it was graded as inadequate in November 2016. Glascoate Primary was judged to be outstanding at its last inspection (September 2017) and Violet Way also graded outstanding at its last inspection (June 2012).

**b. Going concern**

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the Multi-Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue 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 accounting policies.

**Financial review**

**a. Overview**

The majority of the Trust's income is received from the Department for Education via the Education and Skills Funding Agency in the form of the General Annual Grant (GAG); the use of which is restricted to the objectives of the Academy Trust. The GAG received during the period covered by this report and the associated expenditure is shown as restricted funds in the Statement of Financial Activities.

Priorities identified in Trust Strategic Plan are:

There is a Trust wide commitment to making a contribution to local, regional and national educational networks beyond the MAT.

There is a Trust wide school improvement strategy that recognises the different interventions needed at different stages of the improvement journey that a school undertakes.

There is a systematic programme of school to school support that is focused on the need of individual Academies.

There are clear quality assurance systems in place to improve consistency and performance.

The Trust has a subsidiary company, Our Pride, Our Joy Limited (formerly Violet Way Nursery and Care Club Limited) and any surplus funds are paid via gift aid to the Trust each financial year.

Any operating surplus is a result of budget control procedures, which have been embedded in the Trust's daily financial management in accordance with the Academies Financial Handbook.

**b. Reserves policy**

The purpose of the reserves policy is to ensure the stability of the schools' operations and to protect it so that it has the ability to adjust quickly to financial circumstances, such as large unplanned expenditure, cyclical maintenance and working capital requirements.

Whilst it is not mandatory to hold reserves, it is generally considered good business practice to do so. Fierté Multi-Academy Trust holds reserves in order to provide sufficient working capital to cover delays between

**Strategic report (continued)**

**Financial review (continued)**

spending and receipt of grant income, (this is particularly important during the post conversion period when delays are regular) to provide a cushion to deal with unexpected emergencies such as urgent maintenance or long term sickness where unforeseen costs are incurred and build up finding for planned future capital projects.

The Trustees have determined that the appropriate minimum target level of free reserves should be equivalent to one month's average total payroll and operating costs, currently £500,000. The Trustees will review the reserves level annually. The Trust currently holds reserves above this figure to enable expansion of the Trust. This year the Trustees agreed a deficit budget to support growth and capacity within the executive and central team.

**c. Investment policy**

The aim of this policy is to ensure that funds which the Trust does not immediately need to cover anticipated expenditure are invested in such a way as to maximise the Trust's income but without risk.

To this end a 32-day notice account was opened in March 2018 at Lloyds Bank and will be used in conjunction with the current account and an instant access deposit account at Lloyds to ensure funds are placed in the relevant account as cash flow allows.

Our aim is to spend the public monies with which we are entrusted for the direct education benefit of students as soon as is prudent. The Trust does not consider the investment of surplus funds as a primary activity, rather it is the result of good stewardship as and when circumstances allow.

**d. Principal risks and uncertainties**

The Trust has undertaken work during the year to ensure that internal controls, including financial, operational and risk management is secure and designed to protect the Trust's assets and reputation. A Trust Board member also acts as Responsible Officer and undertakes a financial internal audit. Due to ill health this has not taken place each term this year. For 2019 the Trust will be using the ESFA guidance updated in July 2019 and having a formal agreement with an external accountancy firm.

A strategic risk register is maintained at trust level and is reviewed annually by all Directors and more frequently where necessary. The risk register identifies the key risks, likelihood of those risks occurring, their potential impact on the Trust and the actions being taken to reduce and mitigate the risks. Risks are scored accordingly.

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

- Strategic and reputational
- Operational risk
- Compliance risk
- Financial risk

Trustees are increasingly aware of risks arising from the growth of the Trust and implications for the reputation of the Trust, its operations and finances. Trustees ensure compliance through being confident in understanding the Academies Financial Handbook and current development in Governance.

## **Fundraising**

Schools within the Trust raise funds in two main areas:

- To raise funds for additional activities, experiences or equipment for the benefit of the children
- Support charitable organisations through fundraising.

Monies can be raised from such activities as non-uniform days, school discos, school fetes. This money is paid directly into the Trust bank account, PTA account or school fund.

## **Plans for future periods**

The Fierté Multi-Academy Trust consists of four primary academies (two are outstanding, one good and one school expected to be good at the next inspection). An additional Burton-upon-Trent Junior School (good) will join the Trust in November 2019 and two Tamworth based schools (good and requires improvement) will also join at the same time. All Academies are located within Staffordshire between Tamworth and Burton-upon-Trent with a close geographical proximity.

An additional application for a Free School Presumption has been submitted for the Tamworth locality, completion of which will be 2021. A coherent Strategic Plan for the organisation has enabled the most appropriate strategic direction for the Trust as the key vehicle for driving the Trust direction, with key milestones and goals to; drive sustainable growth through improved clear goals (framed by the mission, vision and aspirations); foster deeper insight for stakeholder insight into the strengths and vulnerabilities within the organisation, therefore allowing leaders to identify the opportunities/ reduce threats that underpin change; identifying the capacity, objectives, strategies and operational tactics needed to forge the changes and sustain them, and ensure that an evaluative mechanism supports evaluation of performance, standards and a sustainable future. This in turn will ensure that the Trust delivers its key object. Delivering the best outcomes possible for children and young people.

The key pillars driving the Trust are; Our People, Growth and Expansion, Excellence and Well-being. Each pillar ensuring that the Trust is responsive to political and geographical changes particularly in terms of identified needs. The Trust aims to grow to between twelve to fifteen schools within Staffordshire but would expand to neighbouring counties with a three-hub structure if there were suitable propositions in line with the Trust's philosophies and ethos. An agreed status as a specialist Primary Trust will allow excellence for all with a proven track record for the highest of standards. Growth and expansion have been tailored to match capacity and capability, with clear, robust systems of organisation supporting school improvement. This includes HR, finance, IT, marketing and legal services.

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

There are no funds held as custodian.

## **Disclosure of information to auditors**

Insofar as the Trustees are aware:

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

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Trustees' Report (continued)**  
**For the Year Ended 31 August 2019**

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**Auditors**

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

The Trustees' Report, incorporating a strategic report, was approved by order of the board of Trustees, as the company directors, on 10 December 2019 and signed on its behalf by:



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**Mrs J Smith**  
**Chair of Trustees**



**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Governance Statement**

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**Scope of responsibility**

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

The board of Trustees has delegated the day-to-day responsibility to the 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 Fierté Multi-Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of Trustees has formally met 3 times during the year.

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

Trustee	Meetings attended	Out of a possible
Mrs V Blundell, Chair until 1 July 2019	3	3
Mrs Z Insley	3	3
Mr A McFarlane (resigned 1 November 2018)	0	0
Mrs L Gardner	3	3
Mrs C Smith (resigned 1 September 2018)	0	0
Mr G Pykitt	3	3
Mrs J Smith, Chair from 1 July 2019	3	3
Mrs M Hamblin, Chief Executive Officer	3	3
Mr C Hunt (appointed 1 September 2018, resigned 1 July 2019)	2	3

- Trustees evaluated their understanding, knowledge and skills through personal reflection and a gap was identified in the area of Finance. This has been resolved through group and personal training and this has had the impact of giving Trustees more confidence in challenging the Executive Leadership through a deeper understanding of Finance matters. The Trust Board are also pursuing recruitment of a Trustee with Financial skills and experience.

- A training session focussing on the roles and responsibilities as Company Directors was held and Trustees now fully understand their duties as Company Directors/Trustees as laid out in the Companies Act 2006.

- The Trust will be undertaking a Review of Governance of the Trust engaging an experienced reviewer. This should take place in the Spring Term 2020.

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

1. Ensure the regular monitoring and scrutiny of the Academy management accounts;
2. Ensure the annual accounts are produced in accordance with the requirements of the Companies Act 1985 and the ESFA guidance issued to Academies;
3. Review and check details of contracts and purchases;
4. Authorise the award of contracts and purchases;
5. Review the reports of the Responsible Officer on the effectiveness of the financial procedures and controls. These reports must also be reported to the trust board.

Following a skills audit, training of Trustees in the area of Finance has been resolved through training and

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Governance Statement (continued)**

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**Governance (continued)**

pursuing recruitment of a Trustee with Financial skills and experience. A training session focussing on the roles and responsibilities as Company Directors was held and they now fully understand their duties as Company Directors Trustees as laid out in the Companies Act 2006.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr G Pykitt, Chair	3	3
Mr A McFarlane (resigned 1 November 2018)	0	0
Mr C Hunt	1	3
Mrs M Hamblin	3	3
Mrs J Harrison	3	3
Mrs J Smith	1	1

Mrs M Hamblin and Mrs J Harrison do not vote on matters where the committee is acting as an audit committee.

**Review of value for money**

As accounting officer, the CEO has responsibility for ensuring that the Multi-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 Multi-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 appropriate. The accounting officer for the Multi-Academy Trust has delivered improved value for money during the year by:

Triad reviews of standards across the Multi-Academy Trust undertaken by Headteachers and just one external advisor. This not only meets a priority in the Strategic Plan focus of clear quality assurance systems in place to improve consistency and performance, but also represents value for money as only one external advisor was used.

The DELT has also developed strategies to raise attainment across the organisation through a range of collaborative partnerships with academies within the Trust.

A centralised back office continues to be effective in keeping resources costs competitive. Challenge, compare, compete and consult continues to be their mantra.

Headteachers work very closely with the CFO to ensure that staffing remains effective and efficient.

**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 Multi-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 Fierté Multi-Academy Trust for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

**Governance Statement (continued)**

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**Capacity to handle risk**

The board of Trustees has reviewed the key risks to which the Multi-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 ongoing process for identifying, evaluating and managing the Multi-Academy Trust's significant risks that has been in place for the year 1 September 2018 to 31 August 2019 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 Multi-Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

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

The board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Colin Hunt, a Trustee, to carry out a programme of internal checks.

The reviewer's role includes giving advice on financial matters and performing a range of checks on the Multi-Academy Trust's financial systems. In particular the checks carried out in the current period included:

- testing of payroll systems
- testing of purchase systems
- testing of control account/ bank reconciliations

On a termly basis, the reviewer reports to the board of Trustees through the audit committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

These checks were undertaken during the Autumn 2018 and partly during Spring 2019 only this year due to personal circumstances of the reviewer.

Work was undertaken as per the terms of reference and there were no material control issues to report.

**Governance Statement (continued)**

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**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 reviewer;
- the work of the external auditors;
- the work of the executive managers within the Multi-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 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 10 December 2019 and signed on their behalf by:



**Mrs J Smith**  
**Chair of Trustees**



**Mrs M Hamblin**  
**Chief Executive Officer and Accounting Officer**

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Statement on Regularity, Propriety and Compliance**

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As accounting officer of Fierté Multi-Academy Trust I have considered my responsibility to notify the Multi-Academy Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Multi-Academy Trust, under the funding agreement in place between the Multi-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 2018.

I confirm that I and the Multi-Academy Trust board of Trustees are able to identify any material irregular or improper use of all funds by the Multi-Academy Trust, or material non-compliance with the terms and conditions of funding under the Multi-Academy Trust's funding agreement and the Academies Financial Handbook 2018.

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.



**Mrs M Hamblin**  
**Chief Executive Officer and Accounting Officer**

Date: 10 December 2019

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Statement of Trustees' responsibilities**  
**For the Year Ended 31 August 2019**

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The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Education & 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 Group and the charitable company and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and 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 Group and 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 their conduct and operation the Group and the charitable company apply 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 group'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 10 December 2019 and signed on its behalf by:

  
\_\_\_\_\_  
**Mrs J Smith**  
**Chair of Trustees**

**Independent Auditors' Report on the financial statements to the Members of Fierté Multi-Academy Trust**

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**Opinion**

We have audited the financial statements of Fierté Multi-Academy Trust (the 'parent Multi-Academy Trust') and its subsidiaries (the 'Group') for the year ended 31 August 2019 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Multi-Academy Trust Balance Sheets, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Multi-Academy Trust's affairs as at 31 August 2019 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019 issued by the Education & Skills Funding Agency.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent Multi-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.

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Independent Auditors' Report on the financial statements to the Members of Fierté Multi-Academy Trust (continued)**

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**Other information**

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Other information includes the Reference and Administrative Details, the Trustees' Report including the Strategic Report, the Governance Statement, the Statement of Regularity, Propriety and Compliance and the Statement of Trustees' Responsibilities. 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 including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

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

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

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

- the parent Multi-Academy Trust has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Multi-Academy Trust 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.



**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Independent Auditors' Report on the financial statements to the Members of Fierté Multi-Academy Trust (continued)**

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**Responsibilities of trustees**

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

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent Multi-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 Group or the parent Multi-Academy Trust or to cease operations, or have no realistic alternative but to do so.

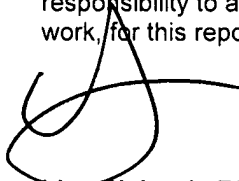
**Auditors' responsibilities for the audit of the financial statements**

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

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

**Use of our report**

This report is made solely to the charitable Multi-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 charitable Multi-Academy Trust's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable Multi-Academy Trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Lisa Richards FCCA (Senior statutory auditor)**

for and on behalf of  
**Dains LLP**

Statutory Auditor  
Chartered Accountants

Charlotte House, Derby

2 December 2019

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Independent Reporting Accountant's Assurance Report on Regularity to Fierté Multi-Academy Trust and the Education & Skills Funding Agency**

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In accordance with the terms of our engagement letter dated 24 July 2018 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Fierté Multi-Academy Trust during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Fierté Multi-Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Fierté Multi-Academy Trust's funding agreement with the Secretary of State for Education dated 1 June 2011 and the Academies Financial Handbook, extant from 1 September 2018, 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 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 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 2018 to 2019 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Independent Reporting Accountant's Assurance Report on Regularity to Fierté Multi-Academy Trust  
and the Education & Skills Funding Agency (continued)**

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**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



**Dains LLP**

Charlotte House, Derby

Statutory Auditor  
Chartered Accountants

Date: 2 December 2019

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Consolidated Statement of financial activities (incorporating income and expenditure account)**  
**For the Year Ended 31 August 2019**

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>Income from:</b>						
Donations and capital grants:	4					
Transfer from local authority on conversion		-	-	-	-	3,250,205
Other donations and capital grants		-	-	84,397	84,397	84,315
Charitable activities:	5					
Funding for the multi academy trust's educational operations		183,753	5,423,892	-	5,607,645	4,772,447
Other trading activities	6	671,131	-	-	671,131	604,101
Investments	7	4,216	-	-	4,216	1,846
<b>Total income</b>		<b>859,100</b>	<b>5,423,892</b>	<b>84,397</b>	<b>6,367,389</b>	<b>8,712,914</b>
<b>Expenditure on:</b>						
Raising funds		240,115	-	-	240,115	477,952
Charitable activities:						
Multi academy trust educational operations		183,753	6,229,314	238,464	6,651,531	5,247,187
<b>Total expenditure</b>		<b>423,868</b>	<b>6,229,314</b>	<b>238,464</b>	<b>6,891,646</b>	<b>5,725,139</b>
<b>Net income / (expenditure) before transfers</b>		<b>435,232</b>	<b>(805,422)</b>	<b>(154,067)</b>	<b>(524,257)</b>	<b>2,987,775</b>
Transfers between funds	20	(436,605)	436,605	-	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(1,373)</b>	<b>(368,817)</b>	<b>(154,067)</b>	<b>(524,257)</b>	<b>2,987,775</b>
<b>Other recognised gains/(losses):</b>						
Actuarial (losses)/gains on defined benefit pension schemes	26	-	(972,000)	-	(972,000)	532,000
<b>Net movement in funds</b>		<b>(1,373)</b>	<b>(1,340,817)</b>	<b>(154,067)</b>	<b>(1,496,257)</b>	<b>3,519,775</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		1,150,440	(2,210,183)	9,890,276	8,830,533	5,310,758
Net movement in funds		(1,373)	(1,340,817)	(154,067)	(1,496,257)	3,519,775
<b>Total funds carried forward</b>		<b>1,149,067</b>	<b>(3,551,000)</b>	<b>9,736,209</b>	<b>7,334,276</b>	<b>8,830,533</b>

The notes on pages 30 to 60 form part of these financial statements.

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**  
**Registered number: 07606026**

**Consolidated Balance Sheet**  
**For the Year Ended 31 August 2019**

	Note	2019 £	2018 £
<b>Fixed assets</b>			
Tangible assets	15	9,673,420	9,889,238
<b>Current assets</b>			
Debtors	17	148,776	218,339
Cash at bank and in hand		1,737,011	1,542,187
		<u>1,885,787</u>	<u>1,760,526</u>
Creditors: amounts falling due within one year	18	(655,418)	(494,913)
<b>Net current assets</b>		<u>1,230,369</u>	<u>1,265,613</u>
<b>Total assets less current liabilities</b>		<u>10,903,789</u>	<u>11,154,851</u>
Creditors: amounts falling due after more than one year	19	(18,513)	(26,318)
<b>Net assets excluding pension liability</b>		<u>10,885,276</u>	<u>11,128,533</u>
Defined benefit pension scheme liability	26	(3,551,000)	(2,298,000)
<b>Total net assets</b>		<u><u>7,334,276</u></u>	<u><u>8,830,533</u></u>
<b>Funds of the Multi-Academy Trust</b>			
<b>Restricted funds:</b>			
Restricted fixed asset funds	20	9,736,209	9,890,276
Restricted income funds	20	-	87,817
		<u>9,736,209</u>	<u>9,978,093</u>
Restricted funds excluding pension asset	20	9,736,209	9,978,093
Pension reserve	20	(3,551,000)	(2,298,000)
<b>Total restricted funds</b>	20	<u>6,185,209</u>	<u>7,680,093</u>
<b>Unrestricted income funds</b>	20	<u>1,149,067</u>	<u>1,150,440</u>
<b>Total funds</b>		<u><u>7,334,276</u></u>	<u><u>8,830,533</u></u>

The financial statements on pages 26 to 60 were approved by the Trustees, and authorised for issue on 10 December 2019 and are signed on their behalf, by:



Mrs J Smith  
Chair of Trustees

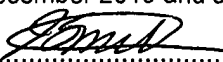
The notes on pages 30 to 60 form part of these financial statements.

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**  
**Registered number: 07606026**

**Multi-Academy Trust Statement of financial position**  
**For the Year Ended 31 August 2019**

	Note	2019 £	2018 £
<b>Fixed assets</b>			
Tangible assets	15	9,673,420	9,889,238
Investments	16	1	1
		<u>9,673,421</u>	<u>9,889,239</u>
<b>Current assets</b>			
Debtors	17	345,067	369,530
Cash at bank and in hand		1,533,030	1,384,745
		<u>1,878,097</u>	<u>1,754,275</u>
Creditors: amounts falling due within one year	18	(647,729)	(488,663)
<b>Net current assets</b>		<u>1,230,368</u>	<u>1,265,612</u>
<b>Total assets less current liabilities</b>		<u>10,903,789</u>	<u>11,154,851</u>
Creditors: amounts falling due after more than one year	19	(18,513)	(26,318)
<b>Net assets excluding pension liability</b>		<u>10,885,276</u>	<u>11,128,533</u>
Defined benefit pension scheme liability	26	(3,551,000)	(2,298,000)
<b>Total net assets</b>		<u><u>7,334,276</u></u>	<u><u>8,830,533</u></u>
<b>Funds of the Multi-Academy Trust</b>			
<b>Restricted funds:</b>			
Restricted fixed asset funds	20	9,736,209	9,890,276
Restricted income funds	20	-	87,817
Pension reserve	20	(3,551,000)	(2,298,000)
<b>Total restricted funds</b>	20	<u>6,185,209</u>	<u>7,680,093</u>
<b>Unrestricted income funds</b>	20	<u>1,149,067</u>	<u>1,150,440</u>
<b>Total funds</b>		<u><u>7,334,276</u></u>	<u><u>8,830,533</u></u>

The financial statements on pages 26 to 60 were approved by the Trustees, and authorised for issue on 10 December 2019 and are signed on their behalf, by:

  
 .....  
**Mrs J Smith**  
 Chair of Trustees

The notes on pages 30 to 60 form part of these financial statements.

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Consolidated Statement of Cash Flows**  
**For the Year Ended 31 August 2019**

	<b>Note</b>	<b>2019 £</b>	<b>2018 £</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	22	<b>146,333</b>	374,434
<b>Cash flows from investing activities</b>	24	<b>65,966</b>	34
<b>Cash flows from financing activities</b>	23	<b>(17,475)</b>	16,638
<b>Change in cash and cash equivalents in the year</b>		<b>194,824</b>	391,106
Cash and cash equivalents at the beginning of the year		<b>1,542,187</b>	1,151,081
<b>Cash and cash equivalents at the end of the year</b>	25	<b>1,737,011</b>	<b>1,542,187</b>

The notes on pages 30 to 60 form part of these financial statements

**1. General information**

The Fierté Multi-Academy Trust is a company limited by guarantee and incorporated in England and Wales. the registered number of the company is 07606026 and its registered office is The Violet Way Academy, Violet Way, Stapenhill, Burton-on-Trent, Staffordshire, DE15 9ES. The principal activity of the trust is given in the Trustees report.

**2. 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.

**2.1 Basis of preparation of financial statements**

The financial statements of the Multi-Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006..

**Basis of consolidation**

The Consolidated Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the Multi-Academy Trust and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Multi-Academy Trust has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

The income and expenditure account for the year dealt with in the accounts of the Academy Trust was a deficit of £1,496,257 (2018 - £3,519,775 surplus).

**2.2 Going concern**

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



## **2. Accounting policies (continued)**

### **2.3 Income**

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

- **Grants**

Grants are included in the Consolidated 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 Consolidated Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

- **Sponsorship income**

Sponsorship income provided to the Multi-Academy Trust which amounts to a donation is recognised in the Consolidated Statement of Financial Activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

- **Donations**

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

- **Other income**

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

- **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 'Stocks' 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'.

## **2. Accounting policies (continued)**

### **2.4 Expenditure**

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

- **Expenditure on raising funds**

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

All resources expended are inclusive of irrecoverable VAT.

### **2.5 Taxation**

The Multi-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 Multi-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.

### **2.6 Tangible fixed assets**

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

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 Consolidated 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 Consolidated 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:

**2. Accounting policies (continued)**

**2.6 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Freehold property	- 50 years
Long-term leasehold property	- 50 years
Property improvements	- 10 years
Furniture and equipment	- 5 years
Computer equipment	- 5 years

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

**2.7 Investments**

Investments in subsidiaries are valued at cost less provision for impairment.

**2.8 Debtors**

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

**2.9 Cash at bank and in hand**

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

**2.10 Liabilities**

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

**2.11 Provisions**

Provisions are recognised when the Group 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.

**2. Accounting policies (continued)**

**2.12 Financial instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 17. Prepayments are not financial instruments. Amounts due to the Multi-Academy Trust's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost 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. Amounts due to the Multi-Academy Trust's wholly owned subsidiary are held at face value less any impairment.

**2.13 Operating leases**

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

**2.14 Pensions**

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

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Group in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Consolidated 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.

**2. Accounting policies (continued)**

**2.15 Fund accounting**

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

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

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

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. 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 preparation of the financial statements in conformity with generally accepted accounting principles requires the Trustees to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results in the future could differ from these estimates. In this regard, the Trustees believe that the critical accounting policies where judgement or estimating are necessarily applied are summarised below.

**Depreciation and residual values**

The trustees have reviewed the asset lives and associated residual values of all fixed asset classes and have concluded that asset lives and residual values are appropriate.

**Fierté Multi-Academy Trust**  
**(A company limited by guarantee)**

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £	Total funds 2018 £
<b>Donations</b>					
Transferred on conversion	-	-	-	-	3,250,205
Capital Grants	-	-	84,397	84,397	84,315
<b>Total 2019</b>	<u>-</u>	<u>-</u>	<u>84,397</u>	<u>84,397</u>	<u>3,334,520</u>
<b>Total 2018</b>	<u>122,153</u>	<u>(669,868)</u>	<u>3,882,235</u>	<u>3,334,520</u>	

**5. Funding for the Multi-Academy Trust's educational operations**

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
<b>DfE/ESFA grants</b>			
Pupil Premium	-	295,417	295,417
Other DfE/ESFA grants	-	355,477	355,477
General Annual Grant (GAG)	-	4,687,666	4,687,666
	<u>-</u>	<u>5,338,560</u>	<u>5,338,560</u>
<b>Other government grants</b>			
Local Authority grants	-	85,332	85,332
	<u>-</u>	<u>85,332</u>	<u>85,332</u>
<b>Other income</b>			
School trips	75,130	-	75,130
Catering income	108,623	-	108,623
<b>Total 2019</b>	<u>183,753</u>	<u>5,423,892</u>	<u>5,607,645</u>

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
<b>DfE/ESFA grants</b>			
Pupil Premium	-	280,763	280,763
Other DfE/ESFA grants	-	308,536	308,536
General Annual Grant (GAG)	-	3,939,706	3,939,706
Start Up grants	-	25,000	25,000
	-	4,554,005	4,554,005
<b>Other government grants</b>			
Local Authority grants	-	72,569	72,569
	-	72,569	72,569
<b>Other income</b>			
School trips	44,911	-	44,911
Catering income	100,963	-	100,963
<b>Total 2018</b>	<b>145,874</b>	<b>4,626,574</b>	<b>4,772,448</b>

**6. Income from other trading activities**

	Unrestricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Hire of facilities	57,417	57,417	48,639
Nursery and care club	360,828	360,828	383,914
Other income	252,886	252,886	171,548
	671,131	671,131	604,101

**7. Investment income**

	Unrestricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Bank interest	4,216	4,216	1,846

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

**8. Expenditure**

	<b>Staff Costs 2019 £</b>	<b>Premises 2019 £</b>	<b>Other 2019 £</b>	<b>Total 2019 £</b>
Expenditure on raising funds:				
Direct costs	145,195	-	94,920	240,115
Multi-Academy Trust's Educational Operations:				
Direct costs	4,291,075	-	394,177	4,685,252
Support costs	884,414	511,866	569,999	1,966,279
<b>Total 2019</b>	<b>5,320,684</b>	<b>511,866</b>	<b>1,059,096</b>	<b>6,891,646</b>
	<b>Staff Costs 2018 £</b>	<b>Premises 2018 £</b>	<b>Other 2018 £</b>	<b>Total 2018 £</b>
Expenditure on raising voluntary income:				
Direct costs	208,442	-	269,510	477,952
Educational Operations:				
Direct costs	3,531,523	-	292,193	3,823,716
Allocated support costs	502,822	254,477	666,172	1,423,471
<b>Total 2018</b>	<b>4,242,787</b>	<b>254,477</b>	<b>1,227,875</b>	<b>5,725,139</b>

**9. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2019 £</b>	<b>Support costs 2019 £</b>	<b>Total funds 2019 £</b>
Educational Operations	4,685,252	1,966,279	6,651,531



**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

	<b>Activities undertaken directly 2018 £</b>	<b>Support costs 2018 £</b>	<b>Total funds 2018 £</b>
Educational Operations	3,823,716	1,423,471	5,247,187

**Analysis of direct costs**

	<b>Total funds 2019 £</b>	<b>Total funds 2018 £</b>
LGPS finance costs	67,000	59,000
Staff costs	4,285,456	3,531,522
Educational supplies	332,797	233,194
	<b>4,685,252</b>	<b>3,823,716</b>

**Analysis of support costs**

	<b>Total funds 2019 £</b>	<b>Total funds 2018 £</b>
Staff costs	884,414	681,194
Depreciation	238,464	227,275
Technology costs	59,298	86,855
Maintenance of premises and equipment	104,802	59,890
Other premises costs	228,311	194,587
Admin and office expenses	69,131	61,545
Licenses and subscriptions	70,107	28,255
Other support costs	245,815	10,188
Governance costs	65,937	73,682
	<b>1,966,279</b>	<b>1,423,471</b>

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

Net income/(expenditure) for the year includes:

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Operating lease rentals	<b>6,021</b>	<b>9,845</b>
Depreciation of tangible fixed assets	<b>238,464</b>	<b>227,275</b>
Fees paid to auditors for:		
- audit	<b>15,950</b>	<b>15,950</b>
- other services	<b>10,400</b>	<b>9,597</b>
	<b><u>260,835</u></b>	<b><u>262,667</u></b>

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

**11. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>Group 2019 £</b>	<b>Group 2018 £</b>	<b>Multi- Academy Trust 2019 £</b>	<b>Multi- Academy Trust 2018 £</b>
Wages and salaries	3,960,733	3,133,805	3,960,733	3,133,805
Social security costs	332,079	268,685	332,079	268,685
Pension costs	908,687	781,716	908,687	781,716
	<u>5,201,499</u>	<u>4,184,206</u>	<u>5,201,499</u>	<u>4,184,206</u>
Agency staff costs	119,185	58,581	119,185	58,581
	<u><u>5,320,684</u></u>	<u><u>4,242,787</u></u>	<u><u>5,320,684</u></u>	<u><u>4,242,787</u></u>

**b. Staff numbers**

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

	<b>Group 2019 No.</b>	<b>Group 2018 No.</b>
Teachers	58	52
Admin and support	123	124
Management	9	9
	<u><u>190</u></u>	<u><u>185</u></u>

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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**11. Staff (continued)**

**c. Higher paid staff**

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

	<b>Group 2019 No.</b>	<b>Group 2018 No.</b>
In the band £60,001 - £70,000	<b>1</b>	<b>1</b>
In the band £70,001 - £80,000	<b>1</b>	<b>-</b>
In the band £80,001 - £90,000	<b>1</b>	<b>-</b>

**d. Key management personnel**

The key management personnel of the Academy Trust comprise the Trustees and senior management team as listed on page 2. The total amount of employee benefits (including employer pension and national insurance contributions) received by key management personnel for their services to the Academy Trust was £566,838 (2018 - £469,305)

## **12. Central services**

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

- The Fierté Fund enables the drive for excellence. Schools contribute 8% of their general annual grant to, amongst other activities, allow:
  - Capacity for continuous self-improvement
  - Quality assurance and accountability
  - Central and Executive Team expertise
  - External Audit
  - Compliance with DfE and ESFA returns
  - Finance software use
  - Human Resources and Payroll services
  - Data management
  - Accountancy Fees (relating to consolidation of accounts annual)
  - Technical Manager expertise
  - Mental Health Lead support
  - Catering Manager capacity
  - DPO capability
  - Marketing strategy and advice
  - Capital planning and applications
  - NEG compliance
  - Bank Charge payments
  - ICO Compliance
  - Group purchasing arrangements / Contract negotiations
  - Website development
  - Headteacher support
  - Governance support and cohesion

The Group charges for these services on the basis of a flat percentage of GAG income. The current rate is 8%

The actual amounts charged during the year were as follows:

	2019 £	2018 £
Violet Way Academy	49,000	-
Glascote Heath Academy	55,621	-
Anker Moor Primary Academy	30,000	-
Dosthill Primary School	100,815	-
<b>Total</b>	<b>235,436</b>	<b>-</b>

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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**13. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Multi-Academy Trust. The principal receives remuneration in respect of services she provides undertaking the role of principal under her contract of employment. The value of Trustees' remuneration and other benefits was as follows:

	2019 £	2018 £
Mrs M Hamblin, Chief Executive Officer Remuneration	70,000 - 75,000	65,000 - 70,000
Pension contributions paid	5,000 - 10,000	10,000 - 15,000

During the year, retirement benefits were accruing to 1 Trustees (2018 - 1) in respect of defined benefit pension schemes.

During the year ended 31 August 2019, travel expenses totalling £200 were reimbursed or paid directly to 1 Trustee (2018 - £19 to 1 Trustee).

**14. Trustees' and Officers' insurance**

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

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

**15. Tangible fixed assets**

**Group and Multi-Academy Trust**

	Freehold land and buildings £	Leasehold land and buildings £	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>					
At 1 September 2018	7,170,010	3,388,992	109,846	176,011	10,844,859
Additions	13,219	-	9,428	-	22,647
At 31 August 2019	<u>7,183,229</u>	<u>3,388,992</u>	<u>119,274</u>	<u>176,011</u>	<u>10,867,506</u>
<b>Depreciation</b>					
At 1 September 2018	551,581	199,000	56,968	148,073	955,622
Charge for the year	146,688	67,908	9,864	14,004	238,464
At 31 August 2019	<u>698,269</u>	<u>266,908</u>	<u>66,832</u>	<u>162,077</u>	<u>1,194,086</u>
<b>Net book value</b>					
At 31 August 2019	<u>6,484,960</u>	<u>3,122,084</u>	<u>52,442</u>	<u>13,934</u>	<u>9,673,420</u>
At 31 August 2018	<u>6,618,429</u>	<u>3,189,992</u>	<u>52,879</u>	<u>27,938</u>	<u>9,889,238</u>

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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**16. Fixed asset investments**

	Investments in group undertaking £
<b>Multi-Academy Trust</b>	
<b>Cost</b>	
At 1 September 2018	1
At 31 August 2019	1
<b>Net book value</b>	
At 31 August 2019	1
At 31 August 2018	1

**Principal subsidiaries**

The following was a subsidiary undertaking of the Multi-Academy Trust:

**Name**

Our Pride, Our Joy Limited (formerly Violet Way Nursery and Care Club Limited).

**Company number**

08255974

**Holding**

100%

The financial results of the subsidiary for the year were:

<b>Income:</b>	£361,187
<b>Expenditure:</b>	£235,180
<b>Profit for the year:</b>	£126,007
<b>Net assets:</b>	£1



**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

**17. Debtors**

	<b>Group 2019 £</b>	<b>Group 2018 £</b>	<b>Multi- Academy Trust 2019 £</b>	<b>Multi- Academy Trust 2018 £</b>
<b>Due within one year</b>				
Trade debtors	<b>4,803</b>	20,852	<b>2,418</b>	16,731
Amounts owed by group undertakings	-	-	<b>198,676</b>	155,312
Other debtors	<b>69,156</b>	116,049	<b>69,156</b>	116,049
Prepayments and accrued income	<b>74,817</b>	81,438	<b>74,817</b>	81,438
	<b>148,776</b>	218,339	<b>345,067</b>	369,530

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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

	Group 2019 £	Group 2018 £	Multi- Academy Trust 2019 £	Multi- Academy Trust 2018 £
Other loans	7,521	17,191	7,521	17,191
Trade creditors	131,038	144,161	131,038	144,161
Other taxation and social security	70,296	78,516	70,251	77,497
Other creditors	81,012	92,889	78,021	92,309
Accruals and deferred income	365,551	162,156	360,898	157,505
	<b>655,418</b>	<b>494,913</b>	<b>647,729</b>	<b>488,663</b>

	Group 2019 £	Group 2018 £	Multi- Academy Trust 2019 £	Multi- Academy Trust 2018 £
Deferred income at 1 September 2018	138,705	118,448	138,705	118,448
Resources deferred during the year	222,272	138,705	222,272	138,705
Amounts released from previous periods	(138,705)	(118,448)	(138,705)	(118,448)
	<b>222,272</b>	<b>138,705</b>	<b>222,272</b>	<b>138,705</b>

Deferred income at the year end is in relation to Universal Infant Free School Meals, Rates Relief and Start Up grant funding in relation to the next academic year.

Included in other loans is a loan that Glascote Heath Academy took out with Staffordshire Local Authority prior to conversion. The loan was for £68,000 interest free and is repayable over 8 years. At 31 August 2019 the loan amount outstanding was £26,034 (2018: £43,509).

**19. Creditors: Amounts falling due after more than one year**

	Group 2019 £	Group 2018 £	Multi- Academy Trust 2019 £	Multi- Academy Trust 2018 £
Other loans	18,513	26,318	18,513	26,318

Included in other loans is a loan that Glascote Heath Academy took out with Staffordshire Local Authority prior to conversion. The loan was for £68,000 interest free and is repayable over 8 years. At 31 August 2019 the loan amount outstanding was £26,034 (2018: £43,509).

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

**20. Statement of funds**

	Balance at 1 September 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2019 £
<b>Unrestricted funds</b>						
General funds	1,150,440	859,100	(423,868)	(436,605)	-	1,149,067
<b>Restricted general funds</b>						
General Annual Grant (GAG)	87,817	4,687,666	(5,212,088)	436,605	-	-
Pupil Premium	-	295,417	(295,417)	-	-	-
Other DfE/ESFA grants	-	355,477	(355,477)	-	-	-
Other government grants	-	85,332	(85,332)	-	-	-
Pension reserve	(2,298,000)	-	(281,000)	-	(972,000)	(3,551,000)
	<u>(2,210,183)</u>	<u>5,423,892</u>	<u>(6,229,314)</u>	<u>436,605</u>	<u>(972,000)</u>	<u>(3,551,000)</u>
<b>Restricted fixed asset funds</b>						
Transfer on conversion	9,471,578	-	(163,072)	-	-	9,308,506
DfE/ESFA capital grants	418,698	84,397	(75,392)	-	-	427,703
	<u>9,890,276</u>	<u>84,397</u>	<u>(238,464)</u>	<u>-</u>	<u>-</u>	<u>9,736,209</u>
<b>Total Restricted funds</b>	<u>7,680,093</u>	<u>5,508,289</u>	<u>(6,467,778)</u>	<u>436,605</u>	<u>(972,000)</u>	<u>6,185,209</u>
<b>Total funds</b>	<u>8,830,533</u>	<u>6,367,389</u>	<u>(6,891,646)</u>	<u>-</u>	<u>(972,000)</u>	<u>7,334,276</u>

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

**Restricted general fund**

The balance on General Annual Grant (GAG) will be used for educational purposes in accordance with the restrictions attached to the funding.

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

The pension reserve deficit represents the Academy Trust's share of the deficit in the Staffordshire Pension Fund.

**Restricted fixed asset fund**

The restricted fixed asset fund relates predominantly to the assets acquired on conversion to an Academy Trust, being the properties.

**Unrestricted funds**

The unrestricted funds represent the surplus generated by the Academy Trust on activities for generating funds.

Under the funding agreement with the Secretary of State, the Multi-Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2019.

**Total funds analysis by academy**

Fund balances at 31 August 2019 were allocated as follows:

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Violet Way Academy	<b>770,209</b>	740,850
Glascote Heath Academy	<b>24,391</b>	99,726
Ankermoor Primary Academy	<b>49,033</b>	120,579
Dosthill Primary School	<b>217,024</b>	163,540
Central	<b>88,410</b>	113,562
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	<b>1,149,067</b>	1,238,257
Restricted fixed asset fund	<b>9,736,209</b>	9,890,276
Pension reserve	<b>(3,551,000)</b>	(2,298,000)
	<hr/>	<hr/>
<b>Total</b>	<b>7,334,276</b>	<b>8,830,533</b>
	<hr/>	<hr/>

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

**Total cost analysis by academy**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2019 £
Violet Way Academy	603,544	442,990	54,013	110,933	1,211,480
Glascote Heath Academy	675,390	539,249	40,870	205,082	1,460,591
Ankermoor Primary Academy	425,421	207,491	52,778	174,472	860,162
Dosthill Primary School	1,235,037	622,551	179,683	394,766	2,432,037
Central services	167,742	250,455	5,453	30,082	453,732
Our Pride, Our Joy Limited	-	150,814	-	84,366	235,180
<b>Multi-Academy Trust</b>	<b>3,107,134</b>	<b>2,213,550</b>	<b>332,797</b>	<b>999,701</b>	<b>6,653,182</b>

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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

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

	As restated Balance at 1 September 2017 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2018 £
<b>Unrestricted funds</b>					
General funds	747,686	873,973	(471,219)	-	1,150,440
<b>Restricted general funds</b>					
General Annual Grant (GAG)	141,090	3,939,706	(3,992,979)	-	87,817
Start Up grant	18,666	25,000	(43,666)	-	-
Pupil Premium	-	280,763	(280,763)	-	-
Other grants	-	409,237	(409,237)	-	-
Pension reserve	(1,832,000)	(698,000)	(300,000)	532,000	(2,298,000)
	<u>(1,672,244)</u>	<u>3,956,706</u>	<u>(5,026,645)</u>	<u>532,000</u>	<u>(2,210,183)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion	5,786,507	3,795,070	(109,999)	-	9,471,578
DfE/ESFA capital grants	448,809	87,165	(117,276)	-	418,698
	<u>6,235,316</u>	<u>3,882,235</u>	<u>(227,275)</u>	<u>-</u>	<u>9,890,276</u>
<b>Total Restricted funds</b>	<u>4,563,072</u>	<u>7,838,941</u>	<u>(5,253,920)</u>	<u>532,000</u>	<u>7,680,093</u>
<b>Total funds</b>	<u>5,310,758</u>	<u>8,712,914</u>	<u>(5,725,139)</u>	<u>532,000</u>	<u>8,830,533</u>

**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

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

	Unrestricted funds 2019 £	Restricted funds 2019 £	Restricted fixed asset funds 2019 £	Total funds 2019 £
Tangible fixed assets	-	-	9,673,420	9,673,420
Current assets	970,050	852,947	62,789	1,885,786
Creditors due within one year	154,020	(809,438)	-	(655,417)
Creditors due in more than one year	24,996	(43,509)	-	(18,513)
Pension scheme liability	-	(3,551,000)	-	(3,551,000)
<b>Total</b>	<b>1,149,066</b>	<b>(3,551,000)</b>	<b>9,736,209</b>	<b>7,334,275</b>

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

	Unrestricted funds 2018 £	Restricted funds 2018 £	Restricted fixed asset funds 2018 £	Total funds 2018 £
Tangible fixed assets	-	-	9,889,238	9,889,238
Current assets	1,171,690	587,798	1,038	1,760,526
Creditors due within one year	(21,249)	(473,663)	-	(494,912)
Creditors due in more than one year	-	(26,318)	-	(26,318)
Pension scheme liability	-	(2,298,000)	-	(2,298,000)
<b>Total</b>	<b>1,150,441</b>	<b>(2,210,183)</b>	<b>9,890,276</b>	<b>8,830,534</b>

**Fierté Multi-Academy Trust**  
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**Notes to the Financial Statements**  
**For the Year Ended 31 August 2019**

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

	2019 £	2018 £
Net (expenditure)/income for the year (as per Statement of Financial Activities)	<b>(524,257)</b>	2,987,775
<b>Adjustments for:</b>		
Depreciation	238,464	227,275
Capital grants from DfE and other capital income	(84,397)	(84,315)
Interest receivable	(4,216)	(1,846)
Defined benefit pension scheme obligation inherited	-	698,000
Defined benefit pension scheme cost less contributions payable	214,000	241,000
Defined benefit pension scheme finance cost	67,000	59,000
Decrease/(increase) in debtors	69,563	(117,288)
Increase in creditors	170,176	159,903
Net loss on assets and liabilities from local authority on conversion	-	(3,795,070)
<b>Net cash provided by operating activities</b>	<b>146,333</b>	374,434

**23. Cash flows from financing activities**

	Group 2019 £	Group 2018 £
Cash inflows from new borrowing	-	29,909
Repayments of borrowing	(17,475)	(13,271)
<b>Net cash (used in)/provided by financing activities</b>	<b>(17,475)</b>	16,638

**24. Cash flows from investing activities**

	Group 2019 £	Group 2018 £
Interest receivable	4,216	1,846
Purchase of tangible fixed assets	(22,647)	(86,127)
Capital grants from DfE Group	84,397	84,315
<b>Net cash provided by investing activities</b>	<b>65,966</b>	34



**25. Analysis of cash and cash equivalents**

	<b>Group 2019 £</b>	<b>Group 2018 £</b>
Cash in hand	<b>1,737,011</b>	1,542,187
<b>Total cash and cash equivalents</b>	<b>1,737,011</b>	<b>1,542,187</b>

**26. Pension commitments**

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2016.

Contributions amounting to £77,879 were payable to the schemes at 31 August 2019 (2018 - £77,171) and are included within creditors.

**Teachers' Pension Scheme**

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 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.

**26. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

The latest valuation of the Teachers' Pension Scheme has now taken place, in line with directions issued by HM Treasury and using membership data as at 31 March 2016. As a result of this valuation TPS employers will pay an increased contribution rate of 23.68% from September 2019 (this includes the administration levy of 0.8%). The timing of the implementation is to align its introduction with employers' budget planning cycles. Until then, employers will pay the current rate of 16.48%.

**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, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

The employer's pension costs paid to TPS in the year amounted to £342,000 (2018 - £282,000).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £398,000 (2018 - £324,000), of which employer's contributions totalled £318,000 (2018 - £256,000) and employees' contributions totalled £ 80,000 (2018 - £68,000). The agreed contribution rates for future years are 22.5 - 24.2 per cent for employers and 5.5 - 12.5 per cent for employees.

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

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**26. Pension commitments (continued)**

**Principal actuarial assumptions**

	<b>2019</b>	<b>2018</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>2.60</b>	2.73
Rate of increase for pensions in payment/inflation	<b>2.40</b>	2.33
Discount rate for scheme liabilities	<b>1.88</b>	2.80
Commutation of pensions to lump sums	<b>0</b>	0

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

	<b>2019</b>	<b>2018</b>
	<b>Years</b>	<b>Years</b>
<i>Retiring today</i>		
Males	<b>21.4</b>	22.1
Females	<b>23.5</b>	24.4
<i>Retiring in 20 years</i>		
Males	<b>22.2</b>	24.1
Females	<b>24.8</b>	26.4

**Sensitivity analysis**

	<b>2019</b>	<b>2018</b>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	<b>(191)</b>	(134)
Discount rate -0.1%	<b>191</b>	134
Salary rate +0.1%	<b>26</b>	22
Salary rate -0.1%	<b>(22)</b>	(22)
Pension rate +0.1%	<b>217</b>	157
Pension rate -0.1%	<b>(217)</b>	(157)

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**Notes to the Financial Statements**  
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**26. Pension commitments (continued)**

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

	At 31 August 2019 £	At 31 August 2018 £
Equities	2,324,000	2,007,000
Bonds	752,000	545,000
Property	273,000	229,000
Cash and other liquid assets	68,000	86,000
<b>Total market value of assets</b>	<b>3,417,000</b>	<b>2,867,000</b>

The actual return on scheme assets was £192,000 (2018 - £160,000).

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

	2019 £	2018 £
Current service cost	(495,000)	(460,000)
Past service cost	(37,000)	(37,000)
Interest income	85,000	59,000
Interest cost	(152,000)	(118,000)
<b>Total amount recognised in the Consolidated Statement of Financial Activities</b>	<b>(599,000)</b>	<b>(556,000)</b>

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

	2019 £	2018 £
<b>At 1 September</b>	<b>5,165,000</b>	<b>3,530,000</b>
Conversion of academy trusts	-	1,414,000
Current service cost	495,000	460,000
Interest cost	152,000	118,000
Employee contributions	80,000	68,000
Actuarial losses/(gains)	1,079,000	(431,000)
Benefits paid	(40,000)	(31,000)
Past service costs	37,000	37,000
<b>At 31 August</b>	<b>6,968,000</b>	<b>5,165,000</b>

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**Notes to the Financial Statements**  
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**26. Pension commitments (continued)**

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

	2019 £	2018 £
<b>At 1 September</b>	<b>2,867,000</b>	1,698,000
Conversion of academy trusts	-	716,000
Interest income	85,000	59,000
Actuarial gains	107,000	101,000
Employer contributions	318,000	256,000
Employee contributions	80,000	68,000
Benefits paid	(40,000)	(31,000)
<b>At 31 August</b>	<b>3,417,000</b>	2,867,000

**27. Operating lease commitments**

At 31 August 2019 the Group and the Multi-Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2019 £	Group 2018 £	Multi- Academy Trust 2019 £	Multi- Academy Trust 2018 £
Not later than 1 year	69,221	71,887	69,221	71,887
Later than 1 year and not later than 5 years	76,176	145,618	76,176	145,618
	<b>145,397</b>	217,505	<b>145,397</b>	217,505

**28. Members' liability**

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

**29. Related party transactions**

Owing to the nature of the Multi-Academy Trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Multi-Academy Trust's financial regulations and normal procurement procedures.

The Multi-Academy Trust made purchases of IT services totalling £47,078 (2018 - £45,177) from Wave 9 Managed Services Limited, a Company in which one of the Trustees holds a 26% interest. The Trust made the purchases at arms length following a competitive tendering exercise in accordance with its regulations in which the Trustee did not influence. In entering into the transactions the Trust complied with the requirements of the ESFA's Academies Financial Handbook. At the balance sheet date £7,990 (2018 - £8,761) was outstanding.

No other related party transactions took place in the period of account other than certain trustees' remuneration and expenses already disclosed in note 13.

**30. Post balance sheet events**

With effect from 1 November 2019, Edge Hill Academy joined the Multi-Academy Trust.

**31. Controlling party**

The Multi-Academy Trust is controlled by the Board of Members.