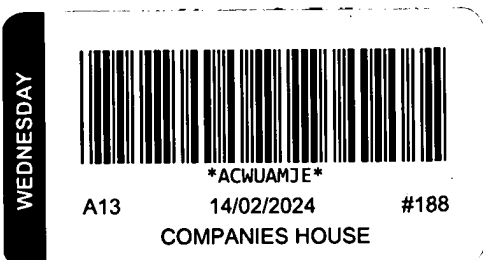


Company registration number 07691324 (England and Wales)

THE PIONEER ACADEMY
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2023



THE PIONEER ACADEMY

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THE PIONEER ACADEMY

REFERENCE AND ADMINISTRATIVE DETAILS

Members

R Lockyer (Resigned 12 October 2023)
J Tanner
A McCormick
R Kellaway
D Robinson
J Brown (Appointed 1 September 2022)
J Bouwens (Appointed 27 November 2023)

Trustees

J Bouwens (Chair)
L Mason-Ellis (Accounting Officer)
A Wright
W Andrews
K Cong
A Church
B Huynh (Appointed 1 September 2022)
R Lockyer (Resigned 12 October 2023)
E Aiyere (Resigned 31 August 2023)
Sir R Boshier (Resigned 14 April 2023)
J Brown (Resigned 29 September 2022)
R Bengougam (Appointed 1 September 2022 and resigned 16 January 2023)
C Brown (Appointed 1 September 2022 and resigned 9 October 2022)
J Lakey (Appointed 1 September 2023)

Senior management team

- Chief Executive Officer	L Mason-Ellis
- Chief Operating Officer	A Slade
- Chief Finance Officer	S Golding
- Director of Education	T Rome
- Regional Director	V Marsh
- Regional Director	P Campbell
- Regional Director /Head Teacher Red Hill Primary School	N Crockatt
- Regional Director / Head Teacher Broadmead Primary School	S Hunter

Company registration number

07691324 (England and Wales)

Registered office

Red Hill Primary School
Red Hill
Chislehurst
BR7 6DA

THE PIONEER ACADEMY

REFERENCE AND ADMINISTRATIVE DETAILS

Academies operated

Moulsecoomb Primary School
Halstead Community Primary School
Holland Junior School
Edenbridge Primary School
Stewart Fleming Primary School
Belvedere Junior School
Burnt Oak Junior School
Broadmead Primary School
Red Hill Primary School
Chatsworth Infant School
South Norwood Primary School
The Crescent Primary School
Belvedere Infant School
Woodcote Primary School
Downe Primary School
West Blatchington Primary and Nursery School

Location

Brighton & Hove
Kent
Surrey
Kent
Bromley
Belvedere
Sidcup
Croydon
Chislehurst
Sidcup
Croydon
Croydon
Belvedere
Croydon
Bromley
Brighton & Hove

Head Teacher

A Sutton
S Saheed
G Robertson
M Gates
R Lincoln
L Lynch
D Graham
S Hunter
N Crockatt
I McManus
M Berthoud
V Denman
L Williams
C Baldock
R Dolan
R Brentnall

Independent auditor

Azets Audit Services
First Floor
River House
1 Maidstone Road
Sidcup
Kent
DA14 5RH
United Kingdom

Bankers

Lloyds Bank
6 Crescent Arcade
Greenwich
London
SE10 9EL
United Kingdom

Solicitors

Browne Jacobson
30 Finsbury Circus
London
EC2M 7DT
United Kingdom

THE PIONEER ACADEMY

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

The Academy Trust operates 16 primary academies in the South East. Its academies have a combined pupil capacity of 5,866, and had a roll of 5,151 in the school census in October 2022.

Structure, governance and management

Constitution

The Pioneer Academy is a company limited by guarantee with no share capital (registration no. 07691324) and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy.

The Trustees of The Pioneer Academy are also Directors of the charitable company for the purposes of company law. The charitable company is known as The Pioneer Academy. Details of the Trustees who served throughout the year, and to the date these accounts are approved are included in the Reference and Administrative Details on page 1.

The Trust was incorporated on 4 August 2011 and became operational immediately.

Members' liability

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

Trustees' indemnities

Trustee and Governors' liability is covered under the Trust's comprehensive insurance policy which is covered under the Risk Protection Arrangement.

Method of recruitment and appointment or election of Trustees

The members of The Pioneer Academy shall comprise the signatories to the Memorandum, also the Chair of the Trustees and any person appointed under Article 15A, provided that at any time the minimum number of Members shall not be less than five.

The number of Trustees shall be not less than 3, but shall not be subject to a maximum. The Academy Trust shall have the following Trustees: up to 9 Trustees appointed by the members under Article 46, the Chief Executive Officer, a minimum of 2 Parent Trustees elected or appointed under Articles 53-56 in the event that no Local Governing Bodies are established under Article 100a or if no provision is made for at least 2 Parent Local Governors on each established Local Governing Body pursuant to Article 101A.

Each of the persons entitled to appoint members above shall have the right, from time to time by written notice delivered to the Office, to remove any Member appointed by them and to appoint a replacement member to fill a vacancy whether resulting from such removal or otherwise.

The term of office for any Trustee shall be 4 years, save that this time limit shall not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of Trustee, Trustees may be reappointed or re-elected.

Policies and procedures adopted for the induction and training of Trustees

During the year under review the Board of Trustees met five times. The training and induction provided for new trustees and governors will depend on their existing experience. All trustees and governors are provided with the induction pack, copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role either as trustees and directors of the charitable company, or governors to the individual schools within the Trust.

THE PIONEER ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Organisational structure

The trust has established a management structure to enable its efficient running, which include separate governing bodies for each school. The Trustees have considered their roles thoughtfully and decided that the role of the Trustees is to approve the strategic direction and objectives of the charitable company and, along with the local governing bodies, monitor its progress towards these objectives.

The Trustees have approved policies which set out the system of internal control, responsibilities, a scheme of delegation and terms of reference.

Trustees and governors are responsible for setting out general policy, adopting an annual plan and budget, monitoring the charitable company by use of budgets and making major decisions about the direction of the company, including capital expenditure and senior staff appointments.

Arrangements for setting pay and remuneration of key management personnel

In accordance with the pay policy "The pay panel will review pay in accordance with the relevant paragraphs of the STPC Document and award up to two points where there has been sustained high quality of performance having regard to the results of the recent appraisal, and to any recommendation on pay progression recorded in the most recent appraisal report.

The Board of Trustees will review and, if necessary, re-determine the pay ranges where there has been a significant change in the responsibilities.

The Board of Trustees may determine the pay ranges at any time in accordance with the provisions of the STPC Document."

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	3
Full-time equivalent employee number	3.00

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	6,230
Total pay bill	22,180,000
Percentage of the 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	1%
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Engagement with employees (including disabled persons)

Throughout the year ended 31 August 2023, the Trust has engaged with all employees regularly, providing an overview of the Trust's strategy and aims that impact positively on every child. Through regular communications, staff have been made aware of new risk assessments, procedures and policies to ensure that our schools are safe for children and employees. In addition to this regular engagement with employees, all staff have been consulted on said new procedures and views have been taken around health and safety and wellbeing. As a result of this feedback, The Pioneer Academy have made adaptations to working practices to lower anxiety levels and ensure that all staff feel safe and happy in their roles.

THE PIONEER ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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

Over recent years the Trust has developed positive and strong relationships with all key suppliers, customers and businesses. Fostering an open, honest and integral relationship has been key to ensuring that The Pioneer Academy have received the very highest standards whilst ensuring value for money. This was never more evident during the national lockdown when our business relationship enabled us to provide for our local communities.

Related parties and other connected charities and organisations

The Pioneer Academy works closely with Jariram Ltd which provides coaching and continued professional development to senior and middle leaders. One of the directors of Jariram Ltd is also a Trustee of The Pioneer Academy.

Objectives and activities

Objects and aims

We put children first, pioneering excellence and championing each and every child.

Expectations

Safe

- Schools are safe and secure
- Safeguarding is effective and robust
- Similarities and differences are celebrated; everyone thrives and flourishes

Happy

- Pupils and staff are positive and succeed in a supportive environment
- Wellbeing for all
- High standards of attendance and enjoyment are outcomes of an inclusive TPA school

Learning

- Learning is achieved by the successful sequencing of memorable experiences
- Learners are engaged, resilient and enthusiastic
- Learning outcomes are ambitious due to knowledge and effective teaching

Objectives, strategies and activities

Public benefit

In setting objectives, the trustees have carefully considered the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education. In accordance with its charitable objectives, The Pioneer Academy strives to advance the education of the pupils attending the Academies that operate through the Academy Trust. The Academy Trust's primary beneficiaries are therefore the pupils, and benefits to pupils are provided through continuing to maintain a high standard of education through all of the Academy Trust's academies, within their local areas.

For the Academy Trusts Admission policy please see www.thepioneeracademy.co.uk. Each school has its own policy that can be accessed through the website.

THE PIONEER ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report

Achievements and performance

Charitable activities

The catchment area of the Trust spans across 6 Local Authorities in the South East – Bromley, Bexley, Croydon, Kent, Surrey and Brighton and Hove. The Trust continues to be committed to outreach and engagement within each local community where it operates and enables small local primary schools to join the trust and continue in viable operation where this might not have otherwise been possible for a local community. The Trust has supported small schools and made them economically and educationally viable, improving outcomes for children and closing gaps for some of the most disadvantaged. The Trust has moved to a regional model allowing a more effective leadership of schools and sharing of expertise between schools. The Trust also shares expertise, experience and practice of what has worked well with other Multi-Academy Trusts and peers across the education sector.

The Trust aims to make a real difference to the lives and life chances of as many primary school children as possible, many of whom have not previously received the educational opportunities subsequently provided by the Trust. In particular, The Pioneer Pupil Passport continues to provide a range of opportunities and experiences for all pupils during their time with us, and outlines seven activities to be completed by the age of seven (Seven by Seven) and a further eleven activities to be accomplished by the age of eleven (Eleven by Eleven). The Trust is committed to its ongoing commitment to place the importance of childhood and the whole child firmly alongside the commitment to high-quality learning and academic outcomes.

Key performance indicators

The Pioneer Academy uses four classification ratings - RAGG (red, amber, light green and dark green) to identify the strengths and weaknesses within each of the schools, so that the strengths can be disseminated. Where weaknesses are evident, resulting in the school's vulnerability, the classification will help identify the degree of challenge and support required.

The classification rating is based on the capacity of the school leaders to make rapid and sustained improvements. From time to time circumstances may arise which result in a school experiencing difficulties, and this might impair its ability to sustain normal progress and performance. An example might be where there are significant changes to leadership which might result in a period of instability for the school. In such cases the school will be identified for additional support during this period of vulnerability.

- Dark green schools are those deemed to have no significant issues raised from the identification criteria and review of the key performance indicators. These schools have extensive practice worthy of sharing with other schools. These schools would be rated outstanding in an Ofsted inspection
- Light green schools are those where standards are in line or above the National Average and progress from starting points is good. The leadership are able to demonstrate that it is making a difference to standards of provision and outcomes. These schools would be rated good in an Ofsted inspection.
- Amber schools are those where there are a number of issues identified from the classification criteria and key performance indicators. The Director of Education or Regional Director identifies the need for additional leadership capacity to ensure rapid and sustained improvement and a good outcome at the next inspections. Standards are likely to be in line or below National Average, and progress is not fast enough to allow all groups of children to catch up. These schools would be rated requires improvement in an Ofsted inspection.
- Red schools are those that are particularly vulnerable. These schools may have been judged by Ofsted as having Serious Weaknesses or in need of Special Measures, and need to be re-brokered or sponsored by The Pioneer Academy. Outcomes will be below National Average and not making sustained improvement for all groups of children. Change is urgent to secure good provision..

Each term, the Regional Director will review the key performance indicators with the school leaders so that headline areas of success and concern can be easily pinpointed and a RAGG rating assigned to each of the schools. These findings will be reported back to the CEO. Strengths and weaknesses of each school will be identified to help ensure any support required is carefully tailored and strong practice is effectively disseminated.

In addition, the CEO conducts Safe, Happy, Learning visits with each school on a termly basis to ensure that each school is aligned with the Trust Development Plan, as well as the TPA Expectations. These findings are scrutinised by the Strategy Committee and Trust Board.

THE PIONEER ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason the Board of Trustees continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

Protecting the success of the Academy Trust

Under section 172(1)(a) to (f) of the Companies Act 2006, directors of a company must act in a way most likely to promote the success of the company, and in doing so must have regard to:

- the likely consequences of any decision in the long term
- the interests of the company's employees
- the need to foster the company's business relationships with suppliers, customers and others
- the impact of the company's operations on the community and the environment
- the desirability of the company maintaining a reputation for high standards of business conduct
- the need to act fairly as between members of the company.

The day-to-day management and decision-making of the Trust is delegated by the Trustees to the Chief Executive and Executive Team who act in furtherance of the Trust's strategy and in accordance with all policies and procedures approved by the Trustees or in accordance with the Trust's Scheme of Delegation.

Policies and procedures are reviewed on a rolling cycle and trustees receive updates on performance, KPIs and strategic objectives at trustee meetings in the light of the strategic plan. Active trust board and staff succession planning ensures that the Trust continues to have the people and leadership it needs to remain effective and provide sufficient diversity of perspectives to enable robust decision-making.

Strategic agendas are embedded within the governance framework with an emphasis on the Trust's vision and ethos at Trustee, committee and member meetings. In addition, Trust board sub-committees review performance with regard to the terms of reference outlining the oversight activities for each committee.

Financial review

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, some of which are restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2023 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2019), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2023, total expenditure of £40,186k (2022: £36,293k) was met by recurrent grant funding from the ESFA together with other incoming resources. The excess of expenditure over income for the period (excluding restricted fixed asset funds, transfers in of schools and transfers to restricted fixed asset funds) was £3,057k (2022: £4,875k).

At 31 August 2023 the net book value of fixed assets was £179,722k (2022: £162,910k). Movements in tangible fixed assets are shown in Note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The local authorities pension fund, in which the Academy participates, showed a deficit of £1,512k (2022: £3,674k) at 31 August 2023.

THE PIONEER ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Reserves policy

The Pioneer Academy has developed its reserves policy to protect its operations by creating financial support against an unpredictable environment and to ensure there is sufficient provision for future procurement and cash flow requirements. The policy also aids the framework for future strategic planning and decision-making.

The policy and the establishment of financial ranges are based on an annual risk assessment of internal and external operations, as well the kinds of activities the trust undertakes. The risk to the trust can be summarised as a risk to future funding due to falling pupil rolls, reforms to funding, emergencies, and early teacher retirement or redundancies.

Reserves have a specific purpose relating to future spending or covering current and future risks. The purposes for holding reserves is kept transparent.

Reserves are held to ensure that unexpected financial events do not cause problems in the current year or cash flow issues, or generate a deficit.

The purposes for holding reserves may include:

- Covering unforeseen emergencies or unexpected expenditure, e.g. a large repair bill.
- Covering unforeseen day-to-day operational costs, e.g. employing temporary staff to cover long-term absence.
- Covering a failure in a source of income, e.g. a grant not being renewed.
- Preparing for planned commitments that cannot be met by future income alone, e.g. plans for a major asset purchase.
- Needing to fund short-term deficits in budget, e.g. funds that may need to be spent before a grant is received.

The Trustees have determined that the minimum level of free reserves should be £1.2m (equating to 5% of the trust's general annual grant) and have set a maximum limit for its reserve funds of £1.8m (equating to 7.5% of the trust's general annual grant). Reserves are reviewed and monitored by the Chair of the Trust Board, CEO, Chief Operating Officer and Chief Finance Officer on a monthly basis to identify any trends in spending and to rectify issues where they arise.

Reserves in excess of the maximum limit will be reviewed by the board of trustees, who may release funds into the revenue budget in furtherance of the trust's objectives or re-invest the funds to generate extra income for the trust's activities.

In 2022/23 the Board of Trustees approved the use of £181,500 reserves to be utilised as follows:

- Contribution to all schools towards the Pupil Passport cultural capital project
- Budget support for Hollington Primary School, Downe Primary School and West Blatchington Primary & Nursery School

The Multi Academy Trust's current level of unrestricted reserves of £911k (2022: £1,293k) (total funds less the amount held in fixed assets and restricted funds).

The Multi Academy Trust held fund balances at 31 August 2023 of £179,231k (2022: £161,080k) comprising £178,320k (2022: £159,787k) of restricted funds and £911k (2022: £1,293k) of unrestricted general funds. Of the restricted funds, £179,722k (2022: £162,910k) is represented by tangible fixed assets, £110k restricted fund balances and £nil (2022: £551) of unspent capital grants.

The Pension reserve which is considered part of restricted funds was £1,512k (2022: £3,674k) in deficit.

THE PIONEER ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Investment policy

Due to the nature and timing of receipt of funding, the Trust may at times hold cash balances surplus to its short-term requirements.

Trustees are committed to ensuring that all funds under their control are managed in such a way to maximise return whilst minimising risk. Any cash not required for operational expenses is placed on deposit with its bankers who are members of the Financial Services Compensation Scheme, which provides some assurance regarding the safety of deposits.

Principal risks and uncertainties

The MAT has an online risk register that is monitoring and reviewed by the Audit, compliance and risk Committee on a termly basis, at each of its meetings. For the year 2023-24 the key critical risks are deemed to be

- Financial stability
- Staffing - retention, recruitment and wellbeing
- Safeguarding

In addition to this, the MAT recognises the risks that impact on trustees' responsibilities to ensure the trust's estate is safe, well maintained and complies with relevant legislation. To mitigate this risk, the MAT employs an experienced Head of Estates, and ensure all schools within the Trust have a building condition survey which informs the allocation of capital grants.

The Companies Act 2006 s417(3b) requires disclosure of the principle risks and uncertainties facing a company. The Academy is exposed to a number of financial risks including credit, cashflow and liquidity risks. Given the Academy's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The academy's system of internal controls ensures risk is minimal in these areas.

The MAT's online Risk Register and the Trusts' approach to risk are constantly monitored and reviewed through the Audit, Compliance and Risk Committee to ensure that risk remains a focus area and key priority for the Trust.

Systems and procedures have been established to mitigate the risks each academy faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Trustees have assessed the major risks to which the Academy trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances.

Annually, key stakeholders including Headteachers, Senior Leadership Teams and School Business Manager's receive training and support on the importance of continual risk management. The key risks for each school are then considered by the School Board as well as the Audit, Compliance and Risk Committee at each of their meetings throughout the year. Trustees have implemented a number of systems to assess risks that each school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finances. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk.

Fundraising

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

THE PIONEER ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Streamlined energy and carbon reporting

UK Greenhouse gas emissions and energy use data for the period	1 September 2022 to 31 August 2023	1 September 2021 to 31 August 2022
Energy consumption used to calculate emissions (kWh)	5,748,317	5,650,900
Energy consumption break down (kWh)		
• Natural gas	4,133,022	4,138,984
• School minibuses	27,799	58,002
• Electricity (grid)	1,448,315	1,388,919
• Electricity (solar PV)	36,171	29,461
• Employee owned vehicles	-	-
• Gas oil	103,010	35,535
Total voluntary energy consumed	139,181	46,929
Scope 1 emissions in metric tonnes CO2e		
• Gas consumption	756.0	755.5
• Owned transport – minibuses	0.0	11.3
Total scope 1	756.0	766.8
Scope 2 emissions in metric tonnes CO2e		
• Purchased electricity	299.9	268.2
Total scope 2	299.9	268.2
Scope 3 emissions in metric tonnes CO2e		
• Business travel in employee owned vehicles	7.0	2.8
Total scope 3	7.0	2.8
Total gross emissions in metric tonnes CO2e	1,088.4	1,037.8
Gas oil	25.4	9.5
Total voluntary emissions in metric tonnes CO2e	1,088.4	1,047.8
Intensity ratio Tonnes CO2e per pupil	0.210	0.210

Quantification and reporting methodology

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

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2 equivalent per pupil, the recommended ratio for the sector.

THE PIONEER ACADEMY

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Measures taken to improve energy efficiency

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

We have installed new energy efficient boilers and upgraded lighting at a number of our schools as well as increasing video conferencing technology for meetings to reduce the need for travel between sites.

Plans for future periods

The Pioneer Academy will continue to ensure that all pupils are able to equally access all areas of school life, including pastoral support, and to ensure that pupil voice is heard and has an impact in the eyes of the child, whilst ensuring excellent learning in and beyond the classroom.

The Pioneer Academy will continue to work with other local Multi Academy Trusts, and those schools aspiring or considering to develop into Multi Academy Trusts as well as working with the DfE and the Regional Advisory Boards.

In line with the Trust Development Plan, the Trust Board look to grow to seventeen schools from 2022/23 with Hollington Primary School joining the trust in September 2023.

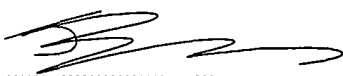
Auditor

In so far as the Trustees are aware:

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

A resolution proposing that Azets Audit Services be reappointed as auditor of the charitable company will be put to the members.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 14th December 2023 and signed on its behalf by:



J Bouwens
Chair

THE PIONEER ACADEMY

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that The Pioneer Academy 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 Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Pioneer Academy and the Secretary of State for Education. The accounting officer is 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 5 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustees	Meetings attended	Out of possible
J Bouwens (Chair)	3	4
L Mason-Ellis (Accounting Officer)	5	5
A Wright	2	3
W Andrews	5	5
K Cong	4	5
A Church	2	5
B Huynh (Appointed 1 September 2022)	5	5
R Lockyer (Resigned 12 October 2023)	3	5
E Aiyere (Resigned 31 August 2023)	4	5
Sir R Bosher (Resigned 14 April 2023)	0	3
J Brown (Resigned 29 September 2022)	0	0
R Bengougam (Appointed 1 September 2022 and resigned 16 January 2023)	2	2
C Brown (Appointed 1 September 2022 and resigned 9 October 2022)	0	0
J Lakey (Appointed 1 September 2023)	0	0

Conflicts of interest

Conflicts of Interest are managed through a robust register of business interest completed on an annual basis, as well as a standing item on all meeting agendas. Trustees with any conflicts of interest withdraw from any relevant discussions and have no decision making powers.

Governance reviews

During the year, the Trustees undertook a skills audit, and continued to use the Characteristics of a Successful MAT to review and ensure their own continued effectiveness. The Trust Board continue to actively recruit for both School Governors and more Trustees to join the Board, to strengthen their skills in finance, education and risk.

The Trust Board receives a MAT data summary and Trust Development Plan evaluations on a regular basis to ensure there is clear evidence that the outcomes for young people who are educated within the MAT are exceeding previous performance and national expectations.

THE PIONEER ACADEMY

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

The Finance and Resources Committee is a sub-committee of the main board of trustees. Its purpose is to ensure that the financial, staffing, and infrastructure (buildings and ICT) resources of the Trust are effective, efficient and support the objectives of maximising pupil outcomes at every school.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
L Mason-Ellis (Accounting Officer)	4	4
A Wright	4	4
W Andrews	1	1
B Huynh (Appointed 1 September 2022)	3	4
R Lockyer (Resigned 12 October 2023)	1	1
C Brown (Appointed 1 September 2022 and resigned 9 October 2022)	1	1

C Cain and R Kellaway were also in attendance at the Finance and Resources Committee. C Cain attended 2/4 meetings and R Kellaway 4/4 meeting.

The Audit, Compliance and Risk Committee is a sub-committee of the main board of trustees. Its purpose is to maintain an oversight of the Trust's governance, risk management, internal control and value for money framework. It will report its findings annually to the Board of Trustees and the Accounting Officer as part of the Trust's annual reporting requirements.

A representative of our Internal Auditors joins this committee. S Eaton attended 2/4 meetings of the committee.

Trustees	Meetings attended	Out of possible
J Bouwens (Chair)	3	4
A Wright	4	4
E Aiyere (Resigned 31 August 2023)	0	3

Review of value for money

As accounting officer, the Chief Executive Officer has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

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

THE PIONEER ACADEMY

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

- Continuing to support close working relationship within regions of schools to enable proactive support and challenge across our academies, including the identification of synergies. Transparency and clarity of spending schools' budgets is scrutinised and ratified across all tiers of governance. Schools are also able to challenge the Trust in how it spends money.
- The continued use of Integrated Curriculum Financial Planning to provide a greater level of transparency and challenge on school budgets, including longer term planning around schools with financial challenges, using benchmarks from other Trust schools as a model for improvement.
- Ongoing review of the procurement of services across our academies to achieve better quality, economies of scale and consistent outcomes across the academies, including a better understanding of the benefits of inhouse service provision, vs outsourcing key deliverables, such as IT support and grounds maintenance.
- Educational outcomes have improved by ongoing support from the Trust including receiving regular data reviews and moderation of the academies self-evaluation and school development plans. These are reviewed and challenged at all levels of Governance across the Trust.
- Ongoing review of our academies to ensure that the expected outcome of the academies during Ofsted are in line with Trust expectations.
- Ongoing review of building surveys to inform allocation of capital spend.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Pioneer Academy for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

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

The Board of Trustees has decided to buy-in an internal audit service from TIAA.

The internal audit service's role included giving advice on financial and other matters and performing a range of checks on the academy trust's financial and other systems. In particular, the checks carried out in the current period included:

- key finance systems
- rotational school reviews
- risk management and governance arrangements

THE PIONEER ACADEMY

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

On a termly basis, the internal audit service reports to the board of trustees, through the Audit, Compliance and Risk Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

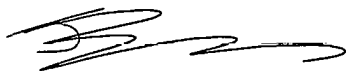
Review of effectiveness

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

- the work of the internal audit service;
- the work of the external auditor;
- the financial management and governance self-assessment process
- work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the Board of Trustees on 14th December 2023 and signed on its behalf by:



J Bouwens
Chair



L Mason-Ellis
Accounting Officer

THE PIONEER ACADEMY

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2023

As accounting officer of The Pioneer Academy, I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the Academy Trust's Board of Trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2022.

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



L Mason-Ellis
Accounting Officer

14th December 2023

THE PIONEER ACADEMY

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

The trustees (who are also the directors of The Pioneer Academy for the purposes of company law) are responsible for preparing the Trustees' report and the accounts in accordance with the Academies Accounts Direction 2022 to 2023 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 accounts for each financial year. Under company law, the Trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing these accounts, the Trustees are required to:

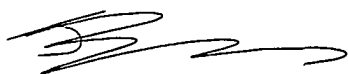
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 14th December 2023 and signed on its behalf by:



J Bouwens
Chair

THE PIONEER ACADEMY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE PIONEER ACADEMY FOR THE YEAR ENDED 31 AUGUST 2023

Opinion

We have audited the accounts of The Pioneer Academy for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023.

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 accounts' section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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 Academy Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report other than the accounts and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the accounts 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 accounts 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 accounts themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

THE PIONEER ACADEMY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE PIONEER ACADEMY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the Trustees are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

THE PIONEER ACADEMY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE PIONEER ACADEMY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company'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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services Limited

Michelle Wilkes FCA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

22 December 2023
.....

Chartered Accountants
Statutory Auditor

First Floor
River House
1 Maidstone Road
Sidcup
Kent
United Kingdom
DA14 5RH

THE PIONEER ACADEMY

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE PIONEER ACADEMY AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2023

In accordance with the terms of our engagement letter dated 26 June 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Pioneer Academy during the period 1 September 2022 to 31 August 2023 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 The Pioneer Academy and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the The Pioneer Academy 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 The Pioneer Academy and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Pioneer Academy's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Pioneer Academy's funding agreement with the Secretary of State for Education dated 1 August 2011, updated 23 August 2016, and the Academy Trust Handbook, extant from 1 September 2022, 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 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 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 Trust's income and expenditure.

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

THE PIONEER ACADEMY

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE PIONEER ACADEMY AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Azets Audit Services Limited

Reporting Accountant

Azets Audit Services
First Floor
River House
1 Maidstone Road
Sidcup
Kent
DA14 5RH
United Kingdom

Dated: 22 December 2023

THE PIONEER ACADEMY

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2023 £'000	Total 2022 £'000
Income and endowments from:						
Donations and capital grants	3	418	100	2,005	2,523	10,747
Donations - transfer from local authority on conversion	26	-	(155)	18,920	18,765	78,564
Charitable activities:						
- Funding for educational operations	4	-	32,197	-	32,197	28,420
Other trading activities	5	2,205	-	-	2,205	1,330
Total		<u>2,623</u>	<u>32,142</u>	<u>20,925</u>	<u>55,690</u>	<u>119,061</u>
Expenditure on:						
Charitable activities:						
- Educational operations	8	865	36,957	2,364	40,186	36,293
Total	7	<u>865</u>	<u>36,957</u>	<u>2,364</u>	<u>40,186</u>	<u>36,293</u>
Net income/(expenditure)		1,758	(4,815)	18,561	15,504	82,768
Transfers between funds	16	(2,140)	4,440	(2,300)	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit pension schemes	18	-	2,647	-	2,647	15,017
Net movement in funds		<u>(382)</u>	<u>2,272</u>	<u>16,261</u>	<u>18,151</u>	<u>97,785</u>
Reconciliation of funds						
Total funds brought forward		<u>1,293</u>	<u>(3,674)</u>	<u>163,461</u>	<u>161,080</u>	<u>63,295</u>
Total funds carried forward		<u>911</u>	<u>(1,402)</u>	<u>179,722</u>	<u>179,231</u>	<u>161,080</u>

THE PIONEER ACADEMY

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted	Restricted funds:		Total
		funds £'000	General £'000	Fixed asset £'000	2022 £'000
Income and endowments from:					
Donations and capital grants	3	362	69	10,316	10,747
Donations - transfer from local authority on conversion	26	232	(1,163)	79,495	78,564
Charitable activities:					
- Funding for educational operations	4	-	28,420	-	28,420
Other trading activities	5	1,330	-	-	1,330
Total		<u>1,924</u>	<u>27,326</u>	<u>89,811</u>	<u>119,061</u>
Expenditure on:					
Charitable activities:					
- Educational operations	8	727	33,398	2,168	36,293
Total	7	<u>727</u>	<u>33,398</u>	<u>2,168</u>	<u>36,293</u>
Net income/(expenditure)		1,197	(6,072)	87,643	82,768
Transfers between funds	16	(1,987)	1,987	-	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	18	-	15,017	-	15,017
Net movement in funds		(790)	10,932	87,643	97,785
Reconciliation of funds					
Total funds brought forward		2,083	(14,606)	75,818	63,295
Total funds carried forward		<u>1,293</u>	<u>(3,674)</u>	<u>163,461</u>	<u>161,080</u>

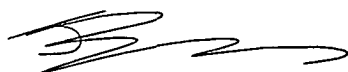
THE PIONEER ACADEMY

BALANCE SHEET

AS AT 31 AUGUST 2023

		2023		2022	
	Notes	£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	12		179,722		162,910
Current assets					
Debtors	13	1,941		1,689	
Cash at bank and in hand		2,817		3,498	
		<u>4,758</u>		<u>5,187</u>	
Current liabilities					
Creditors: amounts falling due within one year	14	<u>(3,737)</u>		<u>(3,343)</u>	
Net current assets			1,021		1,844
Net assets excluding pension liability			180,743		164,754
Defined benefit pension scheme liability	18		<u>(1,512)</u>		<u>(3,674)</u>
Total net assets			<u>179,231</u>		<u>161,080</u>
Funds of the Academy Trust:					
Restricted funds	16				
- Fixed asset funds			179,722		163,461
- Restricted income funds			110		-
- Pension reserve			<u>(1,512)</u>		<u>(3,674)</u>
Total restricted funds			178,320		159,787
Unrestricted income funds	16		911		1,293
Total funds			<u>179,231</u>		<u>161,080</u>

The accounts on pages 23 to 50 were approved by the Trustees and authorised for issue on 14th December 2023 and are signed on their behalf by:



J Bouwens
Chair

Company registration number 07691324 (England and Wales)

THE PIONEER ACADEMY

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

		2023		2022	
	Notes	£'000	£'000	£'000	£'000
Cash flows from operating activities					
Net cash used in operating activities	19		(2,430)		(1,330)
Cash funds transferred on conversion	26		-		232
			(2,430)		(1,098)
Cash flows from investing activities					
Capital grants from DfE Group		2,005		982	
Purchase of tangible fixed assets		(256)		(180)	
Net cash provided by investing activities			1,749		802
Net decrease in cash and cash equivalents in the reporting period			(681)		(296)
Cash and cash equivalents at beginning of the year			3,498		3,794
Cash and cash equivalents at end of the year			2,817		3,498

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

The Pioneer Academy is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Trustees' report.

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

1.1 Basis of preparation

The accounts of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

1.3 Conversion to an academy trust

The assets and liabilities transferred on conversion from Downe Primary School and West Blatchington Primary and Nursery School have been valued at their fair value. The fair value has been derived based on that of equivalent items. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in Donations – transfer of existing academy into the Trust in the Statement of Financial Activities and analysed under, restricted general funds and restricted fixed asset funds. Further details of the transaction are set out in note 28.

1.4 Income

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

Grants

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

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

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

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

Sponsorship income

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

Donations

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

Other income

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

Donated goods, facilities and services

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

Donated fixed assets

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

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

1.6 Tangible fixed assets and depreciation

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 that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

The buildings have either been valued using the ESFA desktop valuation, Local Authority Desktop valuation or valued by the Directors based on an average value per square metre of other schools in the local area. All schools have a 125 year lease from conversion on the land and buildings with their local authority.

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

Land and buildings	2% buildings and 0.8% leasehold land
Computer equipment	33.3%
Fixtures, fittings & equipment	10%
Motor vehicles	20%

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

1.7 Liabilities

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

1.8 Leased assets

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

1.9 Financial instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.11 Pensions benefits

Retirement benefits to employees of the Academy Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the Academy Trust.

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

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

1.12 Fund accounting

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

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

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency.

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

2 Critical accounting estimates and areas of judgement

Accounting 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 18, 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 2023. 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.

The pension value also includes an asset ceiling adjustment and the assumptions used to calculate this are:

- The scheme is open to new entrants;
- There is a minimum funding requirement in relation to the LGPS;
- There is the ability to recover a surplus through the ability to reduce future contributions (not refund)
- In calculating the surplus, the present value of current and past service costs is offset against the future contributions over the future period;
- The present value in the above calculations are calculated using an annuity representing participation into perpetuity.

Critical areas of judgement

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the property plant and equipment, and note 1.5 for the useful economic lives for each class of assets.

Bad debts

Debtors are regularly reviewed for recoverability, any debts which in the opinion of management are not recoverable are provided for as a specific bad debt.

There are no other key assumptions concerning the future or the other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Donated fixed assets	-	-	-	9,334
Capital grants	-	2,005	2,005	982
Other donations	418	100	518	431
	<u>418</u>	<u>2,105</u>	<u>2,523</u>	<u>10,747</u>

Donated fixed assets in 2022 relate to the extension at Stewart Fleming Primary School that was transferred to the trust from the local authority.

4 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
DfE / ESFA grants				
General annual grant (GAG)	-	24,147	24,147	22,696
Other DfE / ESFA grants:				
UIFSM	-	658	658	560
Pupil premium	-	2,083	2,083	1,839
Start up grants	-	110	110	3
Teachers pension grants	-	19	19	31
Teachers pay grants	-	7	7	11
PE and sports premium	-	270	270	243
Rates	-	54	54	146
Other grants				
- Tutoring grant	-	209	209	182
- Supplementary grant	-	687	687	403
- Mainstream schools additional grant	-	333	333	-
- Support funding	-	-	-	146
- Recovery premium	-	210	210	202
- Academy deficit funding	-	629	629	-
- TCAF	-	100	100	-
- Other	-	124	124	32
	<u>-</u>	<u>29,640</u>	<u>29,640</u>	<u>26,494</u>
Other government grants				
Local authority grants	-	2,557	2,557	1,925
Exceptional government funding				
Other Coronavirus funding	-	-	-	1
	<u>-</u>	<u>-</u>	<u>-</u>	<u>1</u>
Total funding	<u>-</u>	<u>32,197</u>	<u>32,197</u>	<u>28,420</u>

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

4 Funding for the Academy Trust's educational operations

(Continued)

The trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under 'exceptional government funding'. This funding includes:

- COVID recovery funding £nil (2022: £1k)

Funding has been used on educational and support costs to ensure the pupils of the trust continue to receive a stable education during the pandemic.

5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Hire of facilities	219	-	219	149
Catering income	328	-	328	267
Other income	1,658	-	1,658	914
	<u>2,205</u>	<u>-</u>	<u>2,205</u>	<u>1,330</u>

6 Central services

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

- financial services, including the cost of the financial software
- legal services
- educational support services, including the provision of outstanding teachers from the central team
- pupil welfare support services
- strategic leadership
- school improvement services
- health and safety services
- bespoke CPD
- occupational health services
- recruitment services

The Academy Trust charges for these services on the following basis:

- Flat percentage of 0% - 5.5% of income

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

6 Central services

(Continued)

The amounts charged during the year were as follows:

	2023 £'000	2022 £'000
Moulsecoomb Primary School	89	-
Halstead Community Primary School	12	-
Holland Junior School	31	-
Edenbridge Primary School	92	83
Stewart Fleming Primary School	139	113
Belvedere Junior School	131	94
Burnt Oak Junior School	88	45
Broadmead Primary School	156	113
Red Hill Primary School	202	162
Chatsworth Infant School	64	40
South Norwood Primary School	164	79
The Crescent Primary School	197	133
Belvedere Infant School	107	67
Woodcote Primary School	232	169
Downe Primary School	8	-
West Blatchington Primary and Nursery School	-	-
	<u>1,712</u>	<u>1,098</u>

7 Expenditure

	Staff costs £'000	Non-pay expenditure		Total 2023 £'000	Total 2022 £'000
		Premises £'000	Other £'000		
Academy's educational operations					
- Direct costs	23,440	2,092	2,270	27,802	23,841
- Allocated support costs	4,908	4,425	3,051	12,384	12,452
	<u>28,348</u>	<u>6,517</u>	<u>5,321</u>	<u>40,186</u>	<u>36,293</u>

Net income/(expenditure) for the year includes:

	2023 £'000	2022 £'000
Operating lease rentals	59	33
Depreciation of tangible fixed assets	2,364	1,890
Fees payable to auditor for:		
- Audit	28	22
- Other services	12	11
Net interest on defined benefit pension liability	135	302
	<u></u>	<u></u>

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

8 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Direct costs				
Educational operations	865	26,937	27,802	23,841
Support costs				
Educational operations	-	12,384	12,384	12,452
	<u>865</u>	<u>39,321</u>	<u>40,186</u>	<u>36,293</u>
			2023	2022
			£'000	£'000
Analysis of support costs				
Support staff costs			4,908	5,760
Depreciation			272	270
Technology costs			212	219
Premises costs			4,153	3,526
Legal costs			52	2
Other support costs			2,708	2,567
Governance costs			79	108
			<u>12,384</u>	<u>12,452</u>

9 Staff

Staff costs

Staff costs during the year were:

	2023 £'000	2022 £'000
Wages and salaries	20,286	17,720
Social security costs	1,935	1,688
Pension costs	4,571	5,670
	<u>26,792</u>	<u>25,078</u>
Staff costs - employees	26,792	25,078
Agency staff costs	1,549	887
Staff restructuring costs	7	15
	<u>28,348</u>	<u>25,980</u>
Staff development and other staff costs	126	107
	<u>28,474</u>	<u>26,087</u>
Total staff expenditure	<u>28,474</u>	<u>26,087</u>
Staff restructuring costs comprise:		
Severance payments	<u>7</u>	<u>15</u>

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

9 Staff

(Continued)

Severance payments

The Academy Trust paid 1 severance payments in the year, disclosed in the following bands:

£0 - £25,000	1
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Staff numbers

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

	2023 Number	2022 Number
Teachers	307	248
Administration and support	517	514
Management	65	47
	<u>889</u>	<u>809</u>

Higher paid staff

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

	2023 Number	2022 Number
£60,000 - £70,000	11	10
£70,001 - £80,000	9	5
£80,001 - £90,000	4	3
£90,001 - £100,000	4	2
£100,001 - £110,000	2	-
£110,001 - £120,000	2	-
£150,001 - £160,000	-	1
£180,001 - £190,000	1	-
	<u>1</u>	<u>-</u>

Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer national insurance and pension contributions) received by key management personnel for their services to the Academy Trust was £1,163k (2022: £2,058k). In prior years the senior management team was made up of 19 people and included Headteachers of each school. In 2023 the disclosure only includes the senior management team of the Trust, which is made up of 8 people.

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

10 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Chief Executive Officer and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Chief Executive Officer and staff members under their contracts of employment, and not in respect of their services as Trustees.

The value of Trustees' remuneration and other benefits was as follows:

L Mason-Ellis (Chief Executive Officer):

- Remuneration £185,000 - £190,000 (2022: £155,000 - £160,000)
- Employer's pension contributions £40,000 - £45,000 (2022: £35,000 - £40,000)

During the year, reimbursed expenditure amounting to £nil was paid to trustees (2022: £nil) for mileage, telephone costs and school supplies.

Other related party transactions involving the Trustees are set out within the related parties note.

11 Trustees' and officers' insurance

The Academy Trust has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust 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.

12 Tangible fixed assets

	Land and buildings	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost					
At 1 September 2022	166,961	738	1,902	26	169,627
Transfer on conversion	18,900	-	20	-	18,920
Additions	-	55	201	-	256
At 31 August 2023	185,861	793	2,123	26	188,803
Depreciation					
At 1 September 2022	5,106	603	1,006	2	6,717
Charge for the year	2,092	109	160	3	2,364
At 31 August 2023	7,198	712	1,166	5	9,081
Net book value					
At 31 August 2023	178,663	81	957	21	179,722
At 31 August 2022	161,855	135	896	24	162,910

Included in land and buildings is £130,521k (2022: £115,641k) of land. Freehold land is not depreciated and leasehold land is depreciated over the term of the lease.

Additions to land and buildings in the year of £18,900k relate to property inherited on conversion for Downe Primary School and West Blatchington Primary and Nursery School.

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

13 Debtors

	2023 £'000	2022 £'000
Trade debtors	316	299
VAT recoverable	242	373
Prepayments and accrued income	1,383	1,017
	<u>1,941</u>	<u>1,689</u>

14 Creditors: amounts falling due within one year

	2023 £'000	2022 £'000
Trade creditors	975	970
Other taxation and social security	549	454
Other creditors	530	423
Accruals and deferred income	1,683	1,496
	<u>3,737</u>	<u>3,343</u>

15 Deferred income

	2023 £'000	2022 £'000
Deferred income is included within:		
Creditors due within one year	<u>684</u>	<u>535</u>
Deferred income at 1 September 2022	535	400
Released from previous years	(535)	(400)
Resources deferred in the year	<u>684</u>	<u>535</u>
Deferred income at 31 August 2023	<u>684</u>	<u>535</u>

At the balance sheet date the Academy Trust was holding fund received in advance for free school meals and rates relief, LA funding and trips.

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

16 Funds

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
Restricted general funds					
General Annual Grant (GAG)	-	24,147	(28,587)	4,440	-
Start up grants	-	110	-	-	110
UIFSM	-	658	(658)	-	-
Pupil premium	-	2,083	(2,083)	-	-
Other DfE/ESFA grants	-	2,642	(2,642)	-	-
Other government grants	-	2,557	(2,557)	-	-
Other restricted funds	-	100	(100)	-	-
Pension reserve	(3,674)	(155)	(330)	2,647	(1,512)
	<u>(3,674)</u>	<u>32,142</u>	<u>(36,957)</u>	<u>7,087</u>	<u>(1,402)</u>
Restricted fixed asset funds					
Inherited on conversion	-	18,920	-	(18,920)	-
DfE group capital grants	551	2,005	-	(2,556)	-
General Fixed Assets	162,910	-	(2,364)	19,176	179,722
	<u>163,461</u>	<u>20,925</u>	<u>(2,364)</u>	<u>(2,300)</u>	<u>179,722</u>
Total restricted funds	<u>159,787</u>	<u>53,067</u>	<u>(39,321)</u>	<u>4,787</u>	<u>178,320</u>
Unrestricted funds					
General funds	<u>1,293</u>	<u>2,623</u>	<u>(865)</u>	<u>(2,140)</u>	<u>911</u>
Total funds	<u>161,080</u>	<u>55,690</u>	<u>(40,186)</u>	<u>2,647</u>	<u>179,231</u>

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

16 Funds

(Continued)

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

General Annual Grant: Income received from the ESFA to cover the normal running costs of the Academy.

Under the funding agreement with the Secretary of State, the academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

Start up grants, Universal Infant Free Schools Meals (UIFSM), Pupil Premium, Teachers Pension Grants, Teachers Pay Grants, Rates: Income received from the ESFA as described.

Other DFE/ESFA grants: This includes the PE & sports funding, Tutoring grants, Supplementary grants, Support funding, Recovery Premium, and other smaller funding amounts.

Other government grants: This includes SEN funding, early years and additional pupil premium received from the Local Authority.

COVID funding: Amounts received from the ESFA for Catch Up.

DFE/ESFA Capital grants: This includes the devolved formula capital grant and SCA grant.

The transfer of funds relate to the purchase of fixed assets during the period; the transfer of capital grant to match expenditure; and transfer from unrestricted funds to cover restricted deficits.

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

16 Funds

(Continued)

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

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
Restricted general funds					
General Annual Grant (GAG)	220	22,696	(24,903)	1,987	-
Start up grants	-	3	(3)	-	-
UIFSM	-	560	(560)	-	-
Pupil premium	10	1,839	(1,849)	-	-
Other DfE/ESFA grants	188	1,396	(1,584)	-	-
Other government grants	253	1,926	(2,179)	-	-
Other restricted funds	-	69	(69)	-	-
Pension reserve	(15,277)	(1,163)	(2,251)	15,017	(3,674)
	<u>(14,606)</u>	<u>27,326</u>	<u>(33,398)</u>	<u>17,004</u>	<u>(3,674)</u>
Restricted fixed asset funds					
Inherited on conversion	-	79,448	-	(79,448)	-
DfE group capital grants	27	982	(278)	(180)	551
General Fixed Assets	75,791	9,381	(1,890)	79,628	162,910
	<u>75,818</u>	<u>89,811</u>	<u>(2,168)</u>	<u>-</u>	<u>163,461</u>
Total restricted funds	<u>61,212</u>	<u>117,137</u>	<u>(35,566)</u>	<u>17,004</u>	<u>159,787</u>
Unrestricted funds					
General funds	<u>2,083</u>	<u>1,924</u>	<u>(727)</u>	<u>(1,987)</u>	<u>1,293</u>
Total funds	<u>63,295</u>	<u>119,061</u>	<u>(36,293)</u>	<u>15,017</u>	<u>161,080</u>

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

16 Funds

(Continued)

Total funds analysis by academy

	2023 £'000	2022 £'000
Fund balances at 31 August 2023 were allocated as follows:		
Moulsecoomb Primary School	1	1
Halstead Community Primary School	1	1
Holland Junior School	1	1
Edenbridge Primary School	1	1
Stewart Fleming Primary School	1	1
Belvedere Junior School	1	1
Burnt Oak Junior School	1	1
Broadmead Primary School	1	1
Red Hill Primary School	1	1
Chatsworth Infant School	1	1
South Norwood Primary School	1	1
The Crescent Primary School	1	1
Belvedere Infant School	1	1
Woodcote Primary School	1	1
Downe Primary School	1	-
West Blatchington Primary and Nursery School	1	-
Central services	1,005	1,279
Total before fixed assets fund and pension reserve	1,021	1,293
Restricted fixed asset fund	179,722	163,461
Pension reserve	(1,512)	(3,674)
Total funds	179,231	161,080

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

16 Funds

(Continued)

Total cost analysis by academy

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

	Teaching and educational support staff £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2023 £'000	Total 2022 £'000
Moulsecroomb Primary School	1,257	206	65	674	2,202	1,617
Halstead Community Primary School	370	67	11	125	573	275
Holland Junior School	816	85	35	270	1,206	456
Edenbridge Primary School	1,676	198	28	547	2,449	2,222
Stewart Fleming Primary School	1,869	413	49	707	3,038	2,774
Belvedere Junior School	1,350	271	40	550	2,211	2,036
Burnt Oak Junior School	837	239	18	427	1,521	1,309
Broadmead Primary School	1,941	221	31	711	2,904	2,702
Red Hill Primary School	2,559	422	70	982	4,033	3,709
Chatsworth Infant School	762	183	20	231	1,196	1,119
South Norwood Primary School	1,791	240	36	762	2,829	2,318
The Crescent Primary School	2,158	303	47	880	3,388	3,102
Belvedere Infant School	1,130	238	28	393	1,789	1,675
Woodcote Primary School	3,104	819	83	1,004	5,010	4,619
Downe Primary School	225	71	5	90	391	-
West Blatchington Primary and Nursery School	104	28	2	6	140	-
Central services	1,491	904	343	204	2,942	4,470
	<u>23,440</u>	<u>4,908</u>	<u>911</u>	<u>8,563</u>	<u>37,822</u>	<u>34,403</u>

17 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	179,722	179,722
Current assets	911	3,847	-	4,758
Current liabilities	-	(3,737)	-	(3,737)
Pension scheme liability	-	(1,512)	-	(1,512)
Total net assets	<u>911</u>	<u>(1,402)</u>	<u>179,722</u>	<u>179,231</u>

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

17 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	162,910	162,910
Current assets	1,293	3,343	551	5,187
Current liabilities	-	(3,343)	-	(3,343)
Pension scheme liability	-	(3,674)	-	(3,674)
Total net assets	1,293	(3,674)	163,461	161,080

18 Pension and similar obligations

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Kent County Council; the London Borough of Bromley; the London Borough of Bexley; the London Borough of Croydon; East Sussex County Council and Surrey 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 that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £516k (2022: £413k) were payable to the schemes at 31 August 2023 and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

18 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- 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. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

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

The employer's pension costs paid to the TPS in the period amounted to £2,786k (2022: £2,404k).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 23.6% for employers and 5.5% to 12.5% for employees.

Some of the academies with the trust are making additional contributions in addition to normal pension contributions.

As described in note 26 the LGPS obligation relates to the employees of the Academy Trust, being the employees transferred as part of the conversion from the maintained school and new employees who joined the scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Total contributions made	2023 £'000	2022 £'000
Employer's contributions	1,590	1,317
Employees' contributions	415	365
Total contributions	2,005	1,682

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

18 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2023 %	2022 %
Rate of increase in salaries	3.55	3.55
Rate of increase for pensions in payment/inflation	3.03	3.03
Discount rate for scheme liabilities	5.24	4.26

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

	2023 Years	2022 Years
Retiring today		
- Males	21.4	22.3
- Females	24.1	24.7
Retiring in 20 years		
- Males	21.9	22.6
- Females	25.2	25.5

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023 £'000	2022 £'000
Discount rate - 0.1%	302	-
+ 1 year life expectancy	449	579

Defined benefit pension scheme net liability	2023 £'000	2022 £'000
Scheme assets	19,702	17,734
Scheme obligations	(21,214)	(21,408)
Net liability	(1,512)	(3,674)

The Academy Trust's share of the assets in the scheme	2023 Fair value £'000	2022 Fair value £'000
Equities	12,420	10,625
Bonds and Gilts	3,275	2,875
Cash	499	556
Property	2,174	2,124
Other assets	2,389	1,554
Asset ceiling adjustment	(1,055)	-
Total market value of assets	19,702	17,734

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

18 Pension and similar obligations

(Continued)

The actual return on scheme assets was £(804,000) (2022: £(706,000)).

Amount recognised in the statement of financial activities	2023 £'000	2022 £'000
Current service cost	1,745	3,266
Interest income	(807)	(264)
Interest cost	942	566
Administration expenses	40	-
Total operating charge	1,920	3,568

Changes in the present value of defined benefit obligations	2023 £'000	2022 £'000
At 1 September 2022	21,408	30,539
Obligations acquired on conversion	1,256	2,869
Current service cost	1,745	3,266
Interest cost	942	566
Employee contributions	415	365
Actuarial gain	(4,258)	(15,987)
Benefits paid	(294)	(210)
At 31 August 2023	21,214	21,408

Changes in the fair value of the Academy Trust's share of scheme assets	2023 £'000	2022 £'000
At 1 September 2022	17,734	15,262
Assets acquired on conversion	1,101	1,706
Interest income	807	264
Actuarial loss	(1,611)	(970)
Employer contributions	1,590	1,317
Employee contributions	415	365
Benefits paid	(294)	(210)
Effect of non-routine settlements and administration expenses	(40)	-
At 31 August 2023	19,702	17,734

Included within the pension assets above is an "asset ceiling adjustment". The asset ceiling is the present value of the economic benefits that the employer can recover from the plan, such as reduced contributions or cash refunds. It is deemed for the Trust that the future costs expected for the employers contributions will outweigh the future service costs and therefore there is no economic benefit to the Trust and therefore the asset value is reduced to zero.

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

19 Reconciliation of net income to net cash flow from operating activities

	Notes	2023 £'000	2022 £'000
Net income for the reporting period (as per the statement of financial activities)		15,504	82,768
Adjusted for:			
Net surplus on conversion to academy	26	(18,765)	(78,564)
Capital grants from DfE and other capital income		(2,005)	(10,316)
Defined benefit pension costs less contributions payable	18	195	1,949
Defined benefit pension scheme finance cost	18	135	302
Depreciation of tangible fixed assets		2,364	1,890
(Increase) in debtors		(252)	(715)
Increase in creditors		394	1,356
Net cash used in operating activities		(2,430)	(1,330)

20 Analysis of changes in net funds

	1 September 2022 £'000	Cash flows £'000	31 August 2023 £'000
Cash	3,498	(681)	2,817

21 Long-term commitments

Operating leases

At 31 August 2023 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £'000	2022 £'000
Amounts due within one year	30	30
Amounts due in two and five years	65	1
	95	31

22 Capital commitments

	2023 £'000	2022 £'000
Expenditure contracted for but not provided in the accounts	519	385

Capital commitments at year end include various projects in the trust. £401k is covered by specific capital funding.

THE PIONEER ACADEMY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

23 Related party transactions

Owing to the nature of the Academy Trust's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Academy Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy Trust's financial regulations and normal procurement procedures. The following related party transaction took place in the period of account.

Mr Mason-Ellis' wife works as a school business manager for the Trust. The appointment was made in open competition and Mr Mason-Ellis was not involved in the decision-making process regarding appointment. Mrs Mason-Ellis is paid within the normal salary scale for her role and receives no special treatment as a result of being related to a Director.

24 Post balance sheet events

New schools joining the trust

As of 01 September 2023 Hollington Primary School based in East Sussex joined the trust.

25 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

26 Conversion to an academy

On the dates noted below, Downe Primary School and West Blatchington Primary and Nursery School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Pioneer Academy from the London Borough of Bromley and East Sussex County Council respectively for £nil consideration.

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

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

Academy	Location	Date of conversion
Downe Primary School	Bromley	1 January 2023
West Blatchington Primary and Nursery School	Brighton & Hove	1 August 2023

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

(Continued)

	Unrestricted funds	Restricted funds:		Total
	£'000	General	Fixed asset	2023
Funds surplus/(deficit) transferred:	£'000	£'000	£'000	£'000
Fixed assets funds	-	-	18,920	18,920
LGPS pension funds	-	(155)	-	(155)
	<u>-</u>	<u>(155)</u>	<u>18,920</u>	<u>18,765</u>