



Insignis
Academy Trust

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



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Reference and administrative details

Members

- I Bryant
- G Bull
- H Bush (appointed 3 February 2022)
- D Griffiths (resigned 8 October 2022)
- A Rysdale

Trustees

- G Bull (Chair of Trustees)
- N Habgood
- M Hardy (Chair of Finance & Audit Committee)
- J Holliday
- P R Thomas CBE
- C Wildman (resigned 17 January 2022)

Company registered number 07657307

Company name Insignis Academy Trust

Principal and registered office c/o Sir Henry Floyd Grammar School, Oxford Road, Aylesbury, Buckinghamshire, HP21 8PE

Company secretary J Huskinson

Trust Leadership Team

- G Fay, Chief Executive Officer & Accounting Officer
- J Huskinson, Chief Finance & Operations Officer

The Trust Management Team also includes:

- S Baker, Headteacher, Princes Risborough School
- J Cochrane, Headteacher, Sir Henry Floyd Grammar School
- M Larminie, Headteacher, The Mandeville School
- N Simpson, Headteacher, The Kingsbrook School

Independent auditors Landau Baker Limited, Mountcliff House, 154 Brent Street, London, NW4 2DR

Internal Audit Buckinghamshire Council Audit Services, Aylesbury

Bankers Lloyds Bank PLC, 1 Market Square, Aylesbury, Buckinghamshire, HP20 1TD

Metro Bank PLC, 247-249 Cromwell Road, Kensington, London, SW5 9GA

Solicitors Browne Jacobson, Mowbray House, Castle Meadow Road, Nottingham, NG2 1BJ

Trustees' report (including strategic report)

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a Trustees' report and a directors' report and strategic report under company law.

Foreword

IAT is a growing Multi Academy Trust (MAT) based in Buckinghamshire. Currently we are the largest secondary MAT in the county and the largest Buckinghamshire MAT based on student numbers. This year we have achieved a number of key milestones. Some of these cross the reporting period of this report, however they are important to note.

In 2021, IAT was successful in winning the bid to operate the new presumptive Free School in Aylesbury. This new 6 form entry secondary school has now become The Kingsbrook School. The Kingsbrook School (TKS), which has a specialist unit for children with Social Emotional Mental Health (SEMH) needs, opened its doors to 180 new year 7 students on 7 September 2022. We are immensely proud of the Headteacher, Mrs Nancy Simpson and her team of pioneer staff who have launched the school. Being oversubscribed in its opening year is a real achievement for IAT. It is clear that our work with the local community was successful and it means that parents and carers have faith in IAT, which is one of the reasons they chose a brand new school.

In 2018, the Princes Risborough School (PRS) was brokered to IAT by the Regional Schools Commissioner, following an inadequate Ofsted judgement. We are extremely pleased that on 3 November 2022, PRS was graded Good by a team of Ofsted inspectors in a graded inspection. This is the first time since the school's 2009 inspection that the school has been graded as Good. The Headteacher, Mr Simon Baker and his team, supported by IAT, have made incredible improvements at the school. Culturally it is a different school and this new environment has made the school very attractive to prospective parents. We are delighted with the school's improvement journey and we hope to see it now continue to grow and improve further.

The Mandeville School (TMS) joined the Trust in January 2022 following a close working relationship that first began in March 2020. TMS is a school that has never been rated as Good by Ofsted. We are committed to improving the school's culture and the outcomes for all students.

This year we made the decision to become a Well Trust, part of the Youth Sports Trust's (YST) Well Schools programme. We are delighted to be working with the YST in this area and are committed to demonstrating our improving culture in the three pillars of a Well Trust. That is being 'Well Led, Well Prepared and Well Resourced'. To support this Trustees have approved the appointment of an IAT Wellbeing Lead from January 2023.

Garret Fay

Garret Fay

Chief Executive Officer & Accounting Officer

8 December 2022

Structure, governance and management

a. Constitution

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

The charitable company's Trust deed is the primary governing document of the Academy.

The Trustees of Insignis Academy Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Insignis 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 4.

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. Method of recruitment and appointment or election of Trustees

The management of IAT is the responsibility of the Trustees who are appointed and co-opted under the terms of the Trust deed. A maximum of 9 Trustees may be appointed by members, with no specification as to the number of co-opted Trustees. Within IAT each educational organisation will have a Local Governing Body which will be made up of:

- Headteacher
- 2-3 Parent Governors, elected by the parental body
- 1 Staff Governor, elected by the staff body
- 4-5 Appointed Governors, appointed by the Trust Board
- 1-3 Co-Opted Governors, co-opted by the Trust Board

The term of office for any Trustee or Governor is 4 years. The CEO is no longer a Trustee, in line with DfE best practice recommendations. Headteacher terms of office run parallel with their term of appointment. Subject to remaining eligible to be a particular type of Trustee or Governor, any Trustee or Governor may be re-appointed or stand for re-election.

The Chair of IAT Board of Trustees takes overall responsibility for the recruitment of all Trustees and Governors, aiming to achieve a balance of skills and experience across the Trust and Local Governing Bodies.

Headteachers take operational responsibility, directed by the Chair of IAT Board of Trustees, on behalf of the Local Governing Bodies for the recruitment process of Parent and Staff Governors via communication with the respective cohorts and organising elections as required. The Trust Board ratifies the appointment of all Governors, and the Members and Trustees ratify the appointment of all Trustees.

d. Policies adopted for the induction and training of Trustees

IAT and the Local Governing Bodies purchase a support service that includes provision for training across a wide range of areas. The Chair of Trustees is responsible for ensuring Trustees and Members take up appropriate training opportunities to improve their knowledge and skills. The Chairs of the Local Governing Bodies ensure all Governors are able to take advantage of the training available and to monitor its effectiveness.

On appointment all new Members, Trustees and Governors:

- meet with the Chair of IAT and/or the Chair of the Local Governing Body (as appropriate), the CEO and/or Headteacher (as appropriate) and the Company Secretary
- are provided with an agreed set of information and guidelines
- are required to attend induction courses
- are invited to attend the full range of committee meetings
- are required to sign a Declaration of Business Interest
- are required to sign the IAT Code of Conduct
- are required to familiarise themselves with the KCSiE guidance

e. Organisational structure

IAT is managed by a Board of Trustees. The Trustees delegate responsibility for certain areas of each school's operation to the Local Governing Bodies in line with the agreed Scheme of Responsibility and Financial Scheme of Delegation.

The Board of Trustees take responsibility for setting the strategic direction of IAT and its constituent schools, monitoring performance (both academic and financial), agreeing school budgets, authorising financial arrangements above agreed limits, delivering policies and procedures for its schools to operate by, agreeing the overall staff structure, and appointing key members of the Senior Leadership Team (including setting their remuneration).

The IAT Board may delegate responsibility for all areas of school's operation to its committees except where legal requirements or direction from the Department for Education preclude this.

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

The pay and remuneration of IAT's key management personnel are agreed and authorised by the Trustees.

All Trustees attend the IAT Board of Trustees meetings. All Governors attend their Local Governing Body meetings. Trustees may also attend Local Governing Body meetings and Governors may be invited to attend IAT Board of Trustees meetings as required.

g. Engagement with employees (including disabled persons)

Employees have been consulted on issues relevant to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by senior management. IAT undertakes exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

IAT has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal opportunities policy
- Health & safety policy
- Pay policy

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

Full details of these policies are available from IAT HR.

h. Trade union facility time Relevant union officials

There was no trade union facility time to report in 2021-22.

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

IAT works in partnership with key suppliers to ensure the best value is achieved with public funds but also in a sustainable way for suppliers.

Objectives and activities

a. Objectives and Aims

One of IAT's key objectives as set out in the Articles of Association is:

"To advance the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum"

The Trustees have referred to the guidance issued by the Charity Commission in respect of the public benefit when reviewing the aims and objectives of IAT.

IAT has adopted a "Scheme of Governance" approved by the Secretary of State for Education. The Scheme of Governance is part of the wider "Master Funding Agreement" between IAT and the Secretary of State for Education and "Supplemental Funding Agreements" for each school.

A copy of the Articles of Association, Master Funding Agreement and Supplementary Funding Agreements are available on the IAT's website, www.insignis.org.uk.

IAT is now comprised of four secondary academies, Princes Risborough School, Sir Henry Floyd Grammar School, The Kingsbrook School (opened in September 2022) and The Mandeville School (joined IAT in January 2022)

b. Objectives, strategies and activities

Within the objects and the aims of IAT, each of the four schools have their own strategic plans.

The strategic aims for our schools are:

- Our students will consistently outperform students from similar contexts.
- Our students will be compelling candidates in their field for higher education, training and employment.
- Our students will be highly literate scientifically, mathematically, technologically and culturally.
- Our students will benefit from being students in schools which focuses on their individual needs so that they are committed and engaged in the organisation.
- Our students will be excellent learners, dedicated to and equipped for lifelong learning.
- Our students will be taught well in well led, supportive environments with positive relationships, high quality equipment, well managed finances and highly motivated staff.

The main actions taken by each school to meet these overall ambitions are detailed in the School Development Plan (SDP) of each school. The SDP's have concise, specific, time related targets that are regularly monitored by their Senior Leadership Teams, Local Governing Bodies and the Chief Executive Officer as well as the Trustees.

c. Public Benefit

By setting objectives and planning for activities, the Trustees have given due consideration to the general guidance published by the Charity Commission relating to public benefit, including the guidance "Public Benefit, running a charity (PB2)"

Strategic report

Achievements and Performance

a. Key performance indicators

Princes Risborough School (PRS) is a non-selective secondary school; Sir Henry Floyd Grammar School (SHFGS) is a selective secondary school which follows the 11+/Transfer Test admissions requirements for Buckinghamshire; The Kingsbrook School (TKS) is a newly opened non-selective secondary school and The Mandeville School (TMS) is a non-selective secondary school.

In the academic year 2021-22, pupil numbers at PRS, SHFGS and TMS demonstrated sustained growth:

PRS has returned to a stable student number for each year group. This is a significant change to student retention in the lower school. Since 2012 the school has consistently lost students in year and was considered a school with a falling roll. Now the school is secure and has been asked to accept a bulge year 7 class in September 2022. While the year 12 intake at PRS was reduced in 2021-22 applications for September 2022 are a significant improvement on previous years.

SHFGS is a very popular oversubscribed school in Aylesbury. Like most grammar schools in Buckinghamshire, many of the students come from out of the normal catchment area, with some travelling from Milton Keynes, Luton and in one case from Sharnbrook in north Bedfordshire. However, over the past three years we have seen an increase in the number of students joining the school from within its more normal catchment area of Aylesbury and its surrounding villages. While the student population will always be mixed because of our sibling admission rules, we are very pleased that the cohort is starting to truly reflect the local community. The Sixth Form is very popular and is also very oversubscribed. The Sixth Form is set to exceed 400 students in 2022-23.

TKS opened in September 2022 with 180 year 7 students; 172 of the students are in the mainstream and 8 are in the Alternative Resource Centre (ARC), our specialist Social Emotional Mental Health (SEMH) Unit. It is our expectation that our student numbers will grow at a similar rate each year, but with the ARC reducing to a 6 student intake each year in accordance the initial agreement with the Local Authority (LA).

TMS has a stable intake of students, but this number can fluctuate in year leading to some unstable student mobility in and out of the school. In 2021 we secured an agreement with the LA to 'lock' the smaller year groups, in order to address the issues caused by increased mobility into the school. Our long term aim is to improve the school's reputation and Ofsted grading, to ensure that parents do not accept a place in the short term, only to move their child later.

The academic outcomes for PRS, SHFGS and TMS are as follows (TKS will not have an examination group until the 2027 examination series):

Princes Risborough School

PRS joined the Trust in September 2018 following an 'Inadequate' judgement by Ofsted in June 2017. This judgement itself followed several 'Requires Improvement' judgements.

The table below shows the Key Stage 4 metrics for student outcomes:

KS4 Outcomes for PRS	2018-19	2019-20	2020-21	2021-22
Grade 4+ inc English & Maths	54%	66%	67%	70%
Grade 5+ inc English & Maths	26%	35%	36%	48%
% of students entering the EBacc	10%	*	*	17%
Progress 8	-0.54			0.04
Average Attainment 8	3.9			4.6
Progress 8 (Disadvantaged Pupils)	-0.75			-0.69
Average Attainment 8 (Disadvantaged Pupils)	3.1			3.3

The table below shows the Key Stage 5 metrics for student attainment:

KS5 Outcomes for PRS	2018-19 (FFT)	2019-20 (FFT)	2020-21 (FFT)	2021-22 (4Matrix all TBC)
% of students completing A Level (or equivalent courses)	97%	100%	100%	97%
Average grade	C-	B-	C+	C+
% A*- A	10%	15%	21%	18%
% A*- C	48%	86%	80%	71%
% A*- E	97%	100%	100%	97%

Sir Henry Floyd Grammar School

The table below shows the Key Stage 4 (KS4) metrics for student outcomes:

KS4 Outcomes for SHFGS	2018-19	2019-20	2020-21	2021-22
Grade 4+ inc English & Maths	99%	100%	99%	99%
Grade 5+ inc English & Maths	97%	98%	99%	95%
% of students entering the EBacc	35%	*	*	12%
Progress 8	0.59			0.27
Average Attainment 8	7.2			7.3
Progress 8 (Disadvantaged Pupils)	-1.13			-0.15
Average Attainment 8 (Disadvantaged Pupils)	5.7			6.6

The table below shows the Key Stage 5 (KS5), A Level and equivalent metrics for student attainment:

KS5 Outcomes for SHFGS	2018-19 (FFT)	2019-20 (FFT)	2020-21 (FFT)	2021-22 (Go4S all TBC)
% of students completing A Level (or equivalent courses)	100%	99%	99%	99%
Average grade	B	B+	A	B
% A*- A	35%	48%	71%	44%
% A*- C	89%	93%	97%	84%
% A*- E	100%	100%	99%	96%

The Mandeville School

The table below shows the Key Stage 4 metrics for student outcomes:

KS4 Outcomes for TMS	2018-19	2019-20	2020-21	2021-22
Grade 4+ inc English & Maths	41%	50%	56%	52%
Grade 5+ inc English & Maths	19%	31%	31%	37%
% of students entering the EBacc	4%	*	*	6%
Progress 8	-0.72			-0.93
Average Attainment 8	3.3			3.8
Progress 8 (Disadvantaged Pupils)	-1.16			-1.23
Average Attainment 8 (Disadvantaged Pupils)	2.6			3.3

The table below shows the Key Stage 5 metrics for student attainment:

KS5 Outcomes for TMS	2018-19 (FFT)	2019-20 (FFT)	2020-21 (FFT)	2021-22 (4Matrix all TBC)
% of students completing A Level (or equivalent courses)	76%	100%	100%	96%
Average grade	E+	C+	C	C
% A*- A	2%	0%	17%	12%
% A*- C	18%	86%	80%	43%
% A*- E	72%	100%	100%	96%

* Progress 8 and Attainment 8 data was not standardised in 2020 or 2021 due to Centre Assessed and Teacher Assessed Grades.

Cross Trust Support and Challenge over the past year and in the future.

One of the key reasons for the development of Multi Academy Trusts nationally was to create a system led school improvement environment. The principle being that smaller groups of schools could be more agile than Local Authorities in improving and sustaining the improvement of schools.

At IAT we have invested significantly in Cross Trust support and challenge. In all we have supported 5 successful secondments of staff from one school to another. We have also developed an internal recruitment process and Talent Mapping programme for progressive succession planning. As a result, we have been able to ensure that TKS's initial staffing of middle leaders comprised of 90% of staff already employed in IAT.

This process also extends to support staff who have successfully moved between schools. This has included Data Mangers, SEND Administrators, Headteacher PA's, Medical Support and Assistant Teachers.

In 2022-23 we will be launching our IAT review programme with our school leaders and with leaders from other trusts.

Ofsted Inspection Reports

No Ofsted Graded Inspections have taken place at any school during the 2021-22 academic year. However, PRS has had a Graded Ofsted Inspection in November 2022, where they were awarded a grade of 'Good'. This is the first time that PRS has been graded as good by Ofsted since their Section 5 inspection in 2009. We are very pleased with this outcome and would like to congratulate the students, staff, LGB Governors and parents for this significant improvement. You can read their report [here](#).

In 2016 SHFGS was judged to be Outstanding in all areas by Ofsted. In 2018 there was a Safeguarding Inspection at SHFGS which confirmed the school's safeguarding arrangements were fully appropriate.

The Kingsbrook School was assessed by an Ofsted Pre-Opening Inspection in June 2022. Ofsted were very pleased with IAT's preparations to open the school.

The Mandeville School was graded *Requires Improvement* in 2018. Previously the school had never been graded above satisfactory/requires improvement. On 1 January 2022, The Mandeville School reopened with a new Unique Reference Number (following closure of the previous Local Authority maintained school and the opening of the new academy within IAT). TMS was previously a school that was graded as *Requires Improvement* twice, before becoming an Academy and joining IAT. As a result of TMS joining IAT, we believe it to be a new school and without designation, however, we recognise the previous grading fundamentally continues.

Extra-Curricular Activities.

IAT is committed to providing our students with excellent out of the classroom learning opportunities. This year we have teamed up with Chiltern Rangers to provide outdoor education at TMS for our year 8 students. We are committed to working with the Duke of Edinburgh Award and World Challenge to give students once in a life time experiences.

Post pandemic, we are seeing a return to normal school trips and visits, including overseas visits. The SHFGS Modern Foreign Languages and Physical Education Departments, were the first to dip their toes back into overseas visits including a trip to Bruges and also a Valencia Football and Netball Camp.

All of our schools have a positive and vibrant sports tradition. The Mandeville School is also the base of the Aylesbury and Buckingham Schools Sports Hub, supporting 58 primary schools with sporting opportunities and festivals.

b. Going Concern

The Trustees have a reasonable expectation that IAT has adequate resources to continue in operational existence for the 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.

Streamlined energy and carbon reporting

The Energy and Carbon Reporting Regulations came into force on 1 April 2019. As IAT consumes more than 40,000 kWh of energy, the table below reports our energy consumption for the year to 31 August 2022. This is the first time the Trust is mandated to report this so there are no comparators.

UK Greenhouse gas emissions and energy use data	2021-22 data	2021-22 estimated metric tonnes CO2e
Energy consumption used to calculate emissions (kWh)		
Scope 1 emissions in metric tonnes CO2e <ul style="list-style-type: none"> Gas consumption Owned transport- mini-buses 	4.421,590 KWH 8,544 miles	894 tonnes 2 tonnes
Scope 2 emissions in metric tonnes CO2e <ul style="list-style-type: none"> Purchased electricity 	1.337,228 KWH	259 tonnes
Scope 3 emissions in metric tonnes CO2e <ul style="list-style-type: none"> Business travel in employee-owned vehicles 	4,000 miles	1 tonne
Total gross emissions in metric tonnes CO2e		1,156 tonnes
Intensity ratio Tonnes CO2e per pupil	3,273 pupils	0.35 tonnes per pupil

Quantification and reporting methodology

We follow the Government's 2019 Environmental Reporting Guidelines and 2022 Conversion Factors for Company Reporting, as well as the Green House Gas (GHG) Protocol Corporate Accounting and Reporting Standard. The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

This information is based on best estimates as the trigger for this reporting (The Mandeville School joining IAT) happened part way through the year and base line data from 1 September was not readily available. In view of the statutory deadline for accounts submission, a more robust methodology will be utilised in 2023-24 accounts.

The energy use above has therefore been based on estimated consumption of the schools in the reporting period derived from information provided by our energy brokers as part of contract renewals. The Mandeville School has only been part of IAT for 8 months, but as the consumption of energy is seasonal, a full year has been assumed. The full number of students for The Mandeville School has also been used in the metric used.

Measures taken to improve energy efficiency

IAT has been developing its overarching decarbonisation strategy and has an initial ambition to reduce overall carbon by 20% by September 2024. To develop the requirements to meet this aim, we have commissioned comprehensive energy surveys of our schools and implemented energy monitoring.

Financial Review

The overall financial position of the Trust has improved in 2021-22 with an increase in restricted fund reserves at the year end to circa £3m from just under £1.2m brought forward from the previous year. Part of the increase in reserves was due to the balance brought into IAT on conversion of The Mandeville School, which joined IAT on 1 January 2022 and brought with it reserves of £1.2m.

During the year circa £1m in capital improvement works was undertaken. This included replacement boilers at Princes Risborough School and the completion of the major heating system upgrade at Sir Henry Floyd Grammar School. Significant investment in both curriculum and ICT equipment was also made during the year to support the effective delivery of education.

The increase in reserves is due to prudent financial management during the year, which anticipated cost pressures and the need for further major capital improvements in future years.

The future brings new challenges of cost pressures compared to funding levels, especially the impact of energy costs on budgets, however the reserve carried into 2022-23 will ensure that IAT can remain financially robust and cope with these pressures for the foreseeable future.

Reserves Policy

The reserves policy requires a minimum level of funding to be held by each school where possible to cover unforeseen events. This is reviewed annually. If a school is unable to comply with this requirement, tighter financial controls are put in place to ensure the long term financial sustainability of the individual school in question and IAT overall.

Investment Policy

IAT does not permit investment at this time. This will be reviewed annually. Long term cash deposits at higher interest rates are allowed.

Principal Risks and Uncertainties

The principal financial risk relates to the financial sustainability of IAT and the impact of Government policy on IAT's operations, particularly with respect to higher energy costs, unfunded teacher's pay increases, expectations of higher than expected support staff unfunded wage increases and the impact of the Brazel vs Harper Trust High Court ruling. This ruling on pay and in particular holiday pay will mean a review of any potential back pay for support staff in relation to the FTE calculation of their holiday entitlement and pay. This issue will be rectified by 31 March 2023. We are recovering a deficit in one school and supporting the diseconomies of scale in a new school. We are managing IAT as a whole to be financially sustainable whilst also improving the standards and achievements at all schools. This is a challenge. One of the principle risks that must be avoided is to under invest in PRS because of its potential deficit position or in TKS because of its diseconomies. The Trustees recognise the need for a balanced approach to the deficit reduction and their duty to oversee and manage the principal risk and uncertainties.

Fundraising

IAT schools have limited opportunities for fundraising at this time, due to the cost of living squeeze. However, SHFGS appointed a part time Development Officer for the 2020-21 academic year to support the school in developing its alumni programme and fundraising activities. This role will be monitored and if it is successful, there may be scope to extend the role to also cover other IAT schools.

Plans for future periods.

It is the aim of IAT to continue to sustainably grow and to develop the size of the Trust. We are discussing with a number of local primary schools their options for joining us in the future. Currently, IAT are

supporting a trust of two schools that requires support. We have expressed our interest in supporting the brokerage of other schools needing support. We are also very interested in cultivating relationships with other local schools that may be interested in becoming part of our family of schools.

In September 2022 TMS's Sixth Form was no longer viable as a stand-alone entity. As a result, we have decided to amalgamate the PRS and the TMS Sixth Forms. This will mean 22 subjects running at PRS and 4 at TMS. We have ensured that by not recruiting any additional staff to replace those who have left, we can afford to run shuttle mini busses between the sites to enable students to learn at both campuses. We are very excited about this opportunity and will report on progress in next year's annual report.

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 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.

The Trustees report, incorporating a strategic report was approved by order of the Board of Trustees, as the company directors on 8 December 2022 and signed on behalf by

G Bull

Garret Fay

Gaynor Bull
Chair of Trustees

Garret Fay
Chief Executive Officer

Governance statement

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that IAT has an effective and appropriate system of control, financial and otherwise. Such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and only provides reasonable rather than absolute assurance against material misstatement or loss.

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

The Board of Trustees has delegated the day to day responsibility to the CEO, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management in accordance with the requirements and responsibilities assigned in the funding agreement between Insignis Academy Trust and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the Board of Trustees any material weaknesses or breakdown in internal control.

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The Board of Trustees has formally met 6 times during the year.

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

MEETING ATTENDANCE		IAT BOARD MEETING						Finance & Audit			Pay & Remuneration			% Attendance
Name	Role	OCTOBER	DECEMBER	FEBRUARY	MARCH	JUNE	JULY	Autumn	Spring	Summer	Autumn	Spring	Summer	
Mrs Gaynor Bull (Chair)	Trustee and Member	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	100%
Dr Nicolette Habgood	Trustee	Y	Y	Y	Y	Y	Y	-	-	-	Y	-	Y	100%
Mr Mark Hardy	Trustee	Y	A	Y	Y	Y	Y	Y	Y	Y	-	-	-	89%
Mrs Jane Holliday	Trustee	Y	A	Y	Y	A	Y	-	-	-	Y	-	Y	75%
Mr Paul Thomas	Trustee	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	-	-	100%
Ms Cat Wildman	Trustee	Y	A	-	-	-	-	-	-	-	-	-	-	50%
Overall attendance														91%

The Annual General Meeting (AGM) in March 2022 was attended by 4 of the 5 Members, with apologies received from the final Member. All Trustees attended the AGM.

Trustees also serve on a number of committees of the Board of Trustees and may attend Local Governing Body meetings.

Meetings of IAT, the Local Governing Bodies and all committees are minuted and all Trustees and Governors receive the papers and minutes of all appropriate meetings.

The Finance & Audit Committee and the Pay & Remuneration Committee are committees of the main Board of Trustees.

The CEO and CFOO were in attendance at all IAT Board meetings and Finance & Audit Committee. The CEO attends Pay & Remuneration Committee.

No significant changes to the IAT Board have taken place in 2021-22. Regretfully, a Trustee recruited at the end of 2020-21 stepped down due to additional work commitments within 6 months.

All members, Trustees and Governors complete a declaration of business interests when they join IAT and update at least annually. Any new pecuniary interests, or those that are relevant to the meeting agenda, are declared at the beginning of IAT Board and LGB meetings. All pecuniary interests, including those recorded for the Executive team, are published on the IAT website for full transparency.

The IAT Board has undertaken two assessments of effectiveness during the year, one skill based for all Trustees and LGB governors and one which identified the key priorities for the IAT Board. Trustees have also commissioned a Trust wide 'data set' for consistent use across all academies. This is expected to be operational by Spring 2023. An external governance audit has been commissioned for Autumn 2023 to provide an external view of Trustees' self-assessment.

Review of value for money

It is the responsibility of the Accounting Officer to ensure that IAT is delivering good value for money in our use of public funds. Value for money pertains to the use of our funds to support the educational opportunities and wider social opportunities for our students, attending IAT schools.

The Accounting Officer considers how IAT ensures good value for money of the resources we procure both within the year of reporting but also for the future. The Accounting Officer reports to the Board of Trustees regularly and always considers how we can improve the value for money we achieve. This includes the use of appropriate benchmarking to ensure we are always achieving the best value for money for the contracts that we enter into.

We are confident that resources have been used appropriately to develop the strategic aims of IAT and our schools. This has allowed us to avoid waste and extravagance and to ensure appropriate contextualisation of the use of funds centrally and locally at each school. The Accounting Officer has delivered improved value for money in the year as mentioned below:

Outcomes for Students

This year's examinations were a return to the normal state examinations at both Princes Risborough School and Sir Henry Floyd Grammar School. The Mandeville Schools examinations are associated with The Mandeville School that closed on the 31 December 2021. Schools prepared students for examinations in a traditional manner and examinations were sat under normal Joint Council for Qualifications (JCQ) and Ofqual regulations.

PRS saw a significant improvement in its GCSE Progress 8 outcome when compared with its 2019 outcome. One student achieved 9 Grade 9's in the GCSE examinations. At A Level, PRS increased overall average outcomes to a C+ grade which also marks an improvement in outcomes for students when compared to previous years.

At SHFGS, the schools Progress 8 outcome dropped to 0.27 from 0.5 in 2019. This has been somewhat compensated for by an increase in Attainment 8 outcomes at grades 8 and 9. However progress is a key improvement area for 2022-23. One student achieved 9 Grade 9's in the GCSE examinations. At A Level the school maintained its overall average at B Grade. While the average A Level grade remained static when compared with 2019, there was an increase in the overall A*-A and A*-B grades.

At TMS, we have increased the number of exams being taken by students and also the overall attainment of students. However, the high number of outlier students, including those at Alternative Provision have a significant historical impact on this year's school results. As we progress our improvement programme we expect to see the impact of similar groups of students dramatically diminish.

Staffing Decisions

To ensure that we are being both competitive and fair in the recruitment market place, we benchmark our salary ranges for all staff against other Buckinghamshire Schools and equivalent schools nationally using the available data. To further support this our CFOO is part of The Confederation of School Trusts CFO network, Networking Group of Grammar School Business Managers in Buckinghamshire and also a member of the Institute of School Business Managers. This allows us the ability to quality assure our benchmarking against other similar schools and settings.

Contracts

At IAT we regularly review the contractual arrangements with our suppliers. We also monitor the performance of the companies that we work with. The ongoing impact of COVID 19 has meant that we have had to review a number of contracts and agreements earlier than scheduled. This has included the appointment and close monitoring of a new cleaning provider for IAT. During the year we also appointed new catering and IT partners. We have developed a new model of financing for our Catering contract, where our provider leases the appropriate spaces from us for a fixed rate (covering equipment replacement and energy costs) meaning we are not at the mercy of variable and difficult profit share discrepancies.

We also have a number of contracts and service level agreements with Buckinghamshire Council. These include items such as Health and Safety, school admissions and appeals.

Trust Expansion

In Spring 2022, the Trustees approved a "Trust Growth Plan", which has enabled IAT to have a number of conversations with potential future partners. These discussions are with both primary and secondary school providers. In December 2022 this plan will be updated and represented to Trustees.

The purpose of the system of internal control

We appreciate that risk can never be fully eliminated, however, the system of internal control is designed to manage and reduce our exposure to risk and to ensure that we are diligent in our planning. This includes frequent conversations with the Trustees, the Finance & Audit Committee, the Local Governing Bodies and Headteachers about identifying and managing risks.

The system is based on an on-going process where we identify known internal and external risks and then develop a dialogue about them. We work to mitigate risks by reviewing policies to maintain our ability to control known risks and challenges if they materialise. We also consult with external providers to support our decision making to further reduce our exposure to foreseeable risks.

Capacity to Handle Risk

The Trustees have reviewed the key risks that IAT is potentially exposed to. Compliance controls have been initiated to mitigate risks to the organisation. The Trustees are of the opinion that there is a formal ongoing process for identifying and managing the foreseeable risks that IAT is potentially exposed to, including Trustee liability. This has been in place for the year 1 September 2021 to 31 August 2022. This process is reviewed regularly with the Trustees and communicated to the Chairs of the Local Governing Bodies.

The Risk and Control Framework

IAT has a system of financial control that is based on a clear framework of controls that are supported by regular management information sharing, clear administrative processes and procedures that support the segregation of duties and a clear system of delegation and accountability. This includes:

- A comprehensive budget and monitoring system with annual budget and half termly financial reports reviewed and agreed by the Trustees.
- The Finance & Audit Committee reviews the financial health and strategy of the Trust at regular periods. Local Governing Bodies have a representative on this committee to ensure full transparency for stakeholders. This committee also scrutinises the plans for large spending projects and infrastructure work.
- The Trustees set clear targets to ensure they can measure and monitor the financial performance of IAT.
- At IAT we have a clearly defined purchasing guidelines that are followed by our schools and actioned by the central finance team.
- The delegation of authority and the separation of duties ensure financial probity.

The identification and management of potential risks.

In 2018-19 the Trustees decided that there was a need for a specific internal audit function. It was decided to appoint Buckinghamshire Council as the internal auditor for 2019-20. This process has continued in 2021-22.

The internal auditor role is to report to the Trustees on a termly basis through the IAT Finance & Audit Committee on the operation of the systems of control and the discharge of the Trustees financial responsibilities.

Review of Effectiveness

As the Accounting Officer, the CEO has responsibility for reviewing the effectiveness of IAT's systems of internal control on an ongoing basis. In the year 2021-22 this review has been informed by the following:

- The work of the external auditor.
- The work of the internal auditors.
- The challenge and support of the Trustees via the Finance & Audit committee.
- The self-assessment of our financial management.

As the Accounting Officer, I have been advised of the implications of the audit processes at IAT. As a result, the systems of control will be amended to address any weakness identified. This will ensure the ongoing robustness of our systems of internal control.

Approved by order of the Board of Trustees on 8 December 2022 and signed on their behalf by:

G Bull

Garret Fay

Gaynor Bull
Chair of Trustees

Garret Fay
Chief Executive Officer

Statement on regularity, propriety and compliance

As the Accounting Officer of IAT, I have considered my responsibility to notify the Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with the terms and conditions of all funding received by IAT, under the funding agreements in place between IAT and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academies Handbook 2022.

I confirm that I and the Trustees are able to identify any material irregular or improper use of all funds under IAT's Funding Agreement and the Academies Handbook 2022.

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 Trustees and the ESFA.

Garret Fay

Garret Fay
Accounting Officer
8 December 2022

Statement of Trustees' responsibilities 31 August 2022

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 8 December 2022 and signed on its behalf by:

G Bull

Gaynor Bull
Chair of Trustees

Independent auditors' report on the financial statements to the Members of IAT

Opinion

We have audited the financial statements of Insignis Academy Trust (the 'parent Academy') and its subsidiaries (the 'Group') for the year ended 31 August 2022 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Academy balance sheet, 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 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Academy's affairs as at 31 August 2022 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 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the 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

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

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

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

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other

information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report 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 Academy 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 Academy 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 Academy financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of trustees' responsibilities, the Trustees (who are also the directors of the Academy 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 Academy'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 Academy or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations.
- We also enquired of management about their own identification and assessment of the risks of irregularities.
- We obtained an understanding of the legal and regulatory framework that the academy operates in, and identified the key laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act and tax legislation; and do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.
- We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.
- In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.
- In addition to the above, our procedures to respond to the risks identified included the following:
 - reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
 - performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
 - enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and reading minutes of meetings of those charged with governance.

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

Use of our report

This report is made solely to the Academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy'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 Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Carly Pinkus

Carly Pinkus (Senior statutory auditor)

for and on behalf of

Landau Baker Limited
Chartered Accountants
Statutory Auditors
Mountcliff House
154 Brent Street
London
NW4 2DR
Date:

Independent reporting accountant's assurance report on regularity to IAT Schools and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 3 February 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Insignis Academy Trust during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of IAT Schools' Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Insignis Academy Trust's funding agreement with the Secretary of State for Education dated 5 February 2020 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2021 to 31 August 2022 has

not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Landau Baker Limited

Reporting Accountant

Landau Baker Limited

Chartered Accountants

Statutory Auditors

Date:

Consolidated statement of financial activities (incorporating income and expenditure account for the year ending 31 August 2022

	Note	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and capital grants	3	(1,031,935)	21,875,949	20,844,014	588,449
Other trading activities	5	816,356	-	816,356	642,748
Investments	6	206	-	206	-
Charitable activities	4	18,091,613	-	18,091,613	13,115,234
Total income		17,876,240	21,875,949	39,752,189	14,346,431
Expenditure on:					
Charitable activities		17,636,129	864,835	18,500,964	13,831,810
Total expenditure		17,636,129	864,835	18,500,964	13,831,810
Net income		240,111	21,011,114	21,251,225	514,621
Transfers between funds	18	(501,359)	501,359	-	-
Net movement in funds before other recognised gains/(losses)		(261,248)	21,512,473	21,251,225	514,621
Other recognised gains/(losses):					
Gains on revaluation of fixed assets		-	-	-	3,184,102
Actuarial gains/(losses) on defined benefit pension schemes	26	9,074,000	-	9,074,000	(610,000)
Net movement in funds		8,812,752	21,512,473	30,325,225	3,088,723
Reconciliation of funds:					
Total funds brought forward		(8,030,815)	33,440,533	25,409,718	22,320,995
Net movement in funds		8,812,752	21,512,473	30,325,225	3,088,723
Total funds carried forward		781,937	54,953,006	55,734,943	25,409,718

Consolidated balance sheet 31 August 2022

	Note	2022 £	Restated 2021 £
Fixed assets			
Tangible assets	14	54,953,006	33,341,110
		<u>54,953,006</u>	<u>33,341,110</u>
Current assets			
Debtors	15	965,419	880,458
Cash at bank and in hand		3,648,242	1,687,428
		<u>4,613,661</u>	<u>2,567,886</u>
Creditors: amounts falling due within one year	16	(1,583,718)	(1,276,961)
Net current assets		<u>3,029,943</u>	<u>1,290,925</u>
Total assets less current liabilities		<u>57,982,949</u>	<u>34,632,035</u>
Creditors: amounts falling due after more than one year	17	(39,006)	(11,317)
Net assets excluding pension liability		<u>57,943,943</u>	<u>34,620,718</u>
Defined benefit pension scheme liability	26	(2,209,000)	(9,211,000)
Total net assets		<u>55,734,943</u>	<u>25,409,718</u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	18	54,953,006	33,440,533
Restricted income funds	18	2,990,937	1,180,185
Restricted funds excluding pension asset	18	<u>57,943,943</u>	<u>34,620,718</u>
Pension reserve	18	(2,209,000)	(9,211,000)
Total restricted funds	18	<u>55,734,943</u>	<u>25,409,718</u>
Unrestricted income funds	18	<u>-</u>	<u>-</u>
Total funds		<u>55,734,943</u>	<u>25,409,718</u>

The financial statements on pages 29 to 61 were approved by the Trustees, and authorised for issue on 8 December 2022 and are signed on their behalf, by:

G Bull

Gaynor Bull
Chair of Trustees

The notes on pages 35 to 61 form part of these financial statements.

Academy statement of financial position as at 31 August 2022

	Note	2022 £	Restated 2021 £
Fixed assets			
Tangible assets	14	54,953,006	33,341,110
		<u>54,953,006</u>	<u>33,341,110</u>
Current assets			
Debtors	15	965,419	880,458
Cash at bank and in hand		3,648,242	1,687,428
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Restricted income funds	18	2,990,937	1,180,185
Restricted funds excluding pension asset	18	<u>57,943,943</u>	<u>34,620,718</u>
Total restricted funds	18	<u>57,943,943</u>	<u>34,620,718</u>
Unrestricted income funds			
Pension reserve	18	(2,209,000)	(9,211,000)
Total unrestricted income funds	18	<u>(2,209,000)</u>	<u>(9,211,000)</u>
Total funds		<u><u>55,734,943</u></u>	<u><u>25,409,718</u></u>

The financial statements on pages 29 to 61 were approved by the Trustees, and authorised for issue on 8 December 2022 and are signed on their behalf, by:

G Bull

Gaynor Bull
Chair of Trustees

The notes on pages 35 to 61 form part of these financial statements.

Consolidated statement of cash flows Year for the year ending 31 August 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	20	2,561,390	783,137
Cash flows from investing activities	22	(600,576)	99,423
Cash flows from financing activities	21	-	(57,835)
Change in cash and cash equivalents in the year		1,960,814	824,725
Cash and cash equivalents at the beginning of the year		1,687,428	862,703
Cash and cash equivalents at the end of the year	23, 24	<u>3,648,242</u>	<u>1,687,428</u>

The notes on pages 35 to 61 form part of these financial statements

Notes to the financial statements

1. Principal accounting policies

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

1. Basis of preparation

The financial statements of the Group, 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 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Academy 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 financial statements are presented in sterling to the nearest thousand pound.

2. Going concern

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

3. Basis of consolidation

The consolidated statement of financial activities and group balance sheet includes the financial statements of Insignis Academy Trust and its wholly owned trading subsidiary, Insignis Enterprises Limited, made up to the balance sheet date.

No separate statement of financial activities has been presented for IAT Schools alone, as permitted by section 408 of the Companies Act 2006.

4. Income

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

a. Grants receivable

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions,

there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant (GAG) is recognised in full in the statement of financial activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised when IAT is deemed to be entitled to the funds subject to any conditions being met. Such conditions may include IAT Schools approving and contractually committing to the project being funded; and sufficient funding being secured by IAT Schools to fully fund the capital project. Capital grants are not deferred over the life of the asset on which they are expended.

b. Legacies

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the academy trust has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the academy trust, can be reliably measured.

c. Sponsorship income

Sponsorship income provided to IAT Schools which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable, and it can be measured reliably

d. 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.

e. Other income

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

5. 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 pupil numbers being the fairest proxy for use.

All expenditure is inclusive of irrecoverable VAT.

a. Expenditure on raising funds

This includes all expenditure incurred by IAT Schools to raise funds for its charitable purposes and includes costs of all fundraising activities, events, and non-charitable trading.

b. Expenditure on charitable activities

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

6. Tangible fixed assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment. Additionally, smaller items (individually under £5,000) or a collection of smaller items around the same theme, may also be capitalised, if they are obviously improvements or recognised as assets that would be added to the asset register.

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.

a. Depreciation

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

Depreciation is provided on the following bases:

Area:	Expected lifespan in years	% Depreciation Per Annum
Long Leasehold or Freehold Land	Forever	0%
Long Leasehold or Freehold Buildings	50	2%
Improvements to Property	10	10%
Additional Plant, Furniture & Equipment & Fittings	10	10%
Additional Motor Vehicles	10	10%
Additional Computer Equipment	5	20%

- Depreciation is charged in full in the year of acquisition, and thereafter annually.
- Depreciation is applied on those assets recognised on the balance sheet as an "original donation" from the predecessor schools.
- Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into full use.

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.

b. Transfer on conversion

Schools joining IAT transfer identifiable assets and liabilities and the operation of the predecessor school. The assets and liabilities transferred have been valued at their fair value being a reasonable estimate of the current market value that the directors would expect to pay in an open market for an equivalent item. The amounts are recognised under the appropriate balance sheet categories at the point when the

risks and rewards of ownership pass to IAT. A corresponding amount is recognised as donations income in the statement of financial activities and analysed under unrestricted funds, restricted general funds, and restricted fixed asset funds.

c. Transfer of existing academies into the trust

Where assets are received on the transfer of an existing academy into IAT, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to IAT, which is on signing of the transfer agreement with the transferring trust. An equal amount of income is recognised for the transfer of an existing academy into the IAT Schools network within donations and capital grant income.

d. Donated fixed assets (excluding transfers on conversion/transfers from other trusts)

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

7. Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

8. Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short-term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment. In 2021-22 all funds were available on demand.

9. 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 IAT 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.

10. Provisions

Provisions are recognised when IAT 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.

There were no provisions in 2021-22.

11. Financial instruments

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

- Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.
- Cash at bank – is classified as a basic financial instrument and is measured at face value.
- Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

12. 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.

13. Fund accounting

Unrestricted funds represent monies which may be applied for any purpose within IAT objects. As there are no material amounts without restrictions, IAT does not show unrestricted funds

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.

The restricted fixed assets fund comprises resources which are to be applied to specific capital purposes imposed by the ESFA and other funders where the asset acquired or created is held for a specific purpose.

14. Leased assets

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

15. Taxation

IAT 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,

IAT is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 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. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

The Academy 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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	22,621	-	22,621	46,511
Capital Grants	-	332,882	332,882	541,938
Assets transferred on conversion from local authority	(1,054,556)	21,543,067	20,488,511	-
	<u>(1,031,935)</u>	<u>21,875,949</u>	<u>20,844,014</u>	<u>588,449</u>
Total 2021	<u>46,511</u>	<u>541,938</u>	<u>588,449</u>	

4. Funding for the Academy's charitable activities

	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
DfE/ESFA grants			
General Annual Grant (GAG)	16,265,828	16,265,828	11,516,415
Other DfE/ESFA grants			
Pupil Premium	374,796	374,796	200,505
Others	738,382	738,382	617,969
	<hr/> 17,379,006	<hr/> 17,379,006	<hr/> 12,334,889
Other Government grants			
Local authority grants	626,612	626,612	434,300
	<hr/> 626,612	<hr/> 626,612	<hr/> 434,300
Other income from the Academy's educational operations	85,995	85,995	32,033
COVID-19 additional funding (DfE/ESFA)			
Catch-up Premium	-	-	148,060
Other DfE/ESFA Covid-19 funding	-	-	157,118
	<hr/> -	<hr/> -	<hr/> 305,178
COVID-19 additional funding (non-DfE/ESFA)			
Coronavirus Job Retention Scheme grant	-	-	6,034
Other COVID-19 funding	-	-	2,800
	<hr/> -	<hr/> -	<hr/> 8,834
	<hr/> 18,091,613	<hr/> 18,091,613	<hr/> 13,115,234
	<hr/> 18,091,613	<hr/> 18,091,613	<hr/> 13,115,234

5. Income from other trading activities

	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Letting Income	146,142	146,142	41,392
Catering Income	-	-	77,914
Trip Income	574,846	574,846	482,661
Other Income	95,368	95,368	40,781
	<u>816,356</u>	<u>816,356</u>	<u>642,748</u>
Total 2021			
	<u>642,748</u>	<u>642,748</u>	

6. Investment Income

	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Bank Interest	<u>206</u>	<u>206</u>	<u>-</u>

7. Expenditure

	Staff Costs 2022 £	Premises 2022 £	Other 2022 £	Total 2022 £	Total 2021 £
Educational Operations:					
Direct costs	11,988,506	-	1,936,726	13,925,232	9,903,486
Allocated support costs	1,237,099	-	3,338,633	4,575,732	3,928,324
	<u>13,225,605</u>	<u>-</u>	<u>5,275,359</u>	<u>18,500,964</u>	<u>13,831,810</u>
Total 2021					
	<u>9,944,985</u>	<u>3,875,825</u>	<u>11,000</u>	<u>13,831,810</u>	

8. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Educational Operations	<u>13,925,232</u>	<u>4,575,732</u>	<u>18,500,964</u>	<u>13,831,810</u>
Total 2021	<u>9,903,486</u>	<u>3,928,324</u>	<u>13,831,810</u>	

a. Analysis of direct costs

	Educational Operations 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	11,584,681	11,584,681	8,576,317
Educational Supplies	760,053	760,053	297,014
Staff Development	64,791	64,791	40,076
Examination Fees	334,597	334,597	140,333
Other Direct Costs	31,595	31,595	73,633
Trips and Activities Fund Expenditure	574,845	574,845	482,657
Recruitment and Support	93,340	93,340	59,962
Teaching Supply Costs	403,825	403,825	233,494
Educational Consultancy	77,505	77,505	-
	<u>13,925,232</u>	<u>13,925,232</u>	<u>9,903,486</u>
Total 2021	<u>9,903,486</u>	<u>9,903,486</u>	

b. Analysis of support costs

	Educational Operations 2022 £	Total funds 2022 £	Total funds 2021 £
Pension Finance Costs	148,000	148,000	115,000
Staff Costs	1,574,542	1,574,542	1,106,187
Depreciation	864,835	864,835	811,180
Staff Development	32,517	32,517	10,103
Other Direct Costs	372,334	372,334	200,344
Maintenance of Premises and Equipment	350,827	350,827	340,820
Cleaning	361,592	361,592	306,934
Rent and Rates	29,282	29,282	59,610
Security & Transport	53,793	53,793	35,019
Insurance	59,633	59,633	51,103
Bank Interest & Charges	3,599	3,599	3,600
Other Support Costs	582,182	582,182	517,915
Recruitment and Support	8,249	8,249	4,833
Agency Cover	1,557	1,557	8,987
Governance Costs	28,171	28,171	15,054
Other Staff Costs	8,773	8,773	3,507
Technology Costs	434,846	434,846	318,128
Non Cash Pension Costs	(339,000)	(339,000)	20,000
	<u>4,575,732</u>	<u>4,575,732</u>	<u>3,928,324</u>
Total 2021			
	<u>3,928,324</u>	<u>3,928,324</u>	

9. Net income

Net income for the year includes:

	2022 £	2021 £
Depreciation of tangible fixed assets	864,835	811,180
Fees paid to auditors for :		
- audit	<u>18,000</u>	<u>15,000</u>

10. Staff

a. Staff costs

Staff costs during the year were as follows:

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Wages and salaries	9,930,085	7,300,220	9,930,085	7,279,960
Social security costs	1,019,157	739,047	1,019,157	737,733
Pension costs	2,209,981	1,643,237	2,209,981	1,638,618
	<u>13,159,223</u>	<u>9,682,504</u>	<u>13,159,223</u>	<u>9,656,311</u>
Teaching supply costs	403,825	233,494	403,825	233,494
Support staff supply costs	1,557	8,987	1,557	8,987
LGPS costs	(339,000)	20,000	(339,000)	20,000
	<u>13,225,605</u>	<u>9,944,985</u>	<u>13,159,223</u>	<u>9,656,311</u>

b. Staff numbers

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

	Group 2022 No.	Group 2021 No.	Academy 2022 No.	Academy 2021 No.
Senior Management	35	21	35	21
Teachers	208	136	208	136
Support Staff	116	77	116	77
	359	234	359	234

c. Higher paid staff

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

	Group 2022 No.	Group 2021 No.
In the band £60,001 - £70,000	3	3
In the band £70,001 - £80,000	3	2
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	2	2
In the band £100,001 - £110,000	-	-
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	1	-

d. Key management personnel

The key management personnel of the Group comprise the Trustees and the senior management team as listed on page 4. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Group was £633,676 (2021 £468,517).

11. Central Services

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

- Executive Leadership (through CEO and CFOO)
- Human Resources including payroll
- Finance and contracts management
- ICT Technicians and network management
- Facilities Management
- Other governance support (e.g. Audit, Trust checking and GDPR)

IAT charges for these services on the basis of the share of total pupil numbers. The actual amounts charged during the year was £503 per pupil. This was prorated to £335 for The Mandeville School which was only part of IAT for 8 months. The actual amounts charged during the year were as follows:

	2021-22	2020-21
	£000	£000
Princes Risborough School	449	436
Sir Henry Floyd Grammar School	658	650
The Kingsbrook School	58	-
The Mandeville School	353	-
	1,518	1,086

12. Trustees' remuneration and expenses

IAT adopted the DfE best practise of separating Trustees and the Chief Executive Officer role. The CEO role has not been a Trustee during the 2021-22 year.

No Trustees have been remunerated. The value of Trustees' remuneration and other benefits was as follows:

		2021-22 £	2020-21 £
G Fay, Chief Executive Officer and Accounting Officer	Remuneration including employer National Insurance	n/a	95,000-100,000
	Pension contributions paid by employer	n/a	20,000-25,000

During the year ended 31 August 2022, no Trustee expenses have been incurred (2021 - £NIL).

13. Trustees' and Officers' insurance

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

14. Tangible fixed assets

Group and Academy

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2021	34,707,299	899,904	512,598	46,095	36,165,896
Additions	532,834	102,294	140,986	157,550	933,664
Acquired on conversion	21,543,067	-	-	-	21,543,067
At 31 August 2022	<u>56,783,200</u>	<u>1,002,198</u>	<u>653,584</u>	<u>203,645</u>	<u>58,642,627</u>
Depreciation					
At 1 September 2021	1,700,401	699,542	414,528	10,315	2,824,786
Charge for the year	658,676	59,498	121,687	24,974	864,835
At 31 August 2022	<u>2,359,077</u>	<u>759,040</u>	<u>536,215</u>	<u>35,289</u>	<u>3,689,621</u>
Net book value					
At 31 August 2022	<u>54,424,123</u>	<u>243,158</u>	<u>117,369</u>	<u>168,356</u>	<u>54,953,006</u>
At 31 August 2021	<u>33,006,898</u>	<u>200,362</u>	<u>98,070</u>	<u>35,780</u>	<u>33,341,110</u>

15. Debtors

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Due within one year				
Trade debtors	58,383	5,893	58,383	5,893
Other debtors	408,775	542,028	408,775	542,028
Prepayments and accrued income	498,261	332,537	498,261	332,537
	<u>965,419</u>	<u>880,458</u>	<u>965,419</u>	<u>880,458</u>

16. Creditors: Amounts falling due within one year

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Other loans	20,917	61,426	20,917	61,426
Trade creditors	666,315	386,271	666,315	386,271
Other taxation and social security	575,756	376,455	575,756	376,455
Other creditors	27,816	18,606	27,816	18,606
Accruals and deferred income	292,914	434,203	292,914	434,203
	<u>1,583,718</u>	<u>1,276,961</u>	<u>1,583,718</u>	<u>1,276,961</u>

17. Creditors: Amounts falling due after more than one year

	Group 2022 £	Group 2021 £	Academy 2022 £	Academy 2021 £
Other loans	<u>39,006</u>	<u>11,317</u>	<u>39,006</u>	<u>11,317</u>

18. Statement of funds

a. Current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Restricted general funds						
GAG	1,180,185	18,930,796	(17,827,129)	(501,359)	-	1,782,493
Transferred on conversion	-	1,208,444	-	-	-	1,208,444
Pension reserve	(9,211,000)	(2,263,000)	191,000	-	9,074,000	(2,209,000)
	<u>(8,030,815)</u>	<u>17,876,240</u>	<u>(17,636,129)</u>	<u>(501,359)</u>	<u>9,074,000</u>	<u>781,937</u>
Restricted fixed asset funds						
Restricted Fixed Asset Funds- all funds	33,440,533	332,882	(864,835)	501,359	-	33,409,939
Assets transferred on conversion	-	21,543,067	-	-	-	21,543,067
	<u>33,440,533</u>	<u>21,875,949</u>	<u>(864,835)</u>	<u>501,359</u>	<u>-</u>	<u>54,953,006</u>
Total Restricted funds						
	<u><u>25,409,718</u></u>	<u><u>39,752,189</u></u>	<u><u>(18,500,964)</u></u>	<u><u>-</u></u>	<u><u>9,074,000</u></u>	<u><u>55,734,943</u></u>

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes.

Restricted general funds are resources for educational purposes.

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

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Restricted general funds						
GAG	621,616	11,516,415	(10,597,552)	(360,294)	-	1,180,185
Pupil premium	-	220,505	(220,505)	-	-	-
Other DfE/ESFA grants	-	617,969	(617,969)	-	-	-
SEN funding	-	434,300	(434,300)	-	-	-
Other grants	-	721,292	(721,292)	-	-	-
Other catch-up premium	-	148,060	(148,060)	-	-	-
Other DfE/ESFA covid - 19 funding	-	157,118	(157,118)	-	-	-
Other covid - 19 funding	-	2,800	(2,800)	-	-	-
Covid job retention funding	-	6,034	(6,034)	-	-	-
Pension reserve	(8,466,000)	-	(135,000)	-	(610,000)	(9,211,000)
	<u>(7,844,384)</u>	<u>13,824,493</u>	<u>(13,040,630)</u>	<u>(360,294)</u>	<u>(610,000)</u>	<u>(8,030,815)</u>
Restricted fixed asset funds						
Class II Restricted Funds - all funds	<u>30,165,379</u>	<u>541,938</u>	<u>(811,180)</u>	<u>360,294</u>	<u>3,184,102</u>	<u>33,440,533</u>
Total Restricted funds	<u>22,320,995</u>	<u>14,366,431</u>	<u>(13,851,810)</u>	<u>-</u>	<u>2,574,102</u>	<u>25,409,718</u>

c. Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	2022	2021
	£	£
Central Support Services	-	-
Insignis Academy Trust	889,937	216,998
Princes Risborough School	9,000	37,687
Sir Henry Floyd Grammar School	761,000	925,500
The Kingsbrook School	11,000	-
The Mandeville School	1,320,000	-
Total before fixed asset funds and pension reserve	<u>2,990,937</u>	<u>1,180,185</u>
Restricted fixed asset fund	54,953,006	33,440,533
Pension reserve	(2,209,000)	(9,211,000)
Total	<u>57,734,943</u>	<u>25,409,718</u>

19. Analysis of net assets between funds

a. Analysis of net assets between funds - current year

	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	54,953,006	54,953,006
Current assets	4,613,661	-	4,613,661
Creditors due within one year	(1,583,718)	-	(1,583,718)
Creditors due in more than one year	(39,006)	-	(39,006)
Provisions for liabilities and charges	(2,209,000)	-	(2,209,000)
Total	<u>781,937</u>	<u>54,953,006</u>	<u>55,734,943</u>

b. Analysis of net assets between funds - prior year

	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	33,341,110	33,341,110
Current assets	2,468,463	99,423	2,567,886
Creditors due within one year	(1,276,961)	-	(1,276,961)
Creditors due in more than one year	(11,317)	-	(11,317)
Provisions for liabilities and charges	(9,211,000)	-	(9,211,000)
Total	<u>(8,030,815)</u>	<u>33,440,533</u>	<u>25,409,718</u>

20. Reconciliation of net income to net cash flow from operating activities

	2022 £	2021 £
Net income for the year (as per Statement of financial activities)	21,251,225	514,621
	—	—
Adjustments for:		
Depreciation	864,835	811,180
Capital grants from DfE and other capital income	(332,882)	(902,232)
Interest receivable	(206)	-
Defined benefit pension scheme obligation inherited	2,263,000	-
Defined benefit pension scheme cost less contributions payable	876,000	546,000
Defined benefit pension scheme finance cost	148,000	115,000
Increase in debtors	(84,961)	(115,755)
Increase in creditors	334,446	340,323
Pension liability assumed	(2,071,000)	(1,216,000)
Settlement prices received/(paid)	856,000	690,000
Assets transferred on conversion from local authority	(21,543,067)	-
Net cash provided by operating activities	<u><u>2,561,390</u></u>	<u><u>783,137</u></u>

21. Cash flows from financing activities

	Group 2022 £	Group 2021 £
Cash inflows from new borrowing	-	(57,835)
Net cash provided by/(used in) financing activities	-	(57,835)

22. Cash flows from investing activities

	Group 2022 £	Group 2021 £
Dividends, interest and rents from investments	206	-
Purchase of tangible fixed assets	(933,664)	(802,809)
Capital grants from DfE Group	332,882	902,232
Net cash (used in)/provided by investing activities	(600,576)	99,423

23. Analysis of cash and cash equivalents

	Group 2022 £	Group 2021 £
Cash in hand and at bank	3,648,242	1,687,428
Total cash and cash equivalents	3,648,242	1,687,428

24. Analysis of changes in net debt

	At 1 September 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	1,687,428	1,960,814	3,648,242
Debt due within 1 year	(61,426)	40,509	(20,917)
Debt due after 1 year	(11,317)	(27,689)	(39,006)
	1,614,685	1,973,634	3,588,319

25. Conversion to an academy trust

On 1 January 2022 The Mandeville School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Insignis Academy Trust from Buckinghamshire Council for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Consolidated balance sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Consolidated statement of financial activities as Income from Donations and Capital Grants transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Consolidated statement of financial activities.

	Restricted funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets			
Leasehold land and buildings	-	21,543,067	21,543,067
Current assets			
Cash - representing budget surplus on LA funds	1,208,444	-	1,208,444
Local Government Pension Scheme Deficit	(2,263,000)	-	(2,263,000)
Net (liabilities)/assets			
	<u>(1,054,556)</u>	<u>21,543,067</u>	<u>20,488,511</u>

26. Pension commitments

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 August 2022.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

a. Teachers' Pension Scheme

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

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

b. Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £1,876,915 (2021 - £1,215,181).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The 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.

c. Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £715,000 (2021 - £490,000), of which employer's contributions totalled £561,000 (2021 - £387,000) and employees' contributions totalled £154,000 (2021 - £103,000). The agreed contribution rates for future years are 22.9 per cent for employers and 23.0 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.

d. Principal actuarial assumptions

	2022	2021
	%	%
Rate of increase in salaries	3.95	3.90
Rate of increase for pensions in payment/inflation	2.95	2.90
Discount rate for scheme liabilities	<u>4.25</u>	<u>1.65</u>

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

	2022	2021
	Years	Years
Retiring today		
Males	21.0	21.9
Females	24.6	25.2
Retiring in 20 years		
Males	22.3	23.3
Females	<u>26.0</u>	<u>26.6</u>

e. Share of scheme assets

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

	At 31 August 2022 £	At 31 August 2021 £
Equities	5,604,000	4,936,000
Gilts	801,000	851,000
Corporate bonds	1,282,000	1,273,000
Property	650,000	528,000
Cash and other liquid assets	247,000	123,000
Other	1,479,000	1,375,000
Total market value of assets	<u>10,063,000</u>	<u>9,086,000</u>

The actual return on scheme assets was £ (759,000) (2021 -£1,304,000).

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

	2022 £	2021 £
Current service cost	(1,429,000)	(969,000)
Interest income	159,000	116,000
Interest cost	(307,000)	(231,000)
Administrative expenses	(8,000)	(6,000)
Total amount recognised in the Consolidated statement of financial activities	<u>(1,585,000)</u>	<u>(1,090,000)</u>

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

	2022 £	2021 £
At 1 September	18,297,000	16,509,000
Conversion of academy trusts	4,352,000	-
Current service cost	1,429,000	969,000
Interest cost	307,000	231,000
Employee contributions	154,000	116,000
Actuarial (gains)/losses	(9,992,000)	1,798,000
Benefits paid	(204,000)	(110,000)
Liabilities assumed	(2,071,000)	(1,216,000)
At 31 August	<u>12,272,000</u>	<u>18,297,000</u>

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

	2022 £	2021 £
At 1 September	9,086,000	8,043,000
Conversion of academy trusts	2,089,000	-
Interest income	159,000	116,000
Actuarial (losses)/gains	(918,000)	1,188,000
Employer contributions	561,000	429,000
Employee contributions	154,000	116,000
Benefits paid	(204,000)	(110,000)
Administrative expenses	(8,000)	(6,000)
Settlement prices received/(paid)	(856,000)	(690,000)
At 31 August	<u>10,063,000</u>	<u>9,086,000</u>

f. 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 they remain 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 cease to be a member.

27. Operating lease commitments

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

	Group 2022 £	Group 2021 £
Not later than 1 year	40,277	62,119
Later than 1 year and not later than 5 years	19,233	72,717
	59,510	134,836

28. Related party transactions

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

29. Agency Arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2022 the academy trust received £26,840 and disbursed £33,116 from the fund. An amount of £0 is included in other creditors relating to undistributed funds that is repayable to ESFA. Comparatives for the accounting period ending 31 August 2021 are £24,096 received, £31,570 disbursed and £10,000 included in other creditors.

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