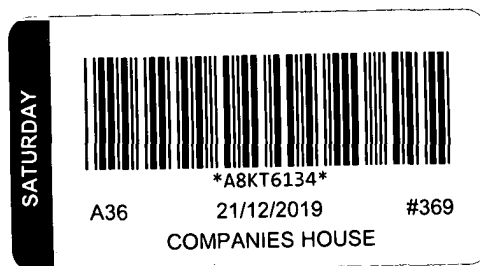


THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST

(A Company Limited by Guarantee)

Annual Report and Financial Statements

For the Year Ended 31 August 2019



THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
(A Company Limited by Guarantee)

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Reference and Administrative Details
For the Year Ended 31 August 2019

Members	J Rolph (resigned 17 July 2019) K C T Cowley K A Mitford Rt Rev A Porter Bishop of Sherwood N Spraggins (resigned 19 August 2019) The Venerable D Picken (appointed 19 August 2019)
Trustees	K A Mitford, Chair (Term of Office ended 31 August 2019) C B Pickering, Chief Executive Officer (resigned as Trustee 3 September 2018) S W Jones, Executive Principal (resigned 31 August 2019) K C T Cowley, Chair C M Ball J K Eastwood* C Dean J Oldfield* E Hopkin*, Staff Trustee B R Marshall H James* Rev J S Pacey (resigned 4 October 2018) A Harmston-Hall L Allen* M Dracott* (resigned 20 November 2018) G Johnson A McKibbin S Yardley* M Paine* Rev J L Stephens (appointed 5 November 2018)

* Member of Finance and Resources Portfolio Team 2018/19

Company registered number	07708713
Company name	The National Church of England Academy Trust
Principal and registered office	Annesley Road Hucknall Nottinghamshire NG15 7DB
Company secretary	A Elway (resigned 30 September 2019)
Senior management team	C B Pickering, Chief Executive Officer and Accounting Officer S W Jones, Senior Executive Leader J Heath, Interim Principal
Independent auditors	Smith Cooper Audit Limited 2 Lace Market Square Nottingham NG1 1PB
Bankers	Lloyds Bank 12 - 16 Lower Parliament Street Nottingham NG1 3DA

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Reference and Administrative Details of the Academy, its Trustees and Advisers
For the Year Ended 31 August 2019

Advisers (continued)

Solicitors	Browne Jacobson LLP Mowbray House Castle Meadow Road Nottingham NG2 1BJ
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THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Trustees' Report
For the Year Ended 31 August 2019

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

The Academy Trust operates one secondary academy in Nottinghamshire for the age range of 11 to 19, however the Trust is in a partnership with Diverse Academies Trust. The Academy has a pupil capacity of 1,200 and had a roll of 1,259 (Years 7-13) in the school census in October 2018. The Academy also now uses the Hucknall Sixth Form Centre as an additional site facility which has a pupil capacity of 300 for the Trust and has a roll of 128 based on the school census in October 2018 for National Church of England Academy.

In June 2019, NCEAT Board resolved to dissolve the Partnership with Diverse Academies Trust. Trustees are exploring alternatives with a view to joining a MAT which shares its Christian ethos. Interim arrangements have been put in place in partnership with Diverse Academies Trust to ensure continuity of service provision in the intervening period.

Structure, governance and management

a. Constitution

The Academy Trust is a charitable company limited by guarantee (registration number 07708713) and an exempt charity.

The charitable company's Memorandum and Articles of Association is the primary governing document of the Academy Trust.

The Trustees of The National Church of England Academy Trust are also the directors of the charitable company for the purpose of company law.

The charitable company is known as The National Church of England Academy Trust ("NCEAT").

Details of the Trustees who served during the year are included in the Reference and administrative details on page 1.

b. Members' liability

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

c. Trustees' indemnities

A Trustee may benefit from any indemnity insurance purchases at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them. This is in respect of any negligence, default or breach of trust or breach of duty for which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard, provided also that any such insurance shall not extend to the costs of any unsuccessful defence of a criminal prosecution brought against the Trustees in their capacity as directors of the Academy Trust.

d. Method of recruitment and appointment or election of Trustees

The Trustees, who are also the Directors, are appointed under the terms of the Academy Trust's Articles of Association and the Academy Trust seeks to recruit Trustees / Governors across a broad spectrum so that it represents the community it resides in and as such has divided its membership accordingly as follows:

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

The Diocese of Nottingham & Southwell: the diocese has the right to nominate twelve Governors (one incumbent, six Diocesan Board of Finance, five Parochial Church Council).

Staff Governors: the constitution of the Academy Trust states that the Governing Body will have three staff governors who will be elected by staff ballot to serve a term of 4 years. Further to latest guidance in the Academies Financial Handbook regarding staff governors, staff governor vacancies are not being refilled.

Parent Governors: the constitution equally makes provision for three parental representatives; these are again elected by a ballot of parents.

Diverse Academies Trust may appoint two representatives.

Other Governors: the Governing Body (The Trustees) recognises that it now required a wider skills mix to ensure that it has the expertise to deal with the increased demands on it following academy conversion and has therefore looked to recruit external Governors with differing skills. These Governors are appointed to serve for terms of 4 years.

The Governing Body reviews the skills mix that it currently has and will therefore look to recruit external governors with specific skills where shortages are identified.

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

The Governing Body takes the training and development of its members very seriously and this is demonstrated by the following:

All new Governors are given a detailed induction, this is supplemented by additional training from DALP (see below) and the Academy Trust's solicitors.

Prior to each Academy Trust Board meeting the Governors receive training and updating on a wide variety of topics which are related to Academies and their roles.

The Academy Trust also maintains a training and development budget which it uses to provide additional training and development for its Governors.

f. Organisational structure

The Academy Trust had pooled a number of key education and business support functions with Diverse Academies Trust (DAT) through the Diverse Academies Learning Partnership (DALP). This has a joint board of DAT and NCEAT Trustees. This manages shared staffing and services which is part of the group shared costs. Additionally, it manages a number of shared support services in Marketing, Property, IT, MIS, Finance and HR. These costs are around a further 5% of spend and are recharged directly to academies.

The NCEAT board operates within the scheme of delegation agreed by the DALP Board. The underlying principle of which is the Academy Trust must operate with a surplus. Within this the NCEAT Board has wide ranging freedoms.

NCEAT has a Senior Executive Leader and an Academy Principal. A new Principal was appointed in March 2019 and he will take up his post in September 2019, at which point the Interim Principal appointed on the resignation of the previous Principal in August 2018 will retire.

g. Pay policy for key management personnel

The DALP Board operate a senior staff pay committee to review executive principals and corporate staff salaries. Academic staff salaries are reviewed by comparing to norms within the teaching sector and through the teaching pay and condition which exemplify ranges for heads. Support staff salaries are reviewed in the context of national expectations and can be accessed through numerous recruitment websites and salary surveys.

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

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	1
Full-time equivalent employee number	1

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time	£000
Total cost of facility time	-
Total pay bill	-
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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i. Connected organisations, including related party relationships

Whilst the Academy Trust is a stand-alone Academy responsible for its own affairs, it had entered into a partnership arrangement with the Diverse Academies Trust (DAT) with whom it has a long standing collaboration agreement since 2007. The Academy Trust shares a Chief Executive Officer, Chief Operating Officer and Company Secretariat with DAT.

This partnership was formulated through the Diverse Academies Learning Partnership (DALP) whose activities were led by the Chief Executive Officer and formally monitored by the DALP Board made up of representatives from both Trusts.

Interim arrangements being put in place following the dissolution of the partnership are designed to ensure continuity and stability in leadership, pending a move to a new MAT in due course. As at 31 August 2019, the incumbent Chief Executive Officer, Chief Operating Officer and Company Secretary continued to provide services to the Trust consistent with previous practice.

Objectives and Activities

a. Objects and aims

The Academy Trust's principal activities are the provision of education of pupils between the ages of 11 and 19.

The Academy Trust's primary objective is the delivery of high quality teaching and learning to every child that attends the Academy within a Christian environment. This is articulated through the objective of the Academy being rated as "Good" or better. The 2018 Ofsted Section 8 inspection confirmed that the academy continues to offer a "Good" standard of education. Additionally the Academy was graded outstanding in the 2015 SIAMS

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

inspection. The Academy Trust is committed to achieving this through the dissemination of best practice wherever that might be found within the Academy and wider DALP partnership.

This key objective is supported by the undertaking that the Academy Trust's Corporate Services will also seek to be rated as "Good" or better so that it can provide the support necessary to achieve the key objective.

b. Objectives, strategies and activities

As a member of the Diverse Academies Learning Partnership and in line with the academies within the Diverse Academies Trust, the Academy Trust has worked within the DALP strategic framework.

This overall strategy and annual operating plan are agreed by both the Academy Trust and DALP boards. The two boards then monitor and evaluate progress against the plan as the year progresses.

The 2018/19 objectives were:

1. Continuing Development of Leadership and Management during the Interim Period to Extend the Outstanding Leadership Qualities more widely and to plan for full Teaching School designation
2. Teachers have high expectations of students, and plan and deliver lessons that enable exceptional learning
3. To enhance academic outcomes for all students so that students achieve their potential
4. Enhance the climate for learning across the academy for all students
5. Deliver outstanding provision for all post 16 students.

Success criteria were set for each of these key objectives and then measures through the DALP CSI (Challenge, Support, Intervention) methodology.

Following the setting of the key objectives and success criteria in September 2018, detailed action plans were created. These plans included key lines of accountability, timelines and all these aspects were judged against relevant impacts. Regular scrutiny is achieved through CSI, accounting reviews, internal and external QA and through performance management discussions. The overall input of this was very positive, however, completion of the objectives was very mixed including disappointing outcomes in several areas which aim to be addressed in 2019-20.

c. Public benefit

The Trustees have complied with the duty in Part 3 of the Charities Act 2011, to have due regard to public benefit guidance published by the Charity Commission in exercising their powers or duties. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set. The Academy Trust has provided a fully comprehensive education to all pupils in its care. It fully complies with all statutory guidance and seeks to support its wider educational objectives via a strong community role. Where the Academy Trust has full control of its facilities it seeks to ensure a broad community use is made of the school facilities outside of the school day and within the school day where this is practical.

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Achievements and performance

Strategic report

a. Key performance indicators

During the 2018/19 academic year, the Academy underwent a 'FAR' Full Academy Review, as part of the school improvement cycle provided by DALP. Leadership and Management was graded as 'Outstanding'. Teaching and Learning was 'Good'. Personal development, behaviour and welfare was 'Outstanding'. Outcomes were 'Good'

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Trustees' Report (continued)
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and the effectiveness of the 16-19 study programmes was 'Good'. During the 'FAR' "Almost all teaching was good or better, with a proportion of lessons being outstanding". A total of 50 lessons were visited and students were asked about their lessons and had their work scrutinised.

Key Stage 4 Attainment 8 (Overall) for 2018/19 actual results fell from 4.6 in 2017/18 to 4.5, which was just below the national average of 4.6. The % of English and maths (Grade 4+) fell from 68% in 2017/18 to 63% which was in line with the national average. The % of English and maths (Grade 5+) fell from 40% in 2017/18 to 37% in 2018/19.

Year 11 Progress 8 (Value added overall) for 2018/19 fell to -0.23 from -0.02 in 2017/18, and the % of English and Maths (Grade 4+) was -3%.

The % of Ebacc (Grade 4+) fell by 1% from 2017/18 to 21%. The % of Ebacc (Grade 5+) improved by 1% to 11% in 2017/18.

Particular high performing KS4 groups are the performance of females and Low Prior attainers. Particular lower performing KS4 groups include FSM, SEN Support and Male students. Maths progress 8 is markedly lower than the previous year, as is Ebacc progress 8. There are significant concerns over the value added (-0.7) of languages which was significantly below the national average of all schools in 2018/19 and has been for the two previous years.

Looking at a three year trend, there has been value added improvement to a significant number of options subjects (open element) for example, value added in Computer Science was +0.86 which placed progress in the top 15% nationally. Drama has a three year improving trend, for example, value added was +0.49 and in the top 26% nationally. While there wasn't an improving set of outcomes this year for Geography, the progress score was 0.00 which is the national average. PE has a value added score of +0.45, which puts it in the top 27% nationally. Child development and care (GCSE equivalent) has been above the national average for three years and has a progress score of +1.4 and is in the top 21% nationally. It is also worth noting that the attainment score for Full Course RE is in the top 22% nationally and the 4+ or higher in Full Course was 88%.

NCEAT has continued to see a strong demand for places and it has been oversubscribed for the last 4 years. The Academy will be oversubscribed again in the 2019/20 academic year. Currently the Academy has a PAN of 210, but has chosen to take 240 students for the last 3 years. This is the first year the Academy has returned to its PAN of 210 as there is not sufficient space within the academy site to receive 240 per year for every year group.

Key Performance Indicators

The KPI targets are:

Achievement – Targets to be agreed with Senior Executive Leader

Use of resources – the curriculum design and use of teaching and non teaching staff is reviewed annually. The Academy met its targets relating to staff deployment ratios and class sizes. Further work will take place for 2019/20 to ensure the academy continues to be both efficient and effective.

Year 7 recruitment – total roll at 1 October 2018 was 239 compared to a target of 240.

Financial health – the Academy set an in year budget which reflected in year income and historic reserves. The academy did not exceed the budget in 2018-19.

b. Going concern

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

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

c. Review of activities

NCEAT's most recent OFSTED inspection judged the Academy to be 'Good' in March 2018. The last SIAMS inspection judged the academy to be "Outstanding" in September 2015.

KS4 – In 2018/19 many key GCSE measures were below the averages for schools in England. These outcomes overall represented a decline on the previous year progress figures. Where many key GCSE measures were previously improving or above the averages for schools in England, for this year out of the last three, there has been a clear decline which aims to be rectified in 2019/20. Attainment 8 has been above other local centres for the last 3 years and has been in line with national for the last 3 years.

KS5 – 99.5% of Year 13 pupils achieved passes and all students who wished to progress to university did so.

Financial review

This set of accounts shows the financial performance of the Academy Trust for the year ended 31 August 2019. The statement of financial activities shows the Academy Trust made a deficit before other recognised gains and losses of £714k in the year ended 31 August 2019 (2018: deficit of £643k).

The Academy Trust held fund balances at 31 August 2019 of £5,104k (2018: £6,569k) comprising a £205k surplus (2018: £127k surplus) of restricted general funds (excluding pension reserve) and £416k (2018: £406k) of unrestricted general funds and a pension reserve deficit of £3,849k (2018: £2,777k). The majority of the net assets relate to fixed asset funds (land and buildings) being £8,332k (2018: £8,813k).

The Academy Trust had a increase in the amount of cash generated from operations of £235k in the year and had cash of £948k at the end of 2019.

The Trustees have built up the level of reserves that will allow the Academy Trust to mitigate any potential adverse funding changes in the coming years as well as enabling investment in an ageing school site.

The Academy Trust also holds a number of unexpendable reserves, which make up the balance of the total funds of £5,104k. These other funds are:

Fixed asset fund of £8,332k: the fixed asset fund is reduced annually by the value of depreciation on assets supported by the fund. This fund is made up of the following:

- Assets transferred on conversion – upon conversion to Academy status, the Academy Trust was gifted the land and buildings it had operated in whilst a local authority maintained school on a long lease of 125 years and following an independent valuation has included the land at a valuation of £650k and the buildings at a valuation of £10,372k. These buildings are being depreciated equally over 25 years in line with the Academy's financial policies and discussions with the Academy Trust's financial advisors. The land is being depreciated over the lease term.
- Assets funded by grants or transfer of funds from the Academy Trust's revenue funds.
- Grants for projects where the grant has been received ahead of expenditure, the fund will be used to finance the future capital spend.

Buildings - the Academy Trust is very aware that its buildings are in need of constant attention requiring considerable resources into maintenance and where possible enhancing the fabric of the buildings. It has done this through:

- Ongoing maintenance programmes designed to address key strategic issues such as boilers, windows and roofs;
- Active review of all available grants.
- The Academy Trust was successful in securing over £900k in funding from the Academies Capital Maintenance Fund. This project was substantially completed in 2014/15.

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Trustees' Report (continued)
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- The Academy Trust has also secured a grant which meets part of the cost of a new boiler, the balance has been funded via a loan from the ESFA. The loan will be repaid from the savings made from lower gas charges due to the increased efficiency of the new boiler.

From 1 April 2016 NCEAT agreed to join with Diverse Academies Trust in claiming Multi Academy Trust School Condition Fund Grant funding. This will give greater local control over the priorities to be addressed.

Financial Policies

The Academy Trust has revised its policy on the funds that are retained from ESFA income to meet the Academy's core running cost. In 2018/19 this was a flat 3.9% (excluding pupil premium and bursary funding). This still left 96.1% of funding delegated to the Academy Trust.

d. Main sources of Funding

Donations and capital grants – see note 2. This note includes capital grants from the ESFA.

Funding for the Academy's educational operations – see note 3. The main funding the Academy Trust receives is the General Annual Grant of £6,187k (2018: £5,805k) for provision of education within its Academy. This is funded by a formula based on pupil numbers, an element of small fixed payment per school and also recognises the level of deprivation. The ESFA pays this funding. This income also includes contributions for school trips and school fundraising activity.

Other trading activities – see note 4. This includes the hire out of facilities.

Financial review

a. Reserves policy

Total useable reserves, defined as restricted general reserves (excluding the pension reserve) and unrestricted reserves, were £621k (2018: £533k).

The Academy Trust seeks to maintain a minimum of the equivalent of 30 days turnover in usable reserves. The Academy Trust holds reserves for the following reasons;

- As a buffer to allow the Academy to meet year to year changes in pupil numbers without the need to make short term adjustments to staffing and also to meet the potential for on going restructuring if reduced funding or student numbers dictate. It also holds the cash for unforeseen circumstances.
- To support the need to constantly invest in the infrastructure of the Academy to ensure that the quality of the environment is continually enhanced.
- To support the development of HSFC so that high education standards are maintained and improved.

b. Investment policy

The Academy Trust will look to invest any surplus funds it has in short term deposits which whilst not generating substantial returns do ensure that the Academy Trust can gain easy access to its funds and minimise its exposure to any losses.

c. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Academy Trust is exposed, and are satisfied that systems and procedures are in place to mitigate the exposure to major risks. The Trustees are aware of the significant risks facing the Academy Trust since it achieved Academy status; these surround in particular the finances of the Academy Trust, the quality of its buildings and the need to enhance the facilities, as well as the

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

need to continually increase the quality of the teaching and learning it provides for its students. Discussions surrounding these key risks are undertaken with a variety of forums including full Governing Body meetings, appropriate sub committee meetings and management team meetings.

The Academy Trust has looked to make ongoing improvements to its overall systems of internal control through regular reviews by the Academy Trust's responsible officer and its auditors. The outcomes of these reviews have been addressed by the Academy Trust to ensure that ongoing improvements are achieved.

The principal financial risk facing the Academy Trust over the next 12-24 months is the proposed change to the funding formula at pre 16 along with lagged funds and concerns for projected year on year growth.

The other significant risks facing the Academy Trust over the next 12-24 months are as follows:

- The need to improve the quality of the building stock that the Academy operates from within, with a view to not only improving the Health and Safety of its surroundings but the overall quality of the buildings and the resources contained within them.

d. Financial risk management objectives and policies

The Academy Trust has the following financial uncertainties facing it over the coming 12-24 months:

- Real term cuts in education funding
- Availability of capital funding;
- Changes in pension funding assumptions.

The Academy Trust considers any risk as an intrinsic part of any decisions it makes. The Academy Trust operates a risk register that reviews both strategic and operational risks; this plan looks at the key ways of mitigating these risks.

e. Pension deficit

The Trustees recognise that there is a significant pension deficit of £3,849k (2018: £2,777k) which can vary time to time depending on economic circumstances. The Trustees concern themselves with the overall level of contribution necessary to meet its cash payments to the schemes.

Fundraising

The Academy Trust carries out a limited amount of fundraising, and is mindful of the communities within which it operates. In the circumstances when fundraising is undertaken, systems and controls are in place to separate and protect funds. The Academy Trust is mindful of its responsibilities under the Charities (Protection and Social Investment) Act 2016 and legal rules, and ensures all activities are agreed and monitored by senior leaders in compliance with relevant legal rules. Recognised standards are applied to ensure that fundraising is open, honest and respectful, protecting the public from undue pressure to donate. Complaints are handled and monitored through the Trust's complaints procedure.

Plans for future periods

a. Future developments

The Academy Trust's plans for the coming 12-24 months involve the following:

- Ongoing emphasis on increasing standards of achievement to support the journey to being recognised as an Outstanding Academy.
- Continual review of all available grant funding available so that the Academy Trust can continue its on-going development of its infrastructure to support on-going curriculum developments.

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

Making efficiency savings to offset additional pension, national insurance and inflationary cost rises.

Funds Held as Custodian Trustee on Behalf of Others

The Academy Trust holds funds as custodian on behalf of those post-16 students who were entitled to and in receipt of the Post-16 Bursary. For further details see note 23.

Disclosure of information to auditors

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

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



KCT Cowley
Chair of Trustees

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Governance Statement

Scope of Responsibility

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

The board of trustees has delegated the day-to-day responsibility to the Chief Executive, 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 National Church of England Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 4 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
K A Mitford, Chair	6	6
S W Jones (Executive Principal)	5	6
K C T Cowley	6	6
C M Ball	6	6
J K Eastwood	5	6
C Dean	4	6
J Oldfield	5	6
E Hopkin* (Staff Trustee)	1	4
B R Marshall	5	6
H James	5	6
Rev J S Pacey (resigned 30 September 2018)	0	1
A Harmston-Hall	3	6
L Allen	4	6
M Dracott (resigned 20 November 2018)	1	1
G Johnson	5	6
A McKibbin	3	6
S Yardley	6	6
M Paine	6	6
Rev J L Stephens (appointed 5 November 2018)	2	5

The Academy Trust carries out an annual review of its Governance, The Academy Board was awarded the Governor Mark in June 2016. The assessors acknowledged the many areas of strength and suggested areas for improvement were the independent scrutiny and assessment of data, a review of the format of KPIs and ensuring the boundaries between strategic and operational support are clearly defined and maintained. All these issues are being addressed.

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Governance Statement (continued)

The Finance & Resources Portfolio Team is a sub committee of the main Academy Board. Its purpose is to scrutinise the use of resources within the Academy Trust including finance, staffing, premises and health & safety.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
H James (Chair)	5	6
J Eastwood (Vice-Chair)	6	6
M Paine	6	6
S Yardley	4	6
J Oldfield	3	6
L Allen	5	6
E Hopkin	3	5
M Dracott (resigned 20 November 2018)	0	1

The Academy Trust has an Audit and Risk Committee made up of representatives from academies within the Diverse Academies Learning Partnership; this committee monitors internal control recommendations.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
M Quigley (Trustee) (Chair in 2018/19 - resigned as Chair 5 November 2019)	4	4
K Mitford (NCEAT Trustee) (term of office expired 31 August 2019)	2	4
S Jones (Trustee) (resigned 9 May 2019)	0	3
I Storey (Trustee) (Chair from 5 November 2019)	3	4
P Mabbott (Trustee)	2	4
T Hill (Tuxford Primary Academy)	1	4
G Gadie (Retford Oaks Academy) (resigned 6 November 2019)	4	4
P Bryn-Jones (Retford Oaks Academy)	3	4

Review of Value for Money

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

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

- Working with the leadership team to review the deployment of educational staff, the Academy uses modelling tools which allow its allocations by year group to be compared to best practice across the 11 to 19 sector.
- The Academy has been able to prioritise resources to priorities and has seen good outcomes in both exam results and more importantly in the levels of progress made by pupils.
- The Academy Improvement Plan has identified key areas of development and budgetary provision has been made to enable the Senior Leadership Team to carry out these actions.
- Through the Diverse Academies Learning Partnership (DALP) the Academy has taken part in collaborative work in the development of curriculum, CPD and leadership. The Academy has made

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Governance Statement (continued)

significant contributions to collaborative work and received support from the other partners in delivering its provision to achieve enhanced pupil outcomes. The Academy believes this collaborative working is an important aspect of the journey to achieve an "Outstanding" Ofsted rating and best practice within education.

- The DALP partnership has also provided specialist input in Maths and English.
- Sharing the Chief Executive / Accounting Officer and Chief Financial Officer roles across the DALP partnership which lowers the cost for the Academy.
- The Academy Trust has undertaken a review of its support services during the year and put in place revised terms and conditions for teaching support staff and reduced the number of other support staff employed.
- Undertaking joint procurement with DALP to lower the cost of cleaning and catering.
- Sharing HR, Careers and Educational Welfare posts with DALP lowers the cost for the Academy.

In the context of Educational funding reducing in real terms over the next 3 years the Academy is actively looking for further efficiencies.

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 ongoing 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 National Church of England Academy Trust for the year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

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 year 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

The Risk and Control Framework

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

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

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Governance Statement (continued)

From September 2016 the DALP Board have appointed internal auditors to review key financial controls. The Academy Trust is now reviewing providing wider internal audit services using the same external organisation. Trustees have appointed a trustee as Internal Audit Governor. The Internal Audit Governor's role includes performing a range of checks on the Academy's financial systems and any other areas subject to internal audit reviews. The Trustee reports to the Academy Board on the operation of the systems of control and on the discharge of the Board's financial responsibilities.

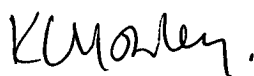
Review of Effectiveness

As Accounting Officer, the Chief Executive 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 external auditors;
- the work of the Internal Audit Governor;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the DALP committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the board of trustees on 10 December 2019 and signed on their behalf, by:



KCT Cowley
Chair of Trustees



C Pickering
Accounting Officer

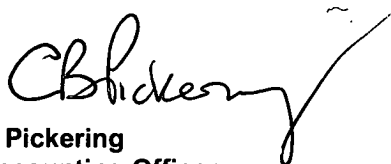
THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Statement on Regularity, Propriety and Compliance

As Accounting Officer of The National Church of England Academy Trust I have considered my responsibility to notify the academy trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2018.

I confirm that I and the academy trust 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 Academies Financial Handbook 2018.

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

A handwritten signature in black ink, appearing to read 'C Pickering', with a long, sweeping horizontal stroke extending to the right.

C Pickering
Accounting Officer

Date: 10 December 2019

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Statement of Trustees' Responsibilities
For the Year Ended 31 August 2019

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

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

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

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

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

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

Approved by order of the members of the board of trustees on 10 December 2019 and signed on its behalf by:



KCT Cowley
Chair of Trustees

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Independent Auditors' Report on the Financial Statements to the Members of The National Church of England Academy Trust

Opinion

We have audited the financial statements of The National Church of England Academy Trust (the 'academy') for the year ended 31 August 2019 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2019 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2015 and the Academies Accounts Direction 2017 to 2018 issued by the Education & Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Independent Auditors' Report on the Financial Statements to the Members of The National Church of England Academy Trust

work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

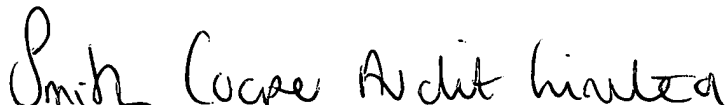
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Independent Auditors' Report on the Financial Statements to the Members of The National Church of England Academy Trust

Use of our report

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

A handwritten signature in black ink that reads "Smith Cooper Audit Limited".

Sarah Flear (Senior Statutory Auditor)
for and on behalf of
Smith Cooper Audit Limited
2 Lace Market Square
Nottingham
NG1 1PB
10 December 2019

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
(A Company Limited by Guarantee)

Independent Reporting Accountants' Assurance Report on Regularity to The National Church of England Academy Trust and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 3 September 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The National Church of England Academy Trust during the year 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of The National Church of England Academy Trust's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of The National Church of England Academy Trust's funding agreement with the Secretary of State for Education dated 15 August 2011, and the Academies Financial Handbook extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- Planned our assurance procedures including identifying key risks;
- Carried out a program of substantive testing, including review of the program of work and findings in relation to internal scrutiny;
- Undertook controls testing where considered appropriate;
- Concluded on the procedures undertaken.

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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**Independent Reporting Accountants' Assurance Report on Regularity to The National Church of
England Academy Trust and the Education & Skills Funding Agency (continued)**

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 year 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Smith Cooper Audit Limited

Smith Cooper Audit Limited
2 Lace Market Square
Nottingham
NG1 1PB

Date: 10 December 2019

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
(A Company Limited by Guarantee)

Statement of Financial Activities incorporating Income and Expenditure Account
For the Year Ended 31 August 2019

		Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000	<i>As restated Total funds 2018 £000</i>
	Note					
Income from:						
Donations and capital grants	2	-	-	89	89	28
Charitable activities: funding for the academy trust's educational operations	3	3	6,825	-	6,828	6,348
Other trading activities	4	24	-	-	24	24
Investments	5	6	-	-	6	7
Total income		33	6,825	89	6,947	6,407
Expenditure on:						
Charitable activities: Academy trust educational operations		33	7,068	560	7,661	7,050
Total expenditure	6	33	7,068	560	7,661	7,050
Net expenditure before transfers		-	(243)	(471)	(714)	(643)
Transfers between Funds	17	10	-	(10)	-	-
Net income / (expenditure) before other recognised gains and losses		10	(243)	(481)	(714)	(643)
Actuarial gains/(losses) on defined benefit pension schemes	21	-	(751)	-	(751)	832
Net movement in funds		10	(994)	(481)	(1,465)	189
Reconciliation of funds:						
Total funds brought forward		406	(2,650)	8,813	6,569	6,380
Total funds carried forward		416	(3,644)	8,332	5,104	6,569

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST

(A Company Limited by Guarantee)

Registered number: 07708713

**Balance Sheet
As at 31 August 2019**

	Note	£000	2019 £000	2018 £000
Fixed assets				
Tangible assets	12		8,446	8,958
Current assets				
Debtors	13	151		189
Cash at bank and in hand		948		713
		1,099		902
Creditors: amounts falling due within one year	14	(509)		(401)
Net current assets			590	501
Total assets less current liabilities			9,036	9,459
Creditors: amounts falling due after more than one year	15	(83)		(113)
Net assets excluding pension scheme liabilities			8,953	9,346
Defined benefit pension scheme liability	21	(3,849)		(2,777)
Net assets including pension scheme liabilities			5,104	6,569
Funds of the academy				
Restricted income funds:				
Restricted income funds	17	205		127
Restricted fixed asset funds	17	8,332		8,813
Restricted income funds excluding pension liability		8,537		8,940
Pension reserve		(3,849)		(2,777)
Total restricted income funds			4,688	6,163
Unrestricted income funds	17		416	406
Total funds			5,104	6,569

The financial statements on pages 23 to 47 were approved by the Trustees, and authorised for issue, on 10 December 2019 and are signed on their behalf, by:

KCT Cowley,

**KCT Cowley
Chair of Trustees**

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Statement of Cash Flows
For the Year Ended 31 August 2019

	Note	2019 £000	2018 £000
Cash flows from operating activities			
Net cash provided by operating activities	19	<u>218</u>	<u>10</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		6	7
Purchase of tangible fixed assets		(48)	(199)
Capital grants from DfE Group		89	25
Net cash provided by/(used in) investing activities		<u>47</u>	<u>(167)</u>
Cash flows from financing activities:			
Repayments of borrowings		(30)	(25)
Net cash used in financing activities		<u>(30)</u>	<u>(25)</u>
Change in cash and cash equivalents in the year		235	(182)
Cash and cash equivalents brought forward		<u>713</u>	<u>895</u>
Cash and cash equivalents carried forward	20	<u><u>948</u></u>	<u><u>713</u></u>

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Notes to the Financial Statements
For the Year Ended 31 August 2019

1. Accounting Policies

The National Church of England Academy Trust is a charitable company registered in England, United Kingdom. The address of its registered office and 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), judgments and key sources of estimation uncertainty, is set out below.

1.1 Basis of preparation of financial statements

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

The National Church of England Academy Trust constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling which is the functional currency of the Academy Trust. Monetary amounts are rounded to the nearest whole £1,000, except where otherwise indicated.

1.2 Going concern

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

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
(A Company Limited by Guarantee)

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

1. Accounting Policies (continued)

1.3 Income

All income is recognised once the academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities incorporating Income and Expenditure Account 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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.4 Expenditure

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

Expenditure on charitable activities are costs incurred on the academy's educational operations, including support costs and those costs relating to the governance of the academy appointed to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Notes to the Financial Statements
For the Year Ended 31 August 2019

1. Accounting Policies (continued)

1.5 Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following bases:

Long-term leasehold land	-	over the lease term of 125 years straight line
Long-term leasehold buildings	-	between 10 and 25 years straight line
Furniture and fixtures	-	between 5 and 10 years straight line
Computer equipment	-	3 years straight line

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 incorporating Income and Expenditure Account.

1.6 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating Income and Expenditure Account on a straight line basis over the lease term.

1.7 Liabilities and provisions

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

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Notes to the Financial Statements
For the Year Ended 31 August 2019

1. Accounting Policies (continued)

1.8 Financial instruments

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy 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 as detailed in note 13. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

1.9 Taxation

The academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

1.10 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 21, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

THE NATIONAL CHURCH OF ENGLAND ACADEMY TRUST
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Notes to the Financial Statements
For the Year Ended 31 August 2019

1. Accounting Policies (continued)

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

1.11 Agency arrangements

The Academy acts as an agent in the administering and distributing of 16-19 bursary funds from the ESFA. Related payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities to the extent that the Academy does not have a beneficial interest in the individual transactions. The Academy can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. Where funds have not been fully applied in the year then an amount will be included in the Balance Sheet as amounts due to the ESFA. The funds received and paid and any balances held are disclosed in note 23.

1.12 Fund accounting

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

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

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

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

1. Accounting Policies (continued)

1.13 Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

Pension scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 21, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Depreciation

The assessment of the useful economic lives and the method of depreciating fixed assets requires judgement. Depreciation is charged to the Statement of Financial Activities based on the useful economic life selected, which requires an estimation of the period and profile over which the Academy Trust expects to consume the future economic benefits embodied in the assets.

2. Income from donations and capital grants

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000	Total funds 2018 £000
Donations	-	-	-	-	3
Capital Grants	-	-	89	89	25
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	-	-	89	89	28
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<i>Total 2018</i>	3	-	25	28	
	<hr/>	<hr/>	<hr/>	<hr/>	

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

3. Funding for Academy's educational operations

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000	<i>As restated Total funds 2018 £000</i>
DfE/ESFA grants				
General annual grant (GAG)	-	6,187	6,187	5,805
Other DfE grants	-	302	302	268
	<u>-</u>	<u>6,489</u>	<u>6,489</u>	<u>6,073</u>
Other government grants				
Special education projects	-	82	82	69
Local authority grants	-	51	51	66
	<u>-</u>	<u>133</u>	<u>133</u>	<u>135</u>
Other funding				
Other income	3	80	83	31
School trip income	-	123	123	109
	<u>3</u>	<u>203</u>	<u>206</u>	<u>140</u>
	<u>3</u>	<u>6,825</u>	<u>6,828</u>	<u>6,348</u>
<i>Total 2018</i>	<u>26</u>	<u>6,322</u>	<u>6,348</u>	

4. Other trading activities

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000	<i>Total funds 2018 £000</i>
Hire of facilities	24	-	24	24
<i>Total 2018</i>	<u>24</u>	<u>-</u>	<u>24</u>	

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

5. Investment income

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Total funds 2019 £000	Total funds 2018 £000
Short term deposits	6	-	6	7
<i>Total 2018</i>	<u>7</u>	<u>-</u>	<u>7</u>	

6. Expenditure

	Staff costs 2019 £000	Premises 2019 £000	Other costs 2019 £000	Total 2019 £000	<i>As restated Total 2018 £000</i>
Activities:					
Direct costs	4,270	-	300	4,570	4,514
Support costs	936	866	1,289	3,091	2,536
	<u>5,206</u>	<u>866</u>	<u>1,589</u>	<u>7,661</u>	<u>7,050</u>
<i>Total 2018</i>	<u>5,033</u>	<u>818</u>	<u>1,199</u>	<u>7,050</u>	

7. Analysis of expenditure by activities

	Direct costs education operations 2019 £000	Support costs 2019 £000	Total 2019 £000	<i>As restated Total 2018 £000</i>
Academy's educational operations	4,570	3,091	7,661	7,050
<i>Total 2018</i>	<u>4,514</u>	<u>2,536</u>	<u>7,050</u>	

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

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total	<i>As restated</i>
	2019	<i>Total</i>
	£000	<i>2018</i>
		<i>£000</i>
Staff costs	936	836
Depreciation	560	550
Technology costs	23	30
Governance costs	28	23
Premises costs	439	343
Other support costs	1,105	754
	<u>3,091</u>	<u>2,536</u>
<i>Total 2018</i>	<u>2,535</u>	

8. Net income/(expenditure) for the year

This is stated after charging:

	2019	2018
	£000	£000
Depreciation of tangible fixed assets:		
- owned by the charity	560	550
Auditors' remuneration - audit	9	8
Auditors' remuneration - other services	3	3
Operating lease rentals	9	9
	<u> </u>	<u> </u>

During the year there were no individual transactions exceeding £5,000 falling under the following headings:

- Ex-gratia/compensation payments
- Gifts made by the trust
- Fixed asset losses
- Stock losses
- Unrecoverable debts
- Cash losses

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

9. Staff costs

a. Staff costs

Staff costs were as follows:

	2019	2018
	£000	£000
Wages and salaries	3,883	3,737
Social security costs	376	375
Operating costs of defined benefit pension schemes	873	836
	<u>5,132</u>	<u>4,948</u>
Agency staff costs	63	85
Staff restructuring costs	11	-
	<u>5,206</u>	<u>5,033</u>
Staff restructuring costs comprise:		
Redundancy payments	<u>11</u>	<u>-</u>

b. Staff numbers

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

	2019	2018
	No.	No.
Teachers	78	73
Administration and support	59	63
Management	11	3
	<u>148</u>	<u>139</u>

c. Higher paid staff

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

	2019	2018
	No.	No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	1	1
In the band £110,001 - £120,000	0	1

d. 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 pension contributions) received by key management personnel for their services to the Academy Trust was £395,592 (2018: £330,196).

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

10. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

		2019	2018
		£000	£000
S W Jones (Executive Principal)	Remuneration	110-115	<i>105-110</i>
	Pension contributions paid	15-20	<i>15-20</i>
E Hopkin (Staff Trustee)	Remuneration	40-45	<i>40-45</i>
	Pension contributions paid	5-10	<i>5-10</i>
G Johnson (Staff Trustee)	Remuneration	45-50	-
	Pension contributions paid	5-10	-

During the year ended 31 August 2019, no Trustees received any reimbursement of expenses (2018 - £NIL).

C Pickering, Chief Executive Officer and Accounting Officer and G Corban, Chief Operating Officer are employed by Diverse Academy Trust. Their remuneration, which forms part of the management recharge to the Academy Trust, is disclosed in the financial statements of Diverse Academy Trust. Other related party transactions involving the Trustees are set out in note 24.

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 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.

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

12. Tangible fixed assets

	Freehold property £000	Leasehold property £000	Furniture and fixtures £000	Computer equipment £000	Total £000
Cost					
At 1 September 2018	650	11,349	261	141	12,401
Additions	-	13	20	15	48
At 31 August 2019	650	11,362	281	156	12,449
Depreciation					
At 1 September 2018	36	3,195	97	115	3,443
Charge for the year	5	499	32	24	560
At 31 August 2019	41	3,694	129	139	4,003
Net book value					
At 31 August 2019	609	7,668	152	17	8,446
At 31 August 2018	614	8,154	164	26	8,958

13. Debtors

	2019 £000	2018 £000
Trade debtors	17	82
VAT	7	7
Other debtors	1	2
Prepayments and accrued income	126	98
	151	189

14. Creditors: Amounts falling due within one year

	2019 £000	2018 £000
Other loans	30	30
Trade creditors	99	89
Other taxation and social security	95	96
Other creditors	23	22
Accruals and deferred income	262	164
	509	401

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14. Creditors: Amounts falling due within one year (continued)

The other loans of £30,000 (2018: £30,000) are loans from Salix Finance Limited to fund capital expenditure. The loans do not bear any interest and are not secured against any asset.

	2019 £000	2018 £000
Deferred income		
Deferred income at 1 September 2018	131	87
Resources deferred during the year	143	131
Amounts released from previous years	(131)	(87)
	<u>143</u>	<u>131</u>
Deferred income at 31 August 2019	<u>143</u>	<u>131</u>

Included within deferred income is grant funds and other donations received in advance of entitlement and trip income received for trips not taking place until after the year end.

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

	2019 £000	2018 £000
Other loans	<u>83</u>	<u>113</u>

Included within the above are amounts falling due as follows:

	2019 £000	2018 £000
Between one and two years		
Other loans	<u>30</u>	<u>30</u>
Between two and five years		
Other loans	<u>38</u>	<u>59</u>
Over five years		
Other loans	<u>14</u>	<u>24</u>

Creditors include amounts not wholly repayable within 5 years as follows:

	2019 £000	2018 £000
Repayable by instalments	<u>14</u>	<u>24</u>

The other loans of £83,000 (2018: £113,000) are loans from Salix Finance Limited to fund capital expenditure. The loans do not bear any interest and are not secured against any asset. The terms of repayment and age analysis of the loans is stated above.

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Notes to the Financial Statements
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16. Prior year adjustment

During the course of the audit process it was found that due to an error within the Academy Trust's finance system, the nominal ledger totals for trip income and expenditure was including balances from trips occurring in prior years.

As a result the income and expenditure relating to trips in the 2018 accounts was overstated by £198k. A prior year adjustment has been processed to reflect this. There is no effect on the Academy Trusts' reserves.

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Notes to the Financial Statements
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17. Statement of funds

	Balance at 1 September 2018 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2019 £000
Unrestricted funds						
General Funds	406	33	(33)	10	-	416
Restricted funds						
General Annual Grant (GAG)	180	6,187	(6,114)	-	-	253
Other DfE Group grants	-	302	(302)	-	-	-
Other government grants	(5)	133	(128)	-	-	-
Other restricted funds	(48)	203	(203)	-	-	(48)
Pension reserve	(2,777)	-	(321)	-	(751)	(3,849)
	<u>(2,650)</u>	<u>6,825</u>	<u>(7,068)</u>	<u>-</u>	<u>(751)</u>	<u>(3,644)</u>
Restricted fixed asset funds						
DfE Group capital grants	282	89	(140)	(10)	-	221
Transfer on conversion	8,286	-	(420)	-	-	7,866
Capital expenditure from GAG	245	-	-	-	-	245
	<u>8,813</u>	<u>89</u>	<u>(560)</u>	<u>(10)</u>	<u>-</u>	<u>8,332</u>
Total restricted funds	<u>6,163</u>	<u>6,914</u>	<u>(7,628)</u>	<u>(10)</u>	<u>(751)</u>	<u>4,688</u>
Total of funds	<u>6,569</u>	<u>6,947</u>	<u>(7,661)</u>	<u>-</u>	<u>(751)</u>	<u>5,104</u>

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

Restricted general funds

General Annual Grant (GAG), other DfE Group grants and Local Authority grants are to be applied for the primary purpose of the Academy Trust in line with the master funding agreement and other specific funding letters. Restricted funds also includes the pension reserve which represents the potential liability due by the Academy at the year end and income derived from school trips.

Restricted fixed asset funds

The restricted fixed asset funds are resources which are applied to a purpose imposed by the DfE where the specific capital asset acquired or created is held for a specific purpose.

Unrestricted funds

Unrestricted funds represent other incoming resources to the Academy Trust applied for the general purposes of the Trust at the discretion of the Trustees.

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 2019.

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

17. Statement of funds (continued)

Statement of funds - prior year (as restated)

	<i>Balance at 1 September 2017 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2018 £000</i>
General funds						
General Funds	435	60	(60)	(29)	-	406
Restricted funds						
General Annual Grant (GAG)	(31)	5,805	(5,594)	-	-	180
Other DfE Group grants	-	268	(268)	-	-	-
Other government grants	-	135	(140)	-	-	(5)
Other restricted funds	(24)	114	(138)	-	-	(48)
Pension reserve	(3,309)	-	(300)	-	832	(2,777)
	<u>(3,364)</u>	<u>6,322</u>	<u>(6,440)</u>	<u>-</u>	<u>832</u>	<u>(2,650)</u>
Restricted fixed asset funds						
DfE Group capital grants	357	25	(129)	29	-	282
Transfer on conversion	8,707	-	(421)	-	-	8,286
Capital expenditure from GAG	245	-	-	-	-	245
	<u>9,309</u>	<u>25</u>	<u>(550)</u>	<u>29</u>	<u>-</u>	<u>8,813</u>
Total restricted funds	<u>5,945</u>	<u>6,347</u>	<u>(6,990)</u>	<u>29</u>	<u>832</u>	<u>6,163</u>
Total of funds	<u><u>6,380</u></u>	<u><u>6,407</u></u>	<u><u>(7,050)</u></u>	<u><u>-</u></u>	<u><u>832</u></u>	<u><u>6,569</u></u>

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Notes to the Financial Statements
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18. Analysis of net assets between funds

	Unrestricted funds 2019 £000	Restricted funds 2019 £000	Restricted fixed asset funds 2019 £000	Total funds 2019 £000
Tangible fixed assets	-	-	8,444	8,444
Current assets	434	663	-	1,097
Creditors due within one year	(18)	(458)	(29)	(505)
Creditors due in more than one year	-	-	(83)	(83)
Provisions for liabilities and charges	-	(3,849)	-	(3,849)
	<u>416</u>	<u>(3,644)</u>	<u>8,332</u>	<u>5,104</u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2018 £000	Restricted funds 2018 £000	Restricted fixed asset funds 2018 £000	Total funds 2018 £000
Tangible fixed assets	-	-	8,957	8,957
Current assets	406	496	-	902
Creditors due within one year	-	(256)	(144)	(400)
Creditors due in more than one year	-	(113)	-	(113)
Provisions for liabilities and charges	-	(2,777)	-	(2,777)
	<u>406</u>	<u>(2,650)</u>	<u>8,813</u>	<u>6,569</u>

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2019 £000	2018 £000
Net expenditure for the year (as per Statement of Financial Activities)	(714)	(643)
Adjustment for:		
Depreciation charges	560	550
Dividends, interest and rents from investments	(6)	(7)
Decrease/(increase) in debtors	39	(68)
Increase/(decrease) in creditors	107	(97)
Capital grants from DfE and other capital income	(89)	(25)
Defined benefit pension scheme cost less contributions payable	249	215
Defined benefit pension scheme finance cost	72	85
Net cash provided by operating activities	<u>218</u>	<u>10</u>

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20. Analysis of cash and cash equivalents

	2019 £000	2018 £000
Cash in hand	948	713
Total	<u>948</u>	<u>713</u>

21. Pension commitments

The academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Nottinghamshire County Council. Both are Multi-Employer Defined Benefit Pension Schemes.

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

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

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers 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. 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 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% 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 £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS has been undertaken and employer contribution rates have been reassessed and will be payable from 1 September 2019 at 23.68%.

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Notes to the Financial Statements
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21. Pension commitments (continued)

The employer's pension costs paid to TPS in the period amounted to £484,000 (2018 - £494,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £202,000 (2018 - £208,000), of which employer's contributions totalled £153,000 (2018 - £157,000) and employees' contributions totalled £49,000 (2018 - £51,000). The agreed contribution rates for future years are 18.3% for employers and 5.5 - 12.5% for employees.

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

Principal actuarial assumptions:

	2019	2018
Discount rate for scheme liabilities	1.85 %	2.65 %
Rate of increase in salaries	3.70 %	3.80 %
Rate of increase for pensions in payment / inflation	2.20 %	2.30 %

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

	2019	2018
Retiring today		
Males	21.7	22.7
Females	24.4	25.6
Retiring in 20 years		
Males	23.3	24.9
Females	26.2	28.0

	At 31 August 2019 £000	At 31 August 2018 £000
Sensitivity analysis		
Discount rate +0.1%	7,174	5,821
Discount rate -0.1%	7,542	6,117
Mortality assumption - 1 year increase	7,631	6,167
Mortality assumption - 1 year decrease	7,091	5,774

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21. Pension commitments (continued)

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

	Fair value at 31 August 2019 £000	<i>Fair value at 31 August 2018 £000</i>
Equities	2,187	2,054
Gilts and bonds	417	423
Property	464	441
Cash and other liquid assets	103	58
Other assets	336	214
	<hr/>	<hr/>
Total market value of assets	3,507	3,190
	<hr/> <hr/>	<hr/> <hr/>

The actual return on scheme assets was £154,000 (2018 - £188,000).

The amounts recognised in the Statement of Financial Activities incorporating Income and Expenditure Account are as follows:

	2019 £000	<i>2018 £000</i>
Current service cost	(317)	(372)
Past service cost	(85)	-
Interest income	86	75
Interest cost	(158)	(160)
	<hr/>	<hr/>
Total	(474)	(457)
	<hr/> <hr/>	<hr/> <hr/>

Movements in the present value of the defined benefit obligation were as follows:

	2019 £000	<i>2018 £000</i>
Opening defined benefit obligation	5,967	6,151
Current service cost	317	372
Interest cost	158	160
Employee contributions	49	51
Actuarial losses/(gains)	818	(720)
Benefits paid	(38)	(47)
Past service costs	85	-
	<hr/>	<hr/>
Closing defined benefit obligation	7,356	5,967
	<hr/> <hr/>	<hr/> <hr/>

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

21. Pension commitments (continued)

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

	2019	2018
	£000	£000
Opening fair value of scheme assets	3,190	2,842
Interest income	86	75
Actuarial losses	67	112
Employer contributions	153	157
Employee contributions	49	51
Benefits paid	(38)	(47)
	<hr/>	<hr/>
Closing fair value of scheme assets	3,507	3,190
	<hr/>	<hr/>

22. Operating lease commitments

At 31 August 2019 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2019	2018
	£000	£000
Amounts payable:		
Within 1 year	9	10
Between 1 and 5 years	7	16
	<hr/>	<hr/>
Total	16	26
	<hr/>	<hr/>

23. Members' liability

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

24. Related party transactions

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

During the year the Academy Trust received management charges in respect of administrative and teaching assistance from Diverse Academies Trust totalling £872,768 (2018: £380,544) and in return provided similar assistance with a management charge totalling £115,463 (2018: £217,917). At 31 August 2019 a balance of £16,610 (2018: £22,841) was due from Diverse Academies Trust and £103,122 (2018: £77,041) was owed to Diverse Academies Trust.

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25. Agency Arrangements

The Academy Trust administers the disbursement of the 16-19 bursary funds on behalf of the ESFA. During the year it received £12,456 (2018: £11,883) and disbursed £5,674 (2018: £8,123). The Academy Trust retained a beneficial interest in individual transactions such that £6,782 (2018: £3,760) has been recognised in income and expenditure in the statement of financial activities.