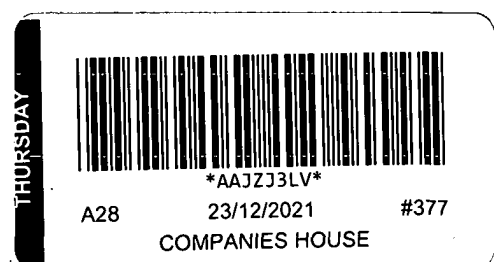


Registered number: 07669035

**Primitas Learning Partnership**  
(formerly Erasmus Darwin Academy)

Trustees' Report and Financial Statements

For the year ended 31 August 2021



**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Contents**

---

	Page
<b>Reference and administrative details</b>	<b>1 - 2</b>
<b>Trustees' report</b>	<b>3 - 15</b>
<b>Governance statement</b>	<b>16 - 19</b>
<b>Statement on regularity, propriety and compliance</b>	<b>20</b>
<b>Statement of Trustees' responsibilities</b>	<b>21</b>
<b>Independent auditor's report on the financial statements</b>	<b>22 - 25</b>
<b>Independent reporting accountant's assurance report on regularity</b>	<b>26 - 27</b>
<b>Consolidated statement of financial activities incorporating income and expenditure account</b>	<b>28</b>
<b>Consolidated balance sheet</b>	<b>29</b>
<b>Academy balance sheet</b>	<b>30</b>
<b>Consolidated statement of cash flows</b>	<b>31</b>
<b>Notes to the financial statements</b>	<b>32 - 60</b>

**Primitas Learning Partnership**  
(A company limited by guarantee)

**Reference and Administrative Details**

---

<b>Members</b>	Mr J Marsden (resigned 31 August 2021) Mr H Reynolds (resigned 31 August 2021) Mrs T Lewis (resigned 31 August 2021) Mr B O'Reilly (resigned 31 August 2021) Mrs H Sunter (appointed 1 September 2021) Mr C Harrison (appointed 1 September 2021) Mr M Wilson (appointed 1 September 2021) Mrs P Potter (appointed 24 September 2021)
<b>Trustees</b>	Mr J Marsden, Chair of Trustees Mrs T Lewis Mr H Reynolds (resigned 31 August 2021) Mr M Maydew, Principal (resigned 31 August 2021) Mr D Ennis (resigned 30 September 2021) Mr M Williams (resigned 31 August 2021) Mr B Preece (resigned 31 August 2021) Mr N Faunch, Vice Chair of Trustees (resigned 31 August 2021) Mr B O'Reilly (resigned 31 August 2021) Mr D Shelton (resigned 31 August 2021) Mrs S Kirkwood (resigned 31 August 2021) Miss O Wilkinson (appointed 28 September 2020, resigned 31 August 2021) Mr S Phillips (appointed 14 June 2021, resigned 31 August 2021) Ms S Smith (appointed 14 June 2021, resigned 31 August 2021) Ms J Buick (appointed 14 June 2021, resigned 31 August 2021) Mr N Jones (appointed 25 October 2021) Mrs E Verow (appointed 1 September 2021, resigned 3 November 2021) Mrs H Sunter (appointed 1 September 2021, resigned 24 September 2021) Mr C Harrison (appointed 1 September 2021, resigned 24 September 2021) Mr M Wilson (appointed 1 September 2021, resigned 24 September 2021) Mr D Townsend (appointed 1 September 2021) Mrs J Williams (appointed 1 September 2021)
<b>Company registered number</b>	07669035
<b>Company name</b>	Primitas Learning Partnership
<b>Principal and registered office</b>	Erasmus Darwin Academy Pool Road Burntwood Staffordshire WS7 3QW

**Primitas Learning Partnership**  
(A company limited by guarantee)

**Reference and Administrative Details (continued)**  
**For the year ended 31 August 2021**

---

**Company secretary** Mrs F Stephenson

**Principal and  
Accounting Officer** Mr M Maydew

**Executive leadership  
team**

Mr M Maydew, Principal (up until 31 August 2021)  
Mr P Walklate, Head of School (up until 31 August 2021)  
Mrs F Stephenson, Director of Finance (up until 31 August 2021)  
Mrs S Barton, Deputy Head of School (up until 31 August 2021)  
Mr D Shipman, Assistant Principal (up until 31 August 2021)  
Mrs R Copestake, Assistant Principal (up until 31 August 2021)  
Mr C Briggs, Assistant Principal (up until 31 August 2021)  
Mr A Foster, Assistant Principal (up until 31 August 2021)  
Mr B Maddox, Assistant Principal (up until 31 August 2021)  
Mr M Maydew, Executive Headteacher (from 1 September 2021)  
Mr M Wilkes, Deputy Executive Headteacher (from 1 September 2021)  
Mrs F Stephenson, Chief Finance Officer (from 1 September 2021)

**Independent auditor** Dains LLP  
15 Colmore Row  
Birmingham  
B3 2BH

**Bankers** Lloyds Bank Plc  
3 Market Place  
Cannock  
Staffordshire  
WS11 1BD

**Solicitors** Anthony Collins Solicitors LLP  
134 Edmund Street  
Birmingham  
B3 2ES

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Trustees' report**  
**For the year ended 31 August 2021**

---

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

Until 31 August 2021 the Trust operated a single Academy, Erasmus Darwin Academy. Since 1 September 2021, the Trust has been operating two academies, Erasmus Darwin Academy and Highfields Academy, as a Multi-Academy Trust, Primitas Learning Partnership. The Multi Academy Trust serves pupils aged 4 to 18 in Burntwood, Staffordshire and the surrounding areas.

**Structure, governance and management**

**a. Constitution**

On 1 September 2021 the Single Academy Trust which operated Erasmus Darwin Academy converted to Multi Academy Trust status and Primitas Learning Partnership was formed. Also on 1 September 2021, Highfields Primary School became an academy in order to join Primitas Learning Partnership. The four Members of the Single Academy Trust unanimously agreed to the change of status and the Multi Academy Trust was formed with their full support and with the full support of the Trustees. Upon the adoption of revised Articles of Association on 18 August 2021, but with effect from 1 September 2021, the Members and Trustees resigned and were replaced with four new Members and seven new Trustees. Out of the four members who resigned, two did so to remain as local governors at EDA and two did so to take on the role of Trustee on the new Trust Board. The Trustees resigned from their place on the SAT's Board in order to remain as local governors at EDA, with the exception of two who resigned in order to become Trustees of the MAT. No current Members serve as Trustees and no Members or Trustees serve on any local governing body as the MAT is determined to maintain clear lines of separation between the different tiers of governance.

The Company's Memorandum and Articles of Association are the primary Trustees' documents for the Company. The Company does not have share capital. Every Member of the Company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a Member, or within one year after he/she ceases to be a Member, such amount as may be required, not exceeding £10 for the debt and liabilities contracted before he/she ceases to be a Member.

The Trustees act as the Trustees for the charitable activities of Primitas Learning Partnership Limited and are also the directors of the Charitable Company for the purposes of company law. The Charitable Company is known as Primitas Learning Partnership.

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

**b. Members' liability**

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

**c. Trustees' indemnities**

Since the incorporation of the Charitable Company on 1 July 2011 the Trustees (Directors) have been indemnified in respect of their legal liability for financial loss arising as a result of a negligent act, accidental error or omission in the course of their official duties. As explained in Note 13 to the Financial Statements the limit of this indemnity is £10,000,000.

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

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

The processes for appointing or electing the various types of Trustees at Erasmus Darwin Academy are as follows:

1) The Members may appoint by ordinary resolution up to 7 Trustees. Such appointments are usually made following consultation by the Members with the Trustees of the School.

**2) Parent Trustees**

If no provision is made for at least 2 Parent Governors on each established Local Governing Body, there shall be a minimum of two Parent Trustees. Parent Trustees shall be elected by parents of registered pupils at Primitas academies. A Parent Trustee must be a parent of a pupil at a Primitas Academy at the time when he/she is elected.

The Trustees shall make all necessary arrangements for, and determine all other matters relating to, an election of Parent Trustees, including any question of whether a person is a parent of a registered pupil at any Primitas Academy. Any election of Parent Trustees which is contested shall be held by secret ballot.

The arrangements made for the election of a Parent shall provide for every person who is entitled to vote in the election to have an opportunity to do so by post or, if he/she prefers, by having his ballot paper returned to the Academy Trust by a registered pupil at the Academy.

Where a vacancy for a Parent Trustee is required to be filled by election, the Trustees shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent of a registered pupil at the Academy is informed of the vacancy and that it is required to be filled by election, informed that he is entitled to stand as a candidate, and vote at the election, and given an opportunity to do so.

The number of Parent Trustees required shall be made up by Parent Trustees appointed by the Trustees if the number of parents standing for election is less than the number of vacancies.

In appointing a Parent Trustee, the Trustees shall appoint a person who is a parent of a registered pupil at the Academy; or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

**4) Co-opted Trustees**

The Trustees may appoint Co-opted Trustees. A 'Co-opted Trustee' means a person who is appointed to be a Trustee by being Co-opted by Trustees who have not themselves been so appointed. The Trustees may not co-opt an employee of the Academy Trust as a Co-opted Trustee if thereby the number of Trustees who are employees of the Academy Trust would exceed one third of the total number of Trustees (including the Principal).

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

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

**Induction**

New Trustees receive an established and well planned induction, along with a named Trustee to act as mentor to assist with any queries in the first few months as a new Trustee.

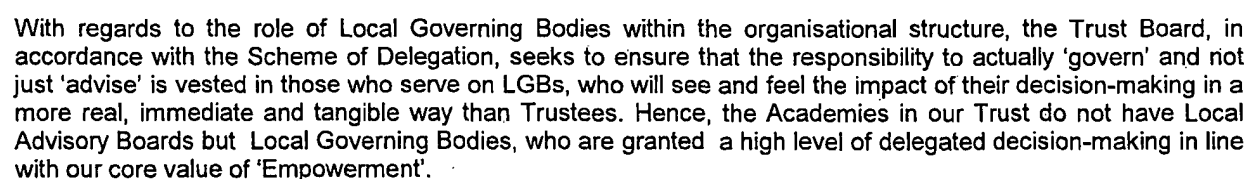
New Trustees also receive a comprehensive induction documentation detailing the roles and responsibilities of the Trustees Body, recent minutes, Trustees Body Handbook, etc. A familiarisation meeting is held with the Chief Executive to include a tour of the school and also a one:one induction meeting with the Chair of Trustees.

**Trustee Training**

The Trust Board encourages all Trustees to participate in training relevant to their strategic governance needs. The Trust Board will provide an annual programme of training and details will be available from the Trust Board's Governance Professional. Permission to attend training, where there is a cost to the Academy, must be obtained from the Trustees Body (or if there is insufficient time, from the Chair of the Trustees Body or Training Link (if appointed)). All necessary arrangements for training must be made via the Governance Professional.

#### f. Organisational structure

This is the structure of the Multi-Academy Trust from 1 September 2021.





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

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

Our Trust believes that LGBs are able to scrutinise key areas of a school's financial probity and performance in greater depth and with a more detailed understanding of the school's context, than the Trust Board. LGBs have a critical "eyes and ears" role that both the Trust and LGBs themselves need to take seriously in order to discharge the governance responsibilities of ensuring that voices are heard and account is rendered effectively in all MAT schools at local level.

Therefore, although advice and guidance may be sought from or offered by the Trust Board and Executive Leadership Team, decisions for setting the pay and remuneration of key management personnel of individual academies sits with the Local Governing Body.

The rules for determining the pay of key management personnel of individual academies are set out in the School Teacher's Pay and Conditions Document (STPCD.) Academies can set their own pay and conditions, but the governing bodies of each Primitas Academy continues to follow the STPCD recommendations when establishing a pay range for the headteacher and senior leaders. As directed by the STPCD, the pay range for Leadership roles does not exceeded the maximum of the respective Leadership positions determined by the size of the Academy.

With regards to setting the pay and remuneration of the Executive Headteacher/CEO, this sits with the Trust Board.

**h. Trade union facility time**

**Relevant union officials**

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

**Percentage of time spent on facility time**

Percentage of time	Number of employees
0%	-
1%-50%	3
51%-99%	-
100%	-

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

Total cost of facility time	-
Total pay bill	5,353,447
Percentage of total pay bill spent on facility time	- %

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
---	-----

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Trustees' report (continued)**  
**For the year ended 31 August 2021**

---

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

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

Erasmus Darwin Academy and Highfields Primary Academy are both is a converter academy; they are not sponsored.

On 8 May 2012, the Single Academy Trust at the time incorporated Erasmus Darwin Trading Limited, a wholly owned trading subsidiary company, which from 1 September 2012 managed the Academy's trading activities. The Governors voted annually to donate any surplus from the Trading activities to the Academy, thus forming a contingency fund for the budget set which has helped grow reserves and/or inject extra funding towards capital projects. However, after changes in Law, there is no longer any benefit to retaining the lettings in a separate company and so, in line with Primitas's Scheme of Delegation, EDA's made the financial decision to migrate all operations and assets to Erasmus Darwin Academy and retain the Erasmus Darwin Trading Company as a dormant company.

**Objectives and activities**

**a. Objects and aims**

Primitas Learning partnership has a very clear aim of *"Empowering and enabling schools to work together to provide the kind of education that every child needs and deserves"* because we believe that:

1. Education improves lives and maximises life chances.
2. Everyone has the potential to achieve much more than they realise.
3. Children only have one life and one chance at an education and so they need and deserve the best.

**b. Objectives, strategies and activities**

In our pursuit of fulfilling our core aim of *"providing an education that every child needs and deserves"* we maintain an unswerving focus on 'the four C's':

- **Curriculum innovation**, leading to an inspiring learning journey and impressive outcomes.
- **Cultural capital**, to help children and young people develop into aspirational, well-rounded, employable and productive citizens.
- **Climate for learning**, where the school environment is conducive to children feeling safe and thriving physically, mentally, emotionally and socially.
- **Community involvement**, whereby community resources are fully utilised and the community is served in life-affirming and vibrant ways.

And as strive to fulfil our core aim, we put people first, making sure that we:

- are unequivocally child-centred, being prepared to go the extra mile when meeting the needs and aspirations of our children and young people.
- are absolutely committed to staff wellbeing, so that all Primitas employees feel cared for, valued, listened to and professionally equipped to do their jobs to the highest standard.
- see every school and every individual as being of prime importance with something unique and valuable to contribute.

And as we strive to fulfil our core aim and engage in strategic school improvement activities, we strive to do so in accordance with our core values which inform our decision-making, shape our growth:

**Collaboration.** Life is not a solo activity but a team pursuit, where we need each other in order to thrive and succeed. Therefore, exemplary working relationships, which take full account of the viewpoints and feelings of others, are actively promoted and always expected.

### Objectives and activities (continued)

**Inclusivity.** Everyone associated with the Trust is equally valued and respected as a unique individual with enormous potential, who has something precious and worthwhile to contribute to the whole.

**Empowerment.** Individuals and teams are actively encouraged and supported to enjoy ownership, take responsibility, demonstrate a 'can-do' attitude, make decisions and believe that they can achieve great things.

**Innovation.** We are always prepared to ask searching questions, try new things, 'think outside of the box' for answers and to take calculated risks in order to make things better.

**Resilience.** Trying and failing should be seen as a valuable learning experience and the need to deal with challenging circumstances should be expected and prepared for as an integral part of life.

**Integrity.** We are acutely aware that we are using public funds in order to deliver a high quality education for the public benefit. Therefore, in everything we do, we aim to operate in the most responsible ethical, trustworthy and authentic way possible.

**Excellence.** Everyone associated with Primitas has the potential to reach the very highest of standards in everything that they do. Therefore, we benchmark and work with the best, never settle for mediocrity and seek to make 'being exceptional' and 'exceeding expectations' the norm.

### c. Public benefit

Our Trust is acutely aware that, as a charity, we have a statutory, legal duty, in accordance with the Charity Act 2011, to serve society by "*advancing charitable purposes for the public benefit*". And three of the charitable purposes which our MAT must fulfil are:

- 4. *The Advancement of Education*
- 7. *The Advancement of Citizenship or Community Development*
- 9. *The Advancement of Amateur Sport*

With regards to No.4 above, the Charity Act 2011 states the following:

*"To be a charitable purpose for the public benefit, education must be capable of being 'advanced'. This means to promote, sustain and increase individual and collective knowledge and understanding and specific areas of study, skills and expertise."*

And Primitas Learning Partnership prides itself on being a truly collaborative venture, absolutely committed to facilitating the sharing of skills and expertise in order to advance educational excellence. This is our key charitable purpose.

With regards to No.7 above, the Charity Act 2011 states the following:

*"The advancement of citizenship or community development covers a broad group of charitable purposes directed towards support for social and community infrastructure which is focused on the community rather than the individual."* And, Primitas's vision of providing "*an education which every child needs and deserves*" depends upon the successful pursuit of the 4 C's, one of which is "**Community involvement**, whereby community resources are fully utilised and the community is served in life-affirming and vibrant ways."

With regard to No. 9 above, the Charity Act 2011 states the following:

*"The advancement of amateur sport means the advancement of any sports or games which promote health by involving physical or mental skill or exertion and which are undertaken on an amateur basis."*

Indeed, due to Erasmus Darwin's heritage as a Specialist Sports College with a strong track-record of promoting amateur sport within the community, the Trust has outstanding sporting facilities and expertise and a sports games organiser which can be utilised for the public benefit.

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Trustees' report (continued)**  
**For the year ended 31 August 2021**

---

**Strategic report**

**Achievements and performance**

**a. Key performance indicators**

Most of the Academy's income is obtained from the DfE via the ESFA in the form of its General Annual Grant (GAG), the use of which is restricted to particular purposes; i.e. the objects of the Academy Trust. The GAG received during the period covered by this report and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy is also in receipt of the Devolved Formula Capital Grant (DFC) and Capital bid income from the Conditional Improvement Fd (CIF) bids, both funded by the ESFA. In accordance with the Academies Accounts Direction 2020-2021, grants received are shown in the Statement of Financial Activities (SOFA) as restricted fixed asset funds.

On conversion of EDA on 1 July 2012, with the formation of the Single Academy Trust, all of the fixed assets of the former foundation school were transferred to the new Academy Trust and are shown as restricted fixed asset funds. The balance sheet restricted fixed asset fund is reduced by depreciation charges over the expected useful life of the assets concerned.

Expenditure for the period covered by this report was covered by the GAG received from the ESFA and other income, such as voluntary income, activities for generating funds and capital grant income.

The combined General Restricted Fund and Unrestricted Fund show a carry forward surplus, before the actuarial losses on defined benefit pension schemes, of £706,417 (2020 - £602,388). Trustees are acutely interested in strategic financial matters and the importance of balanced budget spending on the current cohorts and the required curriculum investment to support a balanced curriculum whilst supporting decisions to withdraw subjects if not financially viable in the long term. Equally the Trustees are aware of the funding difficulties educational institutions are faced within the sector as a whole and are keen to ensure adequate reserves so that it can continue to operate as a going concern. There has been no in year deficit since 2013/14 when reserves went below adequate levels. However, careful financial management has meant that reserves have grown incrementally to ensure a secure level of sustainability for Academy operations, without the need for staff re structure. This is because all key decisions take account of any financial impact to ensure the Academy operates within its planned funding streams in the years since. The Academy Trust continues to uphold tight financial budgetary control procedures and have again operated within planned budgets for the last three Academic years and have also managed to grow a moderate level of reserves. The allocation between in year spending to meet the needs of students has not been impacted by the reserve growth, 99% of Academy income before donations from the Trading company have been spent in year. The Trustees are aware that lagged funding of the increasing number on roll means the beneficial additional funding is not seen until the following year, albeit expenditure on staffing and other resources is still needed in current year.

When looking further ahead, indicators forecast, that the benefit of student numbers of smaller year groups finishing will be replaced by the larger year group numbers (where GAG funding is not reduced further by the Government being out of the control of the Trustees) will cease to mitigate known increases in the main cost areas as the Academy has reached maximum capacity intake, unable to accommodate additional student numbers within the current physical buildings. Trustees are aware that the Academy has seen an incremental increase in funding during this first two transition years of the National Funding Formula (NFF) and that this will be higher next year. They are also aware that the Teachers Pay grant has been awarded as an additional income stream to cover the increase over and above the capped percentage Teachers pay award in addition to the Teacher Pension increase award. Nationally, the NFF and Teachers Pay/Pension award however has fallen short of the many other staff cost increases (associate increases) which mean a large number of schools cutting staff affecting educational provision, particularly where they have received no increase from the NFF. The costs of Covid 19 for the Academic Year were negated by income received covering mass testing, the school was also in Lockdown to the majority of students in January and February meaning reduced utility bills, photocopying and a reduction in the full examination costs from Exam Centres, the lockdown did also negate the need for Cover

**Strategic report (continued)**

**Achievements and performance (continued)**

staff for this period however due to Covid absence, cover costs were extremely high across the year given the school was shut for 2 of the 9 months it is usually open, in fact Cover on occasion has been unavailable as all agency staff have been deployed elsewhere. With school operations returning back to normal since March 2021 and the ongoing threat Covid 19, the Trustees are aware that related cover and cleaning costs will have no budgeted offset as no additional income has been granted to cover these Covid inflated cost areas.

Equally some capital funding routes have also been withdrawn due to Covid 19 e.g. Sport England bids suspended for Tennis court bid. Covid 19 will lead to a depletion of reserves for this Academic year below planned levels unless alternative funding is forthcoming. The Trustees remain concerned with the reduced funding in real terms schools are receiving but rising cost base with increasing staff costs, due to unfunded teacher and associate staff wage rises and associate pension cost for the Staffordshire LGPS, on the horizon. There has been a pay freeze for Teaching staff for September 2021 which was budgeted at 2% however as yet, the pay increase for associate staff, to be dated back to April 2021 remains unconfirmed at this point as Staffordshire Unions have not accepted the NJC offer, hence there is a built in assumption of 3% in the balance sheet accruals, this type of uncertainty makes it extremely hard for Trusts to accurately budget when costs dating back to April 2021 are still unknown. Trustees are aware of the large deficit that the Local Government Pension Scheme is reporting, the ESFA has underwritten the LGPS deficit, there will be likely increases in costs to the Trust, likewise increases to Employer contributions for Teachers Pensions. (See Note 25 to the Financial Statements).

**b. Going concern**

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

**c. Review of activities**

**Exam Analysis 2020 to 2021**

EDA's GCSE and A Level Results were based on Teacher Assessed Grades this year, owing to the cancellation of national, external examinations in the summer of 2021. Therefore, TAGs became the 'exam results' for both GCSE and A Level. And, although these grades were the result of lengthy and rigorous standardization and moderation processes involving multiple staff, there is no doubt that staff would have erred on the side of generosity whenever decisions had to be made on 'borderline' grades.

Consequently, our 'exam results' were exceptionally strong in terms of both attainment and progress in all subject areas and with all pupil groups, although these cannot be regarded as validated data. Frustratingly, our tracking and data analysis processes showed that GCSE and A Level results were on track to be exceptional if exams had gone ahead, before the second lockdown happened.

Since 1 September 2021, collaboration between EDA and Highfields has been planned systematically and has begun happening routinely. A School Improvement Forum, Safeguarding Forum, Inclusion Forum and LGB Forum have now been established and are leading to school improvement work which is beginning to make a positive impact in the lives of children/young people, staff and the local community.

**Strategic report (continued)**

**Financial review**

**a. Reserves policy**

The level of reserves held takes into account the nature of income and expenditure streams. The financial risks identified determine the amount of reserves the Trust targets to hold. When considering an appropriate level of reserves, the Trustees consider:

- the risk of unforeseen emergency or other unexpected need for funds
- covering unforeseen day to day operational costs, for example employing temporary staff to cover a long term sickness absence
- a fall in a source of income, such as lettings
- planned commitments, or designations, that cannot be met by future income alone, for example plans for a major capital project
- the need to ensure sufficient working capital to cover delays between spending and receipt of grants
- fluctuations in income caused by changes in student numbers or fluctuations caused by changes to the funding formula.

The current level of reserves held takes into account the nature of income and expenditure streams. The current level of free reserves is £639,721 (2020 - £545,220), being the total unrestricted and restricted revenue reserves less £66,696 (2020 - £57,168) of reserves, which have been designated to the astroturf repair fund. The Trust is aware of the need to match them with commitments, including future capital projects, and the need to maintain sufficient reserves to cover any unexpected urgent expenditure requirements.

Included within the restricted fixed asset fund are unspent reserves of £331,887, being £278,760 of Conditional Improvement Fund (CIF) funding, which is to be spent on specific future capital projects together with £45,097 of Devolved Formula Capital (DFC) funding, available for the trustees to spend on future capital projects.

The MAT will need to grow reserves gradually and aims to do this from the Central Fee by keeping central operations running in an efficient way, many staff roles being split incrementally between the respective Academies and the MAT as the MAT grows organically. The individual Academies will retain autonomy and have responsibility to manage their own budgets and reserves in accordance with our Scheme of Delegation.

The Trustees have identified a number of priorities for capital projects to improve the Academy's facilities including the on going need to replace substantial portions of the Academy's ICT infrastructure each year. The Academy will utilize the annual Devolved Capital Grant, income from Lettings and bid for other grants in order to fund capital projects as the level of GAG funding only funds normal operational activities. The level of reserves will be kept under review by the Trustees.

**b. Investment policy**

The Academy currently has no material investments although has a deposit account (32 day notice) within the same bank as the current account to benefit from a higher rate of interest.

### **c. Principal risks and uncertainties**

As a Single Academy Trust, Erasmus Darwin Academy has been undertaking a comprehensive assessment of possible risks to its future in accordance with its risk register. It also finalised a thorough due diligence process with Highfields Primary School to ensure that there were no significant risks to EDA by forming a MAT with them.

The chief risks identified include:

**Operational Risk– Pandemic.** The Academy in mitigation of this risk during the Covid crisis has made much progress in terms of business continuity having maintained education via remote delivery during the Covid epidemic. This was not a localised epidemic and therefore student outcomes were in terms of results were based upon our predictions. There is a residual unknown risk on the impact of this pandemic on medium and longer term educational outcomes due to a national pandemic, given this is a national crisis, the DfE are trying to ensure parity and fairness in outcomes. The Academy are monitoring who has been impacted most and channelling resources to assist with catch-up e.g. IT, academic and pastoral intervention. Likewise, KS2 SATS were cancelled again in May 2021.

**Operational Risk– Information Security Risk.** The Academy in mitigation of this risk has held an all staff briefing on data security and the responsibility of the Academy as a data controller. All staff are fully aware of the procedures for data security and this is also outlined in the Staff Code of Conduct. Since September 1st, Primitas has appointed a named DPO for the Trust, from Staffordshire County Council's Information Governance Team, with the previous DPOs in the individual schools becoming DP leads. This has provided an extra layer of data protection vigilance within Primitas's organisational structure.

**Health and Safety Risk– Building Condition.** The EDA operates out of a building built in the 1970s. We have been awarded grant funding to improve the building fabric and the Academy will actively continue to 'chase' funding opportunities although most known high cost, high risk building projects have been successfully funded via CIF bids. Thorough due diligence took place with Highfields, with particular attention paid to the fabric and condition of the building and it was judged to be in good condition, with significant capital projects (E.g. roof) having brought about significant improvements in the previous three years.

**Finance Risk– ESFA Funding.** Our Academies are reliant on the funding received from the ESFA. This funding is pupil-led. Both Academies will continue to proactively recruit students mitigate the risk of loss of funding at EDA, which is operating beyond its net capacity, the 6th Form continues to be the only area of potential growth. Trustees have agreed that the EDA's trading budget provides an in year reserve/buffer for the main Academy but not to include in budget submissions to the ESFA.

**Strategic Growth Risk –** Now that we have formed a MAT, we are mindful that we are a small MAT with limited resources. We are aware of the risks associated with trying to operate like a large MAT, with regard to overstressing resources (staff or finances). We are confident that we will grow to a MAT of 4 or 5 academies within the next two years and we are determined to retain financial probity and grow responsibly.

Since 1 September 2021, an Audit and Risk Committee has been formed and has met to plan the programme of internal scrutiny for this academic year in accordance with our risk register and in collaboration with a company which specialises in internal audit services for MATs.

### **Fundraising**

Erasmus Darwin Academy raises funds for a number of registered charities. These funds are raised through sponsorship and donations; there is no obligation for any child nor parent to donate. All funds and donations collected are given to the relevant charity in a timely manner.

### **Plans for future periods**

Primitas Learning Partnership will continue to work with primary and secondary schools in the local area in order to maintain the growth and development of Multi-Academy Trust which is:

**1. Cross-phase**, thus facilitating the following educational benefits for all Trust schools:

- a) Regular peer support and the sharing of best practice with schools in the same phase, to maintain continual improvement
- b) Regular, meaningful collaboration with schools in other phases to inform strategic planning with regards to:
  - i) Curriculum progression through all key stages (1-5)
  - ii) The development of children's broader, personal skills, through exciting enrichment activities, in preparation for both the next phase of their education and their future lives in modern Britain.

**2. Truly collaborative**, where all member-schools retain a strong voice and are empowered through regular consultation on the vision, values, operation, growth and development of the Trust.

**3. Passionate about making a difference locally**, serving the educational and broader, personal needs of young people in the local geographical area and making a positive difference in the local community. This requires close geographical proximity between all Trust schools, in order to facilitate meaningful collaboration and the efficient sharing of resources.

Indeed, with regards to growing a Trust where there is close proximity between all member schools, EDA and Highfields are well-placed, geographically, to achieve this. The following points illustrate this:

- There are two other primary schools within a 2 mile radius of both EDA and Highfields, who have engaged in initial discussions and have declared an interest to explore joining IELT once established.
- There are other schools, both primary and secondary within a 3 mile radius of both EDA and Highfields, who have engaged in preliminary, exploratory discussions.
- Within a 10 mile radius of WS7, there are over 150 maintained, stand-alone schools.
- Within a 15 mile radius of WS7, there are over 300 maintained, stand-alone schools..

Furthermore, approximately half of EDA's 32 feeder primary schools are currently maintained stand-alone schools, with many of these being schools that EDA and/or Highfields have positive relationships with.

Therefore, we have a growth strategy which is realistic and attainable:

**By the end of Year 1**, we are confident that we will grow to be a Trust of at least 4 schools. Advanced discussions taking place with Holly Grove Primary School and Ridgeway Primary School for a while, who have now made an application to join Primitas

**By end of Year 2**, we expect to be a MAT of at least 5 schools. There are promising, preliminary discussions with-and expressions of interest from-several other local schools and we are confident that these will come to fruition once the MAT is formed.

**By the end of Year 3**, we aim to be a MAT of 6 schools or more. Once this point is reached, we will look to evolve into a District Hub model of organisation to maintain a 'small MAT' feel where all schools maintain close and meaningful relationships with schools within their geographical locality.

We are very mindful that 'big is best for business efficiencies' whereas 'small is best for educational impact' and we will be very mindful of the need to maintain a 'small MAT mind-set' as we continue to grow.

We will also continue to be mindful of the fact we should never adopt an aggressive, expansionist recruitment strategy. We will keep on doing the right things in the right way and growing organically through working with like-minded schools who want to be a part of what we are trying to achieve.



**Primitas Learning Partnership**  
(A company limited by guarantee)

**Trustees' report (continued)**  
**For the year ended 31 August 2021**

---

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

There are no funds held as custodian.

**Disclosure of information to auditor**

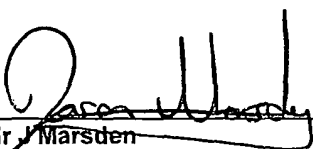
Insofar as the Trustees are aware:

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

**Auditor**

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 9 December 2021 and signed on its behalf by:

  
Mr. J. Marsten  
Chair of Trustees

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Governance Statement**

---

**Scope of responsibility**

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

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

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

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The board of Trustees has formally met 8 times during the year.

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

Trustee	Meetings attended	Out of a possible
Mr J Marsden, Chair of Trustees	7	8
Mrs T Lewis	7	8
Mr H Reynolds	7	8
Mr M Maydew, Principal	7	8
Mr D Ennis	8	8
Mr M Williams	0	8
Mr B Preece	7	8
Mr N Faunch, Vice Chair of Trustees	7	8
Mr B O'Reilly	7	8
Mr D Shelton	5	8
Mrs S Kirkwood	8	8
Miss O Wilkinson (appointed 28/09/2020)	8	8
Mr S Phillips (appointed 14/06/2021)	1	1
Ms S Smith (appointed 14/06/2021)	1	1
Ms J Buick (appointed 14/06/2021)	1	1

**Governance Statement (continued)**

---

**Review of value for money**

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

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

- Strategic Value for Money has been a primary focus of the Trust which has been demonstrated by the improvements in financial results and management. The Trust has taken account of the dynamic financial parameters when planning strategically. This has resulted in alternate decisions which may have otherwise been taken to fulfil a short term requirement due to the longer term impact assessments. This management style means choices are fully costed prior to implementation. During a time where austerity is affecting many educational institutions, we have remained financially stable without staff re-structuring which may have adversely affected future performance. The Trust has therefore delivered strategic value for money as there have been improvements in performance for students and in the physical environments to learn and work for students and staff, all of which achieved within the Trusts annual budget or grants awarded for those exact purposes.
- Capital Value for Money has been demonstrated where the Trust has invested in capital projects surrounding improvements in facilities through use of grants which would not then mean reliance and use of its other limited revenue streams. Major capital projects of replacing toilets within the main building and replacing the kitchen and expanding/renovating the canteen, classroom cooling and roof have all completed within budget and therefore not exhausted any of the Academy's other limited revenue streams. IT replenishment plans have seen a laptop rollout at a marginal extra cost than desktops for all teaching staff and mobile associate staff which has increased efficiency of teaching time with reduced IT interruption issues logging in/out and improved staff Secure internal and external site access, additional theatre seating, an additional classroom and a carpark extension were all completed in recent years. Use of donations from the Highways agency, local business and operational leases have assisted the affordability of capital assets. The theatre investment will benefit from an increase in capacity and income for concerts and shows with a forecast 10year payback. Other key assets have been maintained. A CIF grant has funded a new fire system and fire doors which will also enhance operational flexibility for multiple emergency scenario invocations which could ultimately save lives, the corridor door configuration will help reduce congestion in corridors as well as freshening up the décor and appearance across the Academy.
- Operational Value for Money has been demonstrated with numerous decisions taken which the Trust has supported to make certain operations more efficient. New copiers have seen a reduced rate per copy for the next three years. The electronic communications system, has seen communication cost savings as is now embedded and the app used for the majority of Academy communication sent to parents. A re-structure within facilities management areas has seen cost savings in smaller site projects and overall catering provision which has extended hours of service due to the change in Academy day, within the same contracted number of hours and also seen improved quality in the product provision.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Primitas Learning Partnership for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements.

**Governance Statement (continued)**

---

**Capacity to handle risk**

The board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 1 September 2020 to 31 August 2021 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

**The risk and control framework**

In 2020-21, EDA's system of internal financial control was based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it included:

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

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Mr H Reynolds and Mr B Preece, both Trustees, to carry out a programme of internal checks.

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

- Payroll process and its link to the academy budget and forecasts.
- Purchasing processes
- Income analysis

On an annual basis, the reviewers report to the board of Trustees through the board of trustees on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The reviewers' report that in the areas reviewed there were no material concerns found.

Moving forward, the Multi Academy Trust has formed an Audit and Risk Committee, which will meet for a minimum of three times per year. The committee will work with an external, objective scrutineer, appointed by the Trust, to carry out a programme of internal scrutiny, as informed by our risk register, before reporting findings and recommendations to the Trust Board on an annual basis.

The programme of internal scrutiny will cover financial matters such as:

- Payroll process and its link to the academy budget and forecasts.
- Purchasing processes and procurement
- Income analysis

It will also cover non-financial matters such as:

- Safeguarding
- Data protection
- Academic performance

**Governance Statement (continued)**

---

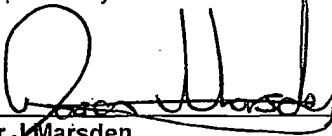
**Review of effectiveness**

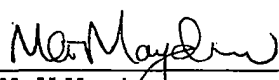
As accounting officer, the Executive Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- on discharge of the Board of Trustees financial decisions to help the committee consider actions and assess year on year progress;
- the work of the external auditor;
- the work of the internal reviewers;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the members of the Board of Trustees on 9 December 2021 and signed on their behalf by:

  
Mr J Marsden  
Chair of Trustees

  
Mr M Maydew  
Executive Headteacher and Accounting officer

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

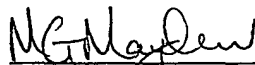
**Statement on Regularity, Propriety and Compliance**

---

As accounting officer of Primitas Learning Partnership I have considered my responsibility to notify the Academy board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2020.

I confirm that I and the Academy board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academies Financial Handbook 2020.

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



**Mr M Maydew**  
Executive Headteacher and Accounting Officer

Date: 9 December 2021

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Statement of Trustees' responsibilities**  
**For the year ended 31 August 2021**

---

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction published by the Education 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:

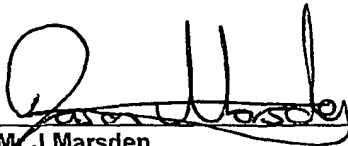
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2020 to 2021;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the Board of Trustees on 9 December 2021 and signed on its behalf by:

  
Mr J Marsden  
Chair of Trustees

**Independent Auditor's Report on the financial statements to the Members of Primitas Learning Partnership**

---

**Opinion**

We have audited the financial statements of Primitas Learning Partnership (the 'parent Academy') and its subsidiary (the 'Group') for the year ended 31 August 2021 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 2020 to 2021 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Academy's affairs as at 31 August 2021 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 2020 to 2021 issued by the Education and Skills Funding Agency.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's 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.



**Primitas Learning Partnership**  
(A company limited by guarantee)

**Independent Auditor's Report on the financial statements to the Members of Primitas Learning Partnership (continued)**

---

**Other information**

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

We have nothing to report in this regard.

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

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

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

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

In the light of our knowledge and understanding of the 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 Trustees' responsibilities statement, 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.

**Independent Auditor's Report on the financial statements to the Members of Primitas Learning Partnership (continued)**

---

**Auditor's responsibilities for the audit of the financial statements**

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the Academy sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 3 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors;

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Independent Auditor's Report on the financial statements to the Members of Primitas Learning Partnership (continued)**

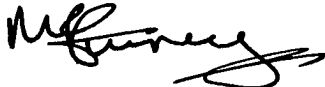
---

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's 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 Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Mark Gurney FCCA (Senior statutory auditor)**

for and on behalf of  
**Dains LLP**

Statutory Auditor  
Chartered Accountants

Birmingham

9 December 2021

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Independent Reporting Accountant's Assurance Report on Regularity to Primitas Learning Partnership and the Education & Skills Funding Agency**

---

In accordance with the terms of our engagement letter dated 5 October 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2020 to 2021, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Primitas Learning Partnership during the year 1 September 2020 to 31 August 2021 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Primitas Learning Partnership's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Primitas Learning Partnership's funding agreement with the Secretary of State for Education dated 30 June 2011 and the Academies Financial Handbook, extant from 1 September 2020, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Independent Reporting Accountant's Assurance Report on Regularity to Primitas Learning Partnership  
and the Education & Skills Funding Agency (continued)**

---

**Conclusion**

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



**Dains LLP**

Statutory Auditor  
Chartered Accountants  
Birmingham

Date: 9 December 2021

**Primitas Learning Partnership**  
(A company limited by guarantee)

**Consolidated Statement of financial activities (incorporating income and expenditure account)**  
**For the year ended 31 August 2021**

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £	Total funds 2020 £
<b>Income from:</b>						
Donations and capital grants	4	18,336	-	728,922	747,258	319,392
Charitable activities:	5					
Funding for the academy trust's educational operations		20,625	6,110,901	-	6,131,526	5,668,268
Other trading activities	6	149,843	14,645	-	164,488	198,567
Investments	7	212	-	-	212	1,459
<b>Total income</b>		<b>189,016</b>	<b>6,125,546</b>	<b>728,922</b>	<b>7,043,484</b>	<b>6,187,686</b>
<b>Expenditure on:</b>						
Raising funds	8	21,990	-	-	21,990	21,834
Charitable activities:	8					
Academy trust educational operations		102,239	6,274,213	488,581	6,865,033	6,380,462
<b>Total expenditure</b>		<b>124,229</b>	<b>6,274,213</b>	<b>488,581</b>	<b>6,887,023</b>	<b>6,402,296</b>
<b>Net income/(expenditure)</b>		<b>64,787</b>	<b>(148,667)</b>	<b>240,341</b>	<b>156,461</b>	<b>(214,610)</b>
Transfers between funds	19	-	(93,091)	93,091	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>64,787</b>	<b>(241,758)</b>	<b>333,432</b>	<b>156,461</b>	<b>(214,610)</b>
Actuarial losses on defined benefit pension schemes	25	-	(744,000)	-	(744,000)	(74,000)
<b>Net movement in funds</b>		<b>64,787</b>	<b>(985,758)</b>	<b>333,432</b>	<b>(587,539)</b>	<b>(288,610)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		517,975	(2,630,587)	8,743,897	6,631,285	6,919,895
Net movement in funds		64,787	(985,758)	333,432	(587,539)	(288,610)
<b>Total funds carried forward</b>		<b>582,762</b>	<b>(3,616,345)</b>	<b>9,077,329</b>	<b>6,043,746</b>	<b>6,631,285</b>

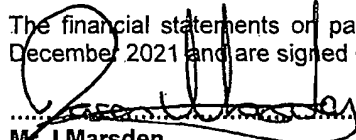
The notes on pages 32 to 60 form part of these financial statements.

**Primitas Learning Partnership**  
**(A company limited by guarantee)**  
**Registered number: 07669035**

**Consolidated balance sheet**  
**As at 31 August 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	14	8,745,452	8,743,896
<b>Current assets</b>			
Stocks	16	1,451	1,116
Debtors	17	820,256	257,604
Cash at bank and in hand		889,554	931,422
		<u>1,711,261</u>	<u>1,190,142</u>
Creditors: amounts falling due within one year	18	(672,967)	(587,753)
<b>Net current assets</b>		<u>1,038,294</u>	<u>602,389</u>
<b>Total assets less current liabilities</b>		<u>9,783,746</u>	<u>9,346,285</u>
Defined benefit pension scheme liability	25	(3,740,000)	(2,715,000)
<b>Total net assets</b>		<u><u>6,043,746</u></u>	<u><u>6,631,285</u></u>
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Restricted fixed asset funds	19	9,077,329	8,743,897
Restricted income funds	19	123,655	84,413
		<u>9,200,984</u>	<u>8,828,310</u>
Restricted funds excluding pension liability	19	9,200,984	8,828,310
Pension reserve	19	(3,740,000)	(2,715,000)
<b>Total restricted funds</b>	19	<u>5,460,984</u>	<u>6,113,310</u>
Unrestricted income funds	19	582,762	517,975
<b>Total funds</b>		<u><u>6,043,746</u></u>	<u><u>6,631,285</u></u>

The financial statements on pages 28 to 60 were approved by the Trustees, and authorised for issue on 09 December 2021 and are signed on their behalf, by:

  
**Mr J Marsden**  
Chair of Trustees

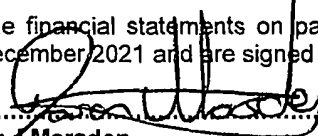
The notes on pages 32 to 60 form part of these financial statements.

Primitas Learning Partnership  
(A company limited by guarantee)  
Registered number: 07669035

Academy balance sheet  
As at 31 August 2021

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	14	8,745,452	8,743,896
Investments	15	1	1
		<u>8,745,453</u>	<u>8,743,897</u>
<b>Current assets</b>			
Stocks	16	1,451	1,116
Debtors	17	906,467	328,144
Cash at bank and in hand		800,319	858,534
		<u>1,708,237</u>	<u>1,187,794</u>
Creditors: amounts falling due within one year	18	(669,944)	(585,406)
<b>Net current assets</b>		<u>1,038,293</u>	<u>602,388</u>
<b>Net assets excluding pension liability</b>		<u>9,783,746</u>	<u>9,346,285</u>
Defined benefit pension scheme	25	(3,740,000)	(2,715,000)
<b>Total net assets</b>		<u><u>6,043,746</u></u>	<u><u>6,631,285</u></u>
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Restricted fixed asset funds	19	9,077,329	8,743,897
Restricted income funds	19	123,655	84,413
		<u>9,200,984</u>	<u>8,828,310</u>
Restricted funds excluding pension liability	19	9,200,984	8,828,310
Pension reserve	19	(3,740,000)	(2,715,000)
<b>Total restricted funds</b>	19	<u>5,460,984</u>	<u>6,113,310</u>
<b>Unrestricted income funds</b>	19	<u>582,762</u>	<u>517,975</u>
<b>Total funds</b>		<u><u>6,043,746</u></u>	<u><u>6,631,285</u></u>

The financial statements on pages 28 to 60 were approved by the Trustees, and authorised for issue on 09 December 2021 and are signed on their behalf, by:

  
Mr J Marsden  
Chair of Trustees

The notes on pages 32 to 60 form part of these financial statements.



**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Consolidated statement of cash flows**  
**For the year ended 31 August 2021**

	Note	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	21	(280,441)	229,093
<b>Cash flows from investing activities</b>	22	238,573	(92,484)
<b>Change in cash and cash equivalents in the year</b>		(41,868)	136,609
Cash and cash equivalents at the beginning of the year		931,422	794,813
<b>Cash and cash equivalents at the end of the year</b>	23, 24	<u>889,554</u>	<u>931,422</u>

The notes on pages 32 to 60 form part of these financial statements

**1. General information**

Erasmus Darwin Academy is a company limited by guarantee incorporated in England and Wales. The registered number of the company is 07669035 and its registered office is Pool Road, Burntwood, Staffordshire, WS7 3QW. The principal activity of the group is given in the Trustees' Report.

**2. Accounting policies**

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

**2.1 Basis of preparation and consolidation of financial statements**

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

The financial statements consolidate the accounts of Erasmus Darwin Academy and all of its subsidiary undertakings ('subsidiaries'). 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 income and expenditure account for the year dealt with in the accounts of the academy trust was a deficit of £587,539 (2020 - £288,610).

The Academy Trust's functional and presentational currency is GBP. The financial statements are rounded to the nearest £.

**2.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the 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.

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

### **2.3 Income**

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

- **Grants**

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

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

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

- **Sponsorship income**

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

- **Donations**

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

- **Other income**

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

### **2.4 Expenditure**

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

- **Expenditure on raising funds**

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

**2. Accounting policies (continued)**

**2.4 Expenditure (continued)**

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**2.5 Government grants**

Government grants are credited to the Consolidated statement of financial activities as the related expenditure is incurred.

**2.6 Tangible fixed assets**

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

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

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

Depreciation is provided on the following bases:

Freehold property	- 2% - 12.5% straight line
Building refurbishment	- 10% straight line
Computer equipment	- 33% straight line
Fixtures, fittings and equipment	- 20% straight line
Freehold land	- Not depreciated

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

**2.7 Investments**

The academy's shareholding in the wholly owned subsidiary, Erasmus Darwin Trading Limited, is included in the balance sheet at the cost of the share capital owned less any impairment. There is no readily available market value and the cost of valuation exceeds the benefit derived.

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

### **2.8 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

### **2.9 Debtors**

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

### **2.10 Cash at bank and in hand**

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

### **2.11 Liabilities and provisions**

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

### **2.12 Financial instruments**

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

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

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

*Financial liabilities* - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

**2. Accounting policies (continued)**

**2.13 Taxation**

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

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

**2.14 Pensions**

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Governments 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 the pensions over employees' working lives with the Academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 25, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore 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 scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**2. Accounting policies (continued)**

**2.15 Fund accounting**

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

**3. Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2021. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**Critical areas of judgement:**

The preparation of the financial statements in conformity with generally accepted accounting principals requires the Trustees to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results in the future could differ from those estimates. In this regard, the Trustees believe that the critical accounting policies where judgements or estimating are necessary applied are summarised below.

**Depreciation and residual values**

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

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

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

	Unrestricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Donations	18,336	-	18,336
Capital Grants	-	728,922	728,922
	<u>18,336</u>	<u>728,922</u>	<u>747,258</u>

	Unrestricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Donations	38,139	-	38,139
Capital Grants	-	281,253	281,253
	<u>38,139</u>	<u>281,253</u>	<u>319,392</u>



**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**5. Funding for the Academy's educational operations**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	5,239,308	5,239,308
Other DfE/ESFA grants			
Pupil Premium	-	89,798	89,798
Teachers pay and pension grants	-	284,660	284,660
Other DfE/EFSA grants	-	75,874	75,874
	-	5,689,640	5,689,640
<b>Other Government grants</b>			
Local Authority grants	-	210,187	210,187
	-	210,187	210,187
<b>Other income from the Academy's educational operations</b>	20,625	125,149	145,774
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up premium	-	21,990	21,990
Other DfE/ESFA COVID-19 funding	-	44,138	44,138
	-	66,128	66,128
	20,625	6,091,104	6,111,729

During the year, the academy received £21,990 of COVID-19 catch up premium. The academy had expenditure of £8,451 giving a carry forward amount of £13,539. The academy also received £44,138 for mass testing of COVID-19, of which, all was spent in the year therefore a carry forward of £nil.

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	4,893,571	4,893,571
Other DfE/ESFA grants			
Pupil Premium	-	88,295	88,295
Teachers pay and pension grants	-	278,173	278,173
Other DfE/ESFA grants	-	54,455	54,455
	-	5,314,494	5,314,494
<b>Other Government grants</b>			
Local authority grants	-	124,234	124,234
	-	124,234	124,234
<b>Other income from the Academy's educational operations</b>	113,194	95,357	208,551
	113,194	5,534,085	5,647,279

Following the reclassification in the Academies Accounts Direction 2020/21 of some grants received from the Department of Education and ESFA, the group's funding for Teachers pay and pension grants is no longer reported under the Other DfE Group grants heading, but as separate lines under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

**6. Other trading activities**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Provision of Education Services	-	14,645	14,645
Other income	16,278	-	16,278
Uniform and bus income	70,587	-	70,587
Staff services - consultancy	25,324	-	25,324
Trading subsidiary income	37,654	-	37,654
	149,843	14,645	164,488

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**6. Other trading activities (continued)**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Lettings income	1,823	-	1,823
Provision of Education Services	-	30,310	30,310
Other income	32,110	-	32,110
Uniform and bus income	55,548	-	55,548
Staff services - consultancy	14,188	-	14,188
Catering income	-	3,399	3,399
Trading subsidiary income	61,189	-	61,189
	<u>164,858</u>	<u>33,709</u>	<u>198,567</u>

**7. Investment income**

	Unrestricted funds 2021 £	Total funds 2021 £
Bank interest	<u>212</u>	<u>212</u>

	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest	<u>1,459</u>	<u>1,459</u>

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**8. Expenditure**

	<b>Staff Costs</b> <b>2021</b> <b>£</b>	<b>Premises</b> <b>2021</b> <b>£</b>	<b>Other Costs</b> <b>2021</b> <b>£</b>	<b>Total</b> <b>2021</b> <b>£</b>
Raising funds:				
Direct costs	14,445	-	7,545	21,990
Educational Operations:				
Direct costs	4,353,135	400,456	564,947	5,318,538
Allocated support costs	1,011,900	228,362	306,233	1,546,495
	<u>5,379,480</u>	<u>628,818</u>	<u>878,725</u>	<u>6,887,023</u>
	<b>Staff Costs</b> <b>2020</b> <b>£</b>	<b>Premises</b> <b>2020</b> <b>£</b>	<b>Other</b> <b>2020</b> <b>£</b>	<b>Total</b> <b>2020</b> <b>£</b>
Raising funds:				
Direct costs	14,303	2,675	4,856	21,834
Educational operations:				
Direct costs	4,117,975	375,535	660,714	5,154,224
Allocated support costs	755,658	196,843	273,737	1,226,238
	<u>4,887,936</u>	<u>575,053</u>	<u>939,307</u>	<u>6,402,296</u>

**9. Analysis of expenditure by activities**

	<b>Activities</b> <b>undertaken</b> <b>directly</b> <b>2021</b> <b>£</b>	<b>Support</b> <b>costs</b> <b>2021</b> <b>£</b>	<b>Total</b> <b>funds</b> <b>2021</b> <b>£</b>
Educational operations	<u>5,318,538</u>	<u>1,546,495</u>	<u>6,865,033</u>

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

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

	<b>Activities undertaken directly 2020 £</b>	<b>Support costs 2020 £</b>	<b>Total funds 2020 £</b>
Educational operations	5,154,224	1,226,238	6,380,462

**Analysis of direct costs**

	<b>Total funds 2021 £</b>	<b>Total funds 2020 £</b>
Pension finance costs	48,000	47,000
Staff costs	4,327,102	4,065,931
Depreciation	488,581	455,792
Educational supplies	83,556	105,916
Examination fees	87,607	93,072
Staff development and training	10,747	29,133
Technology costs	34,128	47,971
Educational consultancy	7,856	575
Travel and subsistence	115,305	85,062
Other direct costs	4,455	8,132
Supply teacher insurance	26,033	41,922
Staff restructuring	-	10,122
Catering costs	47,871	60,514
School fund	37,297	103,082
	<b>5,318,538</b>	<b>5,154,224</b>

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

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

**Analysis of support costs**

	Total funds 2021 £	Total funds 2020 £
Staff costs	1,011,900	755,658
Educational supplies	26,082	35,742
Technology costs	66,897	30,166
Other direct costs	133,808	116,067
Professional fees	26,714	45,763
Maintenance of premises	57,024	57,190
Maintenance of equipment	20,877	19,328
Cleaning	12,161	6,406
Operating leases	9,764	8,953
Rates	22,353	20,422
Water rates	9,853	12,038
Energy	89,270	83,115
Insurance	20,944	17,672
Legal and professional fees	38,848	17,718
	<u>1,546,495</u>	<u>1,226,238</u>

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

Net income/(expenditure) for the year includes:

	2021 £	2020 £
Operating lease rentals	25,506	39,321
Depreciation of tangible fixed assets	488,581	455,792
Fees paid to auditor for:		
- audit	7,650	7,350
- other services	1,935	1,950
	<u>513,072</u>	<u>504,413</u>

**Primitas Learning Partnership**  
(A company limited by guarantee)

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**11. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
Wages and salaries	3,868,968	3,506,832	3,854,523	3,492,529
Social security costs	363,440	329,806	363,440	329,806
Pension costs	1,121,039	999,254	1,121,039	999,254
	<u>5,353,447</u>	<u>4,835,892</u>	<u>5,339,002</u>	<u>4,821,589</u>
Agency staff costs	26,033	41,922	26,033	41,922
Staff restructuring costs	-	10,122	-	10,122
	<u>5,379,480</u>	<u>4,887,936</u>	<u>5,365,035</u>	<u>4,873,633</u>

Staff restructuring costs comprise:

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
Severance payments	-	10,122	-	10,122
	<u>-</u>	<u>10,122</u>	<u>-</u>	<u>10,122</u>

**b. Non-statutory/non-contractual staff severance payments**

There are no non-statutory/non-contractual included in staff restructuring costs (2020 - £3,374).

**c. Staff numbers**

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

	Group 2021 No.	Group 2020 No.
Teachers	59	55
Administrative and support	85	84
Leadership	9	10
	<u>153</u>	<u>149</u>

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

---

**11. Staff (continued)**

**c. Staff numbers (continued)**

The average headcount expressed as full-time equivalents was:

	Group 2021 No.	Group 2020 No.
Teachers	55	46
Administrative and support	50	48
Leadership	9	10
	<u>114</u>	<u>104</u>

**d. Higher paid staff**

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

	Group 2021 No.	Group 2020 No.
In the band £60,001 - £70,000	2	-
In the band £70,001 - £80,000	1	1
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	-
	<u>1</u>	<u>-</u>

The above employees participated in the Teachers' Pension Scheme.

**e. Key management personnel**

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £791,102 (2020 - £873,980).



**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**12. Trustees' remuneration and expenses**

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

		2021 £'000	2020 £'000
Mr M Maydew, Principal	Remuneration	100 - 105	95 - 100
	Pension contributions paid	20 - 25	20 - 25
Mrs S Kirkwood	Remuneration	35 - 40	35 - 40
	Pension contributions paid	5 - 10	5 - 10
Mrs R Scarsbrook (resigned 11 February 2020)	Remuneration	NIL	25 - 30
	Pension contributions paid	NIL	0 - 5
Miss O Wilkinson (appointed 28 September 2020, resigned 31 August 2021)	Remuneration	40 - 45	NIL
	Pension contributions paid	10 - 15	NIL

During the year, no Trustees received any benefits in kind (2020 - £Nil).

During the year ended 31 August 2021, one Trustees received reimbursement of expenses and mileage of £85 (2020 - two trustees £197).

**13. Trustees' and Officers' insurance**

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

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**14. Tangible fixed assets**

**Group and Academy**

	Freehold land and buildings £	Building refurbishment £	Furniture, fixtures and equipment £	Computer equipment £	Total £
<b>Cost</b>					
At 1 September 2020	9,220,000	2,025,172	275,795	303,828	11,824,795
Additions	-	395,598	12,013	82,526	490,137
Disposals	-	-	(7,580)	-	(7,580)
At 31 August 2021	9,220,000	2,420,770	280,228	386,354	12,307,352
<b>Depreciation</b>					
At 1 September 2020	1,684,774	982,958	192,127	221,040	3,080,899
Charge for the year	174,740	225,717	35,845	52,279	488,581
On disposals	-	-	(7,580)	-	(7,580)
At 31 August 2021	1,859,514	1,208,675	220,392	273,319	3,561,900
<b>Net book value</b>					
At 31 August 2021	7,360,486	1,212,095	59,836	113,035	8,745,452
At 31 August 2020	7,535,226	1,042,214	83,668	82,788	8,743,896

Included in freehold land and building is land at cost of £400,000 (2020 - £400,000) which is not depreciated.

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**15. Fixed asset investments**

	Shares in group undertakings £
<b>Academy</b>	
<b>Cost or valuation</b>	
At 1 September 2020	1
At 31 August 2021	1
<b>Net book value</b>	
At 31 August 2021	1
At 31 August 2020	1

**Principal subsidiaries**

The following was a subsidiary undertaking of the Academy:

Name	Company number	Holding	Included in consolidation
Erasmus Darwin Trading Limited	08059853	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Surplus for the year £
Erasmus Darwin Trading Limited	37,654	21,983	15,671

**16. Stocks**

	Group 2021 £	Group 2020 £	Academy 2021 £	Academy 2020 £
Finished goods and goods for resale	1,451	1,116	1,451	1,116

**Primitas Learning Partnership**  
(A company limited by guarantee)

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**17. Debtors**

	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Academy 2021 £</b>	<b>Academy 2020 £</b>
<b>Due within one year</b>				
Trade debtors	15,034	20,449	-	18,463
Amounts owed by group undertakings	-	-	101,245	72,526
VAT repayable	42,614	67,563	42,614	67,563
Other debtors	2,069	1,081	2,069	1,081
Prepayments and accrued income	760,539	168,511	760,539	168,511
	<b>820,256</b>	<b>257,604</b>	<b>906,467</b>	<b>328,144</b>

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

	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Academy 2021 £</b>	<b>Academy 2020 £</b>
Trade creditors	187,068	126,950	185,611	126,950
Other taxation and social security	99,517	82,717	99,495	82,695
Other creditors	113,982	90,227	113,982	90,227
Accruals and deferred income	272,400	287,859	270,856	285,534
	<b>672,967</b>	<b>587,753</b>	<b>669,944</b>	<b>585,406</b>

	<b>Group 2021 £</b>	<b>Group 2020 £</b>	<b>Academy 2021 £</b>	<b>Academy 2020 £</b>
Deferred income at 1 September 2020	181,096	83,717	181,096	83,717
Resources deferred during the year	246,126	181,096	246,126	181,096
Amounts released from previous periods	(181,096)	(83,717)	(181,096)	(83,717)
	<b>246,126</b>	<b>181,096</b>	<b>246,126</b>	<b>181,096</b>

At the balance sheet date the academy trust was holding funds received in advance for educational revenue grants.

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**19. Statement of funds**

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
<b>Unrestricted funds</b>						
<b>Designated funds</b>						
Astroturf repairs fund	57,168	-	-	9,528	-	66,696
<b>General funds</b>						
General Funds	460,807	189,016	(124,229)	(9,528)	-	516,066
<b>Total Unrestricted funds</b>	<b>517,975</b>	<b>189,016</b>	<b>(124,229)</b>	<b>-</b>	<b>-</b>	<b>582,762</b>
<b>Restricted general funds</b>						
General Annual Grant	84,413	5,239,308	(5,106,975)	(93,091)	-	123,655
Pupil Premium	-	89,798	(89,798)	-	-	-
Teachers pay and pension	-	284,660	(284,660)	-	-	-
Other DfE/ESFA	-	75,874	(75,874)	-	-	-
COVID-19 Catch-up premium	-	21,990	(21,990)	-	-	-
COVID-19 other DfE/ESFA	-	44,138	(44,138)	-	-	-
Other government grants	-	210,187	(210,187)	-	-	-
Other funding	-	159,591	(159,591)	-	-	-
Pension reserve	(2,715,000)	-	(281,000)	-	(744,000)	(3,740,000)
	<b>(2,630,587)</b>	<b>6,125,546</b>	<b>(6,274,213)</b>	<b>(93,091)</b>	<b>(744,000)</b>	<b>(3,616,345)</b>
<b>Restricted fixed asset funds</b>						
Transfer on conversion	7,535,225	-	(174,740)	-	-	7,360,485
DfE/ESFA capital grants	931,838	631,922	(261,339)	-	-	1,302,421
Capital expenditure from GAG	276,834	-	(45,535)	80,247	-	311,546
Other capital income	-	97,000	(6,967)	12,844	-	102,877
	<b>8,743,897</b>	<b>728,922</b>	<b>(488,581)</b>	<b>93,091</b>	<b>-</b>	<b>9,077,329</b>
<b>Total Restricted funds</b>	<b>6,113,310</b>	<b>6,854,468</b>	<b>(6,762,794)</b>	<b>-</b>	<b>(744,000)</b>	<b>5,460,984</b>
<b>Total funds</b>	<b>6,631,285</b>	<b>7,043,484</b>	<b>(6,887,023)</b>	<b>-</b>	<b>(744,000)</b>	<b>6,043,746</b>

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

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

**Restricted general funds**

These funds represent various grants and other income received for the Academy's operational activities and development.

**Pension reserve**

The pension reserve included within restricted general funds represents the Academy's share of the pension liability arising on the LGPS pension fund.

**Restricted fixed assets funds**

These funds represent the assets donated on conversion to Academy status and grants received from the DfE and ESFA to carry out works of a capital nature.

**Transfers**

Transfers between funds relate to the designation of unrestricted funds for a specific project.

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 2021.

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

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

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

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2020 £
<b>Unrestricted funds</b>						
<b>Designated funds</b>						
Astroturf repairs fund	47,640	-	-	9,528	-	57,168
<b>General funds</b>						
General Funds	349,003	317,650	(196,318)	(9,528)	-	460,807
<b>Total Unrestricted funds</b>	<b>396,643</b>	<b>317,650</b>	<b>(196,318)</b>	<b>-</b>	<b>-</b>	<b>517,975</b>
<b>Restricted general funds</b>						
General Annual Grant	77,842	4,893,571	(4,795,974)	(91,026)	-	84,413
Pupil Premium	-	88,295	(88,295)	-	-	-
Teachers pay and pension	-	278,173	(278,173)	-	-	-
Other DfE/ESFA grants	-	54,455	(54,455)	-	-	-
Other government grants	-	124,234	(124,234)	-	-	-
Other funding	-	150,055	(150,055)	-	-	-
Pension reserve	(2,382,000)	-	(259,000)	-	(74,000)	(2,715,000)
	<b>(2,304,158)</b>	<b>5,588,783</b>	<b>(5,750,186)</b>	<b>(91,026)</b>	<b>(74,000)</b>	<b>(2,630,587)</b>
<b>Restricted fixed asset funds</b>						
Transfer on conversion	7,716,952	-	(181,727)	-	-	7,535,225
DfE/ESFA capital grants	877,022	281,253	(226,437)	-	-	931,838
Capital expenditure from GAG	233,436	-	(47,628)	91,026	-	276,834
	<b>8,827,410</b>	<b>281,253</b>	<b>(455,792)</b>	<b>91,026</b>	<b>-</b>	<b>8,743,897</b>
<b>Total Restricted funds</b>	<b>6,523,252</b>	<b>5,870,036</b>	<b>(6,205,978)</b>	<b>-</b>	<b>(74,000)</b>	<b>6,113,310</b>
<b>Total funds</b>	<b>6,919,895</b>	<b>6,187,686</b>	<b>(6,402,296)</b>	<b>-</b>	<b>(74,000)</b>	<b>6,631,285</b>

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

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

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

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	8,745,452	8,745,452
Current assets	582,762	796,622	331,877	1,711,261
Creditors due within one year	-	(672,967)	-	(672,967)
Provisions for liabilities and charges	-	(3,740,000)	-	(3,740,000)
<b>Total</b>	<b>582,762</b>	<b>(3,616,345)</b>	<b>9,077,329</b>	<b>6,043,746</b>

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

	Unrestricted funds 2020 £	Restricted funds 2020 £	Restricted fixed asset funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	-	8,743,896	8,743,896
Current assets	517,975	649,868	22,298	1,190,141
Creditors due within one year	-	(565,455)	(22,297)	(587,752)
Provisions for liabilities and charges	-	(2,715,000)	-	(2,715,000)
<b>Total</b>	<b>517,975</b>	<b>(2,630,587)</b>	<b>8,743,897</b>	<b>6,631,285</b>



**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

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

	2021 £	2020 £
Net income/(expenditure) for the year (as per Statement of financial activities)	156,461	(214,610)
<b>Adjustments for:</b>		
Depreciation	488,581	455,792
Dividends, interest and rents from investment	212	1,459
(Increase)/decrease in stocks	(336)	(594)
Increase in debtors	(275,871)	(129,024)
(Decrease)/increase in creditors	(201,566)	138,323
Capital grants from DfE and other capital income	(728,922)	(281,253)
Defined benefit pension scheme adjustment	281,000	259,000
<b>Net cash (used in)/provided by operating activities</b>	<b>(280,441)</b>	<b>229,093</b>

**22. Cash flows from investing activities**

	Group 2021 £	Group 2020 £
Dividends, interest and rents from investments	(212)	(1,459)
Purchase of tangible fixed assets	(490,137)	(372,278)
Capital grants from DfE Group and other capital income	728,922	281,253
<b>Net cash provided by/(used in) investing activities</b>	<b>238,573</b>	<b>(92,484)</b>

**23. Analysis of cash and cash equivalents**

	Group 2021 £	Group 2020 £
Cash in hand and at bank	889,554	931,422
<b>Total cash and cash equivalents</b>	<b>889,554</b>	<b>931,422</b>

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

	At 1 September 2020 £	Cash flows £	At 31 August 2021 £
Cash at bank and in hand	931,422	(41,868)	889,554
	<u>931,422</u>	<u>(41,868)</u>	<u>889,554</u>

**25. 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 Staffordshire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £106,619 were payable to the schemes at 31 August 2021 (2020 - £88,504) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**25. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

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

The employer's pension costs paid to TPS in the year amounted to £605,832 (2020 - £545,514).

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.

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £349,000 (2020 - £306,000), of which employer's contributions totalled £282,000 (2020 - £244,000) and employees' contributions totalled £67,000 (2020 - £62,000). The agreed contribution rates for future years are 25.2% per cent for employers and 5.5% - 12.5% per cent for employees.

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

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

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**25. Pension commitments (continued)**

**Principal actuarial assumptions**

	<b>2021</b>	<b>2020</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	3.30	2.60
Rate of increase for pensions in payment/inflation	2.90	2.20
Discount rate for scheme liabilities	1.65	1.70

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

	<b>2021</b>	<b>2020</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
Males	21.4	21.2
Females	24.0	23.6
Retiring in 20 years		
Males	22.5	22.1
Females	25.7	25.0

**Sensitivity analysis**

	<b>2021</b>	<b>2020</b>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	(205)	(159)
Discount rate -0.1%	205	159
Rate of increase in salaries +0.1%	22	19
Rate of increase in salaries -0.1%	(22)	(19)
CPI rate +0.1%	180	137
CPI rate -0.1%	(180)	(137)

**Share of scheme assets**

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

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Equities	3,019,600	2,215,400
Bonds	808,100	651,600
Property	297,700	260,700
Cash	127,600	130,300
<b>Total market value of assets</b>	<b>4,253,000</b>	<b>3,258,000</b>

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

**25. Pension commitments (continued)**

The actual return on scheme assets was £255,000 (2020 - £130,000).

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

	2021 £	2020 £
Current service cost	(515,000)	(456,000)
Interest income	(106,000)	(102,000)
Interest cost	58,000	55,000
<b>Total amount recognised in the Consolidated statement of financial activities</b>	<b>(563,000)</b>	<b>(503,000)</b>

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

	2021 £	2020 £
<b>Opening defined benefit obligation</b>	<b>5,973,000</b>	<b>5,123,000</b>
Current service cost	515,000	456,000
Interest cost	106,000	102,000
Employee contributions	67,000	62,000
Actuarial losses	1,381,000	274,000
Benefits paid	(49,000)	(44,000)
<b>Closing fair value of scheme assets</b>	<b>7,993,000</b>	<b>5,973,000</b>

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

	2021 £	2020 £
<b>Opening fair value of scheme assets</b>	<b>3,258,000</b>	<b>2,741,000</b>
Interest income	58,000	55,000
Actuarial gains	637,000	200,000
Employer contributions	282,000	244,000
Employee contributions	67,000	62,000
Benefits paid	(49,000)	(44,000)
<b>Closing fair value of scheme assets</b>	<b>4,253,000</b>	<b>3,258,000</b>

**Primitas Learning Partnership**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 August 2021**

---

**26. Operating lease commitments**

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

	<b>Group 2021 £</b>	<b>Group 2020 £</b>
Not later than 1 year	<b>9,775</b>	25,123
Later than 1 year and not later than 5 years	-	9,775
	<b><u>9,775</u></b>	<b><u>34,898</u></b>

**27. Members' liability**

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

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

**Income Related Party Transaction**

During the year, the Academy received a gift aid payment of £15,671 (2020 - £39,381) from its subsidiary undertaking, Erasmus Darwin Trading Limited. At the year end, the amount due from Erasmus Darwin Trading Limited was £101,245 (2020 - £72,526).

**29. Post balance sheet events**

On 1 September 2021 the Trust converted to a Multi Academy Trust. On the same date, Highfield Academy converted to academy status and joined the Trust.