

Companies House

Veritas Educational Trust

Consolidated Annual Report and Financial Statements

31 August 2022

Company Limited by Guarantee
Registration Number
07724916 (England and Wales)

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Reference and administrative information

Members	London Diocesan Board for Schools The Bishop of Willesden Revd D Norris H Dimmock R Young
Trustees	H Dimmock* (Chair) O Adebayo (appointed 02.03.2020) (FC member from 30.03.2020) N Averkiou* (elected by parents 08.11.19) (FC member from 09.12.19) C Betson (elected by parents on 08.11.19) P Byles (appointed 08.10.19) M Cashmore (appointed 11.01.2021) A Chappell (appointed 19.04.2021) J Chu* R Garton (appointed 08.10.19; Vice Chair from 09.12.19) C Jeeawock (appointed 02.03.2020) resigned 31.03.2022 B Ogbe (appointed 08.10.19) F Sanu (appointed 01.08.2021) S Vale (appointed 27.11.21) * Members of the Finance Committee (FC) All trustees above were in office throughout the 2021/22 year and up to the date of the approval of this annual report except where otherwise stated.
Clerk to Trust Board	F N Nwanodi (until 04.07.2022) A Marchant (appointed 04.07.2022)

Reference and administrative information

Leadership Team

Chief Executive Officer/Executive Head	Dr H Macaulay (Appointed 01.09.2021)
Deputy Headteacher	Mr M Britton
Assistant Headteacher	Mrs K Lovewell
Assistant Headteacher	Ms A Maycock
Assistant Headteacher	Ms A Murphy
Assistant Headteacher	Ms C Wells
Finance Director	Mrs W Bhad
Director of Hillingdon SCITT	Mrs D Shah

Registered address.
Hume Way
Ruislip
Middlesex
HA4 8EE

Company registration number 07724916 (England and Wales)

Auditor Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Bankers Lloyds Bank plc
286-288 Station Road
Harrow
Middlesex
HA1 2EB

Barclays Bank plc
(Ruislip Branch)
Leicester
LE87 2BB

Reference and administrative information

Solicitors	Winckworth Sherwood Minerva House 5 Montague Close London SE1 9BB
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Trustees' report Year ended 31 August 2022

The Trustees of the Veritas Educational Trust (the Trust) present their annual report together with the consolidated financial statements and auditor's report of the charitable company and its subsidiary company, Veritas Enterprises Limited, for the year ended 31 August 2022. The annual reports serves the purpose of both a trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 35 to 40 of the attached financial statements and comply with the academy trust's memorandum and articles of association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102), effective from accounting periods commencing 1 January 2015 or later (Charities' SORP FRS102).

The Trust operates one secondary school/academy for students aged 11-18 in the London Borough of Hillingdon (Bishop Ramsey CE School) with a student capacity of 1,310 and had a roll of 1,249 in the school census on 19 May 2022. It also operates a School Centred Initial Teacher Training facility (SCITT) which trained 94 teachers in the 2021-22 academic year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Trust is a company limited by guarantee (Company registration no. 07724916) and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Veritas Educational Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Veritas Educational Trust. The company incorporated on 1 August 2011 to establish and maintain an independent school in Ruislip, Middlesex, converting from an existing voluntary aided school on 1 September 2011. A Deed of Variation to the Funding Agreement was executed by the Secretary of State for Education and Bishop Ramsey Church of England School on 16 July 2013 which enabled the academy trust to manage surplus GAG in accordance with the Academies Trust Handbook. On 29 July 2016 a further Deed of Variation to the funding agreement was executed by both the Secretary of State and Bishop Ramsey Church of England School (the Company) to enter into a Master Funding Agreement with the intention for the Company to establish and maintain, and to carry on or provide for the carrying on of, a number of academies and at the same time changed its name to 'Bishop Ramsey Church of England Academies Trust'. The company subsequently changed its name to Veritas Educational Trust on 13 June 2017.

Details of the Trustees who served throughout the year except as noted are included in the Reference and Administrative Information on page 1.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

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.

Trustees' indemnities

As stated in the Trust's Articles of Association (Clause 136): 'Subject to the provisions of the Companies Act 2006 and Article 6.3 every Director or other officer or auditor of the Company shall be indemnified out of the assets of the Company against any liability incurred by him in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Company.'

The 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 company business, and provides cover up to £10,000,000.

Method of recruitment and appointment or election of Trustees

A minimum of five Trustees are appointed by the Members and Trustees appointed in this way may, with the consent of the Diocesan Board of Education (LDBS), appoint up to two co-opted Trustees. The current Chief Executive Officer has chosen not to be appointed as a Trustee. In circumstances where the Trustees have not appointed Local Governing Bodies or if no provision is made for at least two Parent Local Governors on each established Local Governing Body a minimum of two Parent Trustees shall either be elected in accordance with Articles 54-56 or appointed by the Board of Trustees.

Policies and procedures adopted for the induction and training of Trustees

At or about the time of their appointment all new Trustees are briefed on the governance of the Trust by the Clerk to the Trust Board and offered a tour of the Trust's current academy Bishop Ramsey CE School. They will usually meet with the Chair of the Trust and Chief Executive Officer as part of the recruitment process but if this has not been possible a meeting will take place as part of their induction. New Trustees are also given information about available training courses which may be appropriate. Briefings and updates on governance matters and issues affecting the Trust are circulated to the Trustees by the Clerk to the Trust Board from time to time.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational structure

The Trustees have overall responsibility for the management of the Trust. This responsibility is exercised through a committee structure which includes local governing boards for each school in the Trust where appropriate. During the 2019 summer term the Trust carried out an external governance review which recommended that the Trust operate with a single tier of governance. In the autumn 2019 term the Trust dissolved the Local Governing Board. Two Parent Trustees were elected. During the 2020 autumn term, the Trust reviewed its governance structure in response to the Academies Trust Handbook's requirements for managing risk and internal scrutiny. This resulted in the creation of the Risk and Internal Scrutiny Committee (RISC) in January 2021 with responsibility for risk management, including making recommendations on financial risk management to the Trust Board, and internal scrutiny of financial and non-financial matters. The Finance, Resources and Audit (FRAC) Committee continued to operate, overseeing finance and external audit matters. The Trust also created the Bishop Arden Committee to oversee the establishment of Bishop Arden School. The Trust also has a Learning, Teaching, and Achievement Committee (LTAC) and a Trust Community Committee (TCC). In January 2022, in conjunction with the SLT, the Trustees undertook a Strategic Review of committee and meeting structure which resulted in the decision to rationalise the number and frequency of Trust Board and Committee meetings w.e.f. 1 September 2022 to tie in better with key activities in the school calendar and ensure the ability to report in a timely way to Trustees on activities and outcomes. One aspect of this was the merging of the LTAC and TCC committees into a single Curriculum and Community Committee (CCC). The Board of Trustees approved the Annual Report and Financial Statements for 2021-22, the budget forecast for 2022-23 as part of a three-year budget plan to 2025, and made decisions on other key plans, policies and financial matters.

The Structure of the Trust is one secondary school and one wholly owned subsidiary named Veritas Enterprises Limited. The Subsidiary was set up in 2015 to account for the letting's income and expenditure of the Trust. All profits from the trading subsidiary are donated back to the school.

Arrangements for setting pay and remuneration of key management personnel

The key management personnel of the Trust are the Trustees and the Executive Team. With the exception of the Chief Executive Officer (CEO) in 2021-22, Trustees are unpaid. The pay of the CEO and members of the Executive Team is determined by the Trust Board's Pay Committee in accordance with the Trust's Pay Policy. The CEO and teaching staff members of the Executive Team are paid with reference to the School Teachers' Pay and Conditions Document published by the Department for Education. The determination of the CEO's pay also takes into account comparative positions in the Greater London area and the pressures nationally to recruit and retain high calibre, experienced school leaders. The remuneration of support staff members of the Executive Team, such as the Finance Director, is determined with reference to NJC grades and a recognised job evaluation system.

Related parties and other connected charities and organisations
The Trust is affiliated with the LDBS and receives professional services support from both the LDBS and the London Borough of Hillingdon.

OBJECTIVES AND ACTIVITIES

Objects and aims

The Trust's object is to advance, for the public benefit, education in the United Kingdom, by establishing, maintaining, carrying on, managing and developing Academies offering a broad and balanced curriculum and which shall include Church of England Trusts designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship and in having regard to any advice and following directives issued by the Diocesan Board of Education; and other academies whether with or without a designated religious character; but in relation to each of the academies to recognise and support their individual ethos, whether or not designated Church of England

Veritas Educational Trust is committed to providing an outstanding education in the context of human achievement and flourishing. This commitment is based on the Trust's Christian worldview, which means that:

We recognise that every individual is created in the image of God. We seek to nurture each member of our community to develop his or her skills in a positive and ordered learning environment, so that pupils mature into responsible and caring adults, and that all members of the school community recognize the value of every individual in God's eyes.

The principle of stewardship underpins our approach to the use of the Trust's resources.

Our approach to our relationships is based on the Christian view of God's love for each of his human children and of Jesus' command to forgive and love our fellows.

We base our approach to achievement and the provision of opportunities for development on Jesus' statement that he came to offer 'life in all its fullness'.

We wish all students to grow in the knowledge and understanding of Christian values. We are committed to enable members of all faith groups to grow in their own faith and to have the opportunity to celebrate their faith as part of their school life. We welcome those of no faith and encourage them to take a full part in the life of their academy community.

In the light of the Trust's core commitment to provide an outstanding education in the context of human flourishing, its activities both centrally and within each academy will be characterised by the following strategic aims:

Trustees' report Year ended 31 August 2022

Objects and aims (continued)

To ensure that:

- ♦ Every learner is an empowered learner
- ♦ Every lesson is an excellent lesson
- ♦ Every day at school is a rich experience
- ♦ Every relationship is a positive encounter
- ♦ Each school community looks outwards and beyond.

Objectives, strategies and activities of Veritas Educational Trust

- ♦ To develop as a Trust that both communicates and lives out its mission by articulating its vision to key stakeholders including schools and academies that may potentially join the Trust.
- ♦ To develop as a Trust that grows in terms of its membership by pursuing discussions with schools and academies that may wish to join the Trust and by working closely with the London Borough of Hillingdon, LDBS, The DfE and the ESFA to ensure that the Trust's bid to open a Free School is successful.
- ♦ To develop as a Trust that grows in terms of its scale of operations.
- ♦ To develop as a Trust that reaps the benefits of growth for the students who learn in the Trust's academies and the staff who work there.

The main goals of the Trust this year were:

1. Make a concerted approach to Church of England Primary Schools in the London Borough of Hillingdon to present them with a compelling vision for the contribution Veritas Educational Trust can make to their school communities.
2. To pursue discussions with the DfE, LocatED and the London Borough of Hillingdon in order to continue to steer Bishop Arden towards its opening.
3. To ensure that Bishop Ramsey School maintains its high standards and remained on trajectory to achieve a positive Ofsted judgement with the last inspection being in 2006.
4. To ensure that student learning and staff and student welfare are given the highest priority following return to school after the impact of the COVID pandemic.
5. To review the staffing structure of the Hillingdon SCITT and future delivery in light of the outcome of the ITT Market Review.

Trustees' report Year ended 31 August 2022

Objectives, strategies and activities of Veritas Educational Trust (continued)

Progress against the main goals of the Trust for the 2021-22 academic year are outlined below:

Considerable work was undertaken to provide outreach opportunities and support for two Hillingdon CofE Primary Schools. This work continued throughout the academic year and several other schools were also visited. The publication of the White Paper and the draft Schools' Bill, together with the Diocese-wide consultation by the LDBS on full academisation and MAT structures, has resulted in a temporary freeze on any further work to expand the Trust. The Trust is committed to working closely with the LDBS to ensure that the best model for its schools and MATs is in place by the 2030 deadline, putting the best interest of children and communities at the heart of any decision. The Executive Headteacher is a member of the LDBS Headteacher Consultation Group and the Chair of Trustees a member of the Governance Consultation Group on this strategy.

The Trust has engaged with the DfE and Local Authority on the proposals to open Bishop Arden Free School. However, this was put on hold in December 2021 whilst further work was undertaken by the DfE and LA on establishing projected pupil numbers and place need. No further details have been provided to the Trust since the project was paused.

Bishop Ramsey School was inspected by Ofsted on 8 and 9 June 2022, its first inspection since 2006, and was graded overall as Requires Improvement. The elements of Behaviour and attitude, Personal development and Sixth-form provision were graded Good. The Quality of education and Leadership and management were graded as Requires Improvement. The key areas identified as Requiring improvement were: the lack of Design Technology in the curriculum following the removal of discreet delivery of Design Technology and repurposing of the teaching spaces from 2016; the narrowing of the curriculum in Year 9 from 2019 with students choosing two out of four expressive arts subjects to increase engagement and uptake at Key Stage 4; the use of Teaching Assistants in lessons and support strategies for the very weakest readers; inconsistency in the use of formative assessment to identify and close 'gaps' in knowledge.

Following the inspection outcome, a detailed post-Ofsted action plan was drawn up and shared with Trustees, staff and parents.

Ofsted recognised the strength of Bishop Ramsey School in supporting the wellbeing of students and staff.

Trustees' report Year ended 31 August 2022

Recruitment of trainee teachers to the Hillingdon SCITT was very strong once again. The publication of the ITT Market Review with the future direction of Initial Teacher Training indicating the Government's wish for fewer local providers over much larger ones, led to the Hillingdon SCITT approaching the local Teaching School Hub, Teach West London, with a view to bringing more than one existing SCITT together and submitting a joint application for the new ITT provision. This was done by the deadline with the outcome being that two of the four sections were scored strongly whilst two areas required some further work. An updated submission was made by Teach West London by the June deadline, the outcome of which is awaited. The changes to the delivery ITT provision and the cessation of the SCITT programmes nationally from 2024 means that 2022-23 is the last year that Hillingdon SCITT will operate. The decision to close a year earlier than the final year of operation was made on the basis of financial viability in a climate of ever decreasing applications to teacher training.

Objectives, strategies and activities of Bishop Ramsey School

Bishop Ramsey's School Development Plan for 2021-22 sought to continue the work begun in 2021-22 and to embed the Trust's strategic aims into reality. We continued the focus on embedding the 'science of learning' into the implementation of the curriculum providing opportunities for students to revisit knowledge and develop their ability to self-regulate through independent learning tasks as well as termly reviews and discussions on sequencing of the curriculum. Our work on 'Blended learning plans' and use of MS TEAMS to provide remote learning is now well-established meaning that students will no longer have knowledge gaps due to absences. The work on literacy and 'Tier 2' vocabulary continues with the work we are doing in the current year based on the EEF report 'disciplinary literacy'. The EPQ has been successfully implemented into the Year 12 curriculum with successful outcomes. We continue to work on embedding routines and have the theme 'Curriculum implementation – back to basics' as the CPD theme for the coming year. Our extra-curricular offer is now thriving. The restructure of the school day for staff allowed for the 'directed time' at the end of the day to be used for a range of activities including enrichment, extra and co-curricular sessions. Staff were encouraged to have a PM objective focusing on this area to support the wellbeing of students and engage them in learning in a way that they had been excluded from because of Covid. The electronic system for signing in and out was put in place with a 'Visitors Log' which staff are asked to complete in advance to ensure that visitors are registered before they arrive. The Reception Team have a greater understanding of who to expect on site, managing them more effectively. Sixth Form monitoring is also more effective because of the system, with accurate records of who is on site. We have continued to work on supporting the mental health and wellbeing of our staff and students. Themed weeks and assemblies as well as promotion and use of external agencies such as Place2Be and CIC raised awareness of how to gain support. Several well-being initiatives continued to run throughout the year for staff. Significant progress has been made in terms of issues relating to 'Equality, Diversity and Inclusion' (EDI). Themed weeks/months were celebrated, and assemblies delivered to raise both staff and students understanding of issues. The Investors in Diversity award has led to staff and student surveys identifying areas for continued growth and development with an action plan in place to work through. The introduction of the Halo Code has eradicated the unconscious bias that existed in the school's Uniform Policy. Whilst we have come a long way in raising awareness and addressing issues of inequality, we still have work to do.

Trustees' report Year ended 31 August 2022

Public benefit

In setting the Trust's objectives and planning its activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit in particular its supplementary guidance on advancing education.

STRATEGIC REPORT

Achievements and performance

The Trust achieved in the following ways against its key objectives.

All end of Key Stage 4 and 5 examinations were assessed externally by public examination. The performance of Bishop Ramsey students was strong, with positive value added at both GCSE and A Level (2019 figures in parentheses below)

At A Level 33% (18%) achieved A*-A grade and 64% (42%) achieved A*-B grades. Significantly ALPs score remained strong for a third year in a row, with an ALPS of 2, providing a 3-year rolling average of 2 placing Bishop Ramsey in the top 25% of schools in the country.

Performance at GCSE was also excellent with 70% (62%) of all grades being 5 or above. The overall Progress 8 score also improved from 2019 with a score of +0.45 (+0.29). The Progress 8 gender gap continued to narrow with a gap of -0.288 (-0.68) with boys levelling up and girls continuing to perform well. Progress 8 for students in receipt of Pupil Premium was 0.22, a significant improvement on 2019 (-0.1) and the fourth successive year that the Pupil Premium students have achieved a positive score.

Key performance indicators

1) Recruitment of students

Recruitment of students: Bishop Ramsey School remains heavily oversubscribed with 771 (554) applicants for 186 places for entry into Year 7 September 2022. (September 2021 figures in parentheses). Due to demand for places, the Trust agreed with London Borough of Hillingdon after the closing date for applications, to admit an additional 30 students for September 2022 by way of a 'bulge' class, taking the number in Year 7, when three successful appeals were factored in, to 219.

2) Recruitment of SCITT trainees

During the academic year 2021-22, Hillingdon SCITT recruited 68 Trainees for the final 2022-23 cohort. There were 437 applications of which 113 applicants (26%) were interviewed and 87 conditional offers were given. A total of 78 applicants initially accepted the conditional offer, however during the recruitment process 10 applicants either did not meet their conditions or withdrew prior to the course beginning in September 2022. The quality of applicants was poorer compared to the previous cohort.

STRATEGIC REPORT (continued)

Going concern

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

Financial review

Financial report for the year

Most of the Trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of the General Annual Grant (GAG), the use of which is restricted for education purposes. The grants received from the ESFA and other government bodies during the period and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Trust also received grants for fixed assets from the ESFA. In accordance with the Charities' SORP FRS102 such a grant is shown in the statement of financial activities if spent during the period as restricted income within the fixed assets funds. The balance sheet restricted fixed assets fund is reduced by expenditure equivalent to any depreciation charges over the expected useful life of the assets concerned.

The Trust is particularly grateful for the continued support of Bishop Ramsey School parents whose contributions through the Governors' Fund significantly enhances the opportunities for students at the school.

The total consolidated income for the year was £8.82m (2021 – £9.06m) of which £6.9m (2021 – £6.5m) is General Annual Grant. The remainder is made up of other ESFA and Government Grants, the unrestricted element generated from donations, lettings, and parental contributions. The excess of expenditure over income for the year, excluding the fixed assets fund and actuarial adjustments on the LGPS pension scheme was £414,000 (2021 – Excess of £200,000).

As at 31 August 2022, the Trust had total funds of £10,319,144 (2021 – £7,628,093). This comprised £9,412,094 (2021 – £6,731,574) of restricted funds and £907,050 (2021 – £896,519) of unrestricted general fund balances.

The results for the year are shown on page 31.

The Trustees and Finance Director are in the process of developing strategies to increase revenue streams and reduce overheads for 2022/23.

STRATEGIC REPORT (continued)

Financial review (continued)

Investment policy

Trustees' investment powers are set out in the Articles of Association which states that trustees may invest such part of the funds as they may see fit and to direct the sale or transposition of any such investments and to expend the proceeds of any such sale in furtherance of the object. During 2021-22 the Trust did invest some surplus funds on short period deposits in the Money Market. This will continue during 2022-23 in order to generate a higher return on any cash balances. However, in balancing risk against return the Trust policy is clearly geared towards avoiding risk than to maximising return.

Reserves Policy

The Trust's Finance, Resources & Audit Committee reviews the reserve levels of the Trust annually at the year-end and as a part of its medium-term budget planning. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The current reserves policy for the Trust is to ensure reserves do not fall below £500,000. This target has been met for 2021-22 and all brought forward reserves have been preserved.

Risk management

The major risks to which the Trust is exposed have been identified by the trustees, have been reviewed, and systems or procedures have been established to manage them. A central risk register of these risks is maintained by the CEO, monitored by the Risk and Internal Scrutiny Committee, and is considered by the Trust Board. The Risk Register seeks to identify the likelihood of a risk occurring, its impact and actions that are being taken to mitigate the risk. It is actively monitored on a regular and frequent basis by the Senior Leadership Team.

Principal risks and uncertainties

The principal risks to the Trust at the present time have been identified and are listed below.

Trustees' report Year ended 31 August 2022

Risk	Comments and/or Control procedures
Operations interrupted by the Coronavirus	<p>A separate ad hoc committee of the Trust Board was established to oversee the executive's response to the pandemic and its impact on the operation of the Trust's operations.</p> <p>A raft of measures has been put in place to:</p> <p>Prevent the virus from entering the school community as far as possible.</p> <p>Limit the spread of the virus in Bishop Ramsey</p> <p>Enable the operation of the school and the SCITT to continue despite the presence of the virus</p>
Financial costs resulting from increased energy costs and cost of living pay awards for staff.	<p>Claiming funding where possible from the government. Using reserves where there is no alternative. Introduce energy saving practices.</p>
Financial risks arising from poor recruitment to the Sixth Form and Year 7 because of the disruption to marketing due to the pandemic	<p>Alternative marketing strategies have been employed using videos and virtual techniques. Face to face promotion of the school has been used where possible.</p>
Financial risks relating to the operation of the SCITT at a time of growth.	<p>Developing an accurate model of the SCITT's cost and revenue base. Ensuring that due attention is paid to ensuring that the SCITT's USPs as the number of trainees rises, while also ensuring that costs are carefully monitored.</p>
Ensuring continued effective governance as the Trust plans for and accommodates growth	<p>Reviewing Trust structures to ensure that both risk and local governance are effectively accommodated and managed.</p>

Trustees' report Year ended 31 August 2022

Plans for future periods

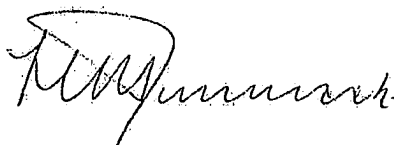
1. To develop as a trust that grows in terms of its membership.
2. To develop as a trust that grows in terms of its scale of operations.
3. To develop as a trust that reaps the benefits of growth in terms of improving the quality of education we offer.
4. To develop as a trust that reaps the benefits of growth in terms of collaborative working across the Trust.
5. To develop as a trust that reaps the benefits of growth in terms of developing efficiencies for the benefit of all Trust members.

AUDITOR

So far, as the trustees are aware:

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

Approved by order of the members of the board of trustees on 7.12.22 and signed on its behalf by:



Chair of the Trust

H Dimmock

Governance statement 31 August 2022

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Veritas Educational 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 Officer (CEO), as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Trust and the Secretary of State for Education. The CEO is also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

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

Trustee	Number of meetings attended	Out of a possible
O Adebayo	5	6
C Betson	5	6
P Byles	6	6
M Cashmore	5	6
A Chappell	4	6
J Chu	5	6
H Dimmock (Chair)	6	6
R Garton	5	6
B Ogbe	4	6
F Sanu	4	6
S Vale	5	6
H Macaulay (CEO & Accounting Officer)	6	6

Conflicts of interest

To date, the Trust has not had any conflicts of interest in its ownership and control. In managing conflicts of interest, the Trustees provide an annual declaration confirming any interests they may have that could result in a conflict of interests. They are asked to provide updates if this changes during the year.

At the start of each meeting all Trustees are asked to declare their conflicts of interest and, if any agenda item may prove a conflict, the Trustee concerned is asked to excuse themselves from that part of the meeting.

The Trust maintains a complete register of interest which is updated and reviewed regularly.

Governance statement 31 August 2022

Governance (continued)

During the year additional Trustees were recruited in order to replace Trustees who had to resign during the academic year, ensuring that expertise in areas related to teachers continued professional development, governance and relationships with the Trust's local community and parish were maintained and strengthened where possible.

The Risk and Internal Scrutiny Committee (RISC) met three times during the academic year. Internal scrutiny plans were agreed and reviewed together with the risk register. Health and safety reporting was also an agenda item at each meeting for this committee.

The Finance, Resources & Audit Committee (FRAC) meets twice a term to review the financial performance of the Trust and to discuss financial governance matters; ensuring that the Trust's funds are used appropriately and that the right financial decisions are being made. It also oversees audit and makes recommendations to the Trust Board on the reappointment of the Trust's external auditor. The committee ensures compliance and adherence to the financial regulations detailed within the Academies Trust Handbook and the Financial Regulations Manual for the Trust.

The committee also ensures compliance with regulatory standards through the improvement of various policies to further protect the Trust. Any action taken or decisions made at committee meetings are routinely reported at Trust Board meetings through the presentation of minutes with further clarifications as required by committee members.

The committee considered the maintenance of the plant and agreed two bids to the Condition Improvement Fund; one to refurbish student toilettes in the Z Block and the second to move the reception area and main office to the Z Block. Unfortunately, the bids were not successful, and we are currently in consultation with the school's project managers to establish if we can successfully meet the criteria and resubmit bids for the 2022-23 round.

During the year the school re-tendered the external audit contract, Buzzacott were successful in retaining this contract.

The FRAC also reviewed all contracts the school has in place and scrutinised the finances and staffing model for the SCITT to ensure that all operations are running efficiently.

During the year the school reviewed the cleaning contract, and it was decided to bring this function back in house. The contract has been outsourced for six years and in recent times it was clear that the school did not receive value for money in terms of managing the contract or in the materials supplied to the cleaning staff. Staff were TUPE'd back to the school and the new arrangement is working well.

COVID has had an adverse financial impact on the school. Our lettings income, which has always been a steady income stream for the school, significantly reduced during lock down. Current lettings income levels have not reached the levels prior to COVID. New clients do come on board, but some have struggled to make their enterprises financially viable and existing clients have reduced their requirements prior to COVID. The Chief Operations Office will be reviewing the schools' lettings rates in the current year and comparing them to other local schools. However, the cost-of-living crisis is making it difficult to implement any significant increases as businesses and individuals may not be able to afford them.

Governance statement 31 August 2022.

Governance (continued)

The Trustees are grateful for the continued support of parents. Parental contributions in 2021-22 contributed significantly to the costs of the Chaplaincy and to developing extra-curricular opportunities for students. These are both vital elements of the school's life and the Trust Board is profoundly grateful for parents' generosity.

In addition to the trustees noted below the Finance Director is also a member of the committee. Attendance at meetings in the year was as follows:

Trustee:	Number of meetings attended	Out of a possible
Fr. Mathew Cashmore	1	1
O Adebayo (appointed 02.03.2020)	3	6
N Averkiou	4	6
B Ogbe	4	6
J Chu (Chair)	6	6
H Macaulay (CEO & Accounting Officer)	5	6

Review of value for money

The trust maintains a comprehensive contract register which is regularly reviewed throughout the year. This was no exception during lock down. COVID had little impact on value for money as all contracted services were maintained and delivered.

As accounting officer, the Chief Executive Officer has responsibility for ensuring that the 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 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 available.

The Accounting Officer for the Trust has delivered and improved value for money during the year and how this has been achieved is set out below.

Hillingdon Teaching School Alliance (the Teaching School arm of the Trust) de-designated during August 2020, 1 year ahead of a national de-designation with the roll out of Regional Teaching School Hubs which came into effect from September 2021.

Hillingdon SCITT has entered its final year as an initial teacher training provider. The 2022-23 cohort consists of 65 Trainees (89 Trainees achieved completed and achieved QTS in the previous 2021-22 cohort). Overall, 97% of the Trainees secured employment as ECTs for September 2022.

The SCITT continues to pay rental to the Trust for the use of its facilities, which augments the Trust's GAF funding.

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 the Trust's 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 Trust for the year ended 31 August 2022 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 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 an ongoing process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year ended 31 August 2022 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 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, Resources and Audit Committee of reports which indicate financial performance against the forecasts, the three-year budget plan, and 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; and
- ♦ Identification and management of risks.

The risk and control framework (continued)

Following the updates to the Academy's Trust Handbook, A Risk committee was formed, and a programme of internal assurance work agreed. This covered, an Energy Audit, Social Media, Data Protection and Finance. For the finance side, Internal Auditors Macalvins were appointed by the Trust Board in May 2021. The internal audit covered the whole of the 2021-22 academic year and took place in September 2022 prior to the external audit. The work focused on payroll and income. The scope of the internal audit programme included checks to ensure that all transactions were up to date and all reconciliations are completed in a timely manner. Spot checks were carried out on our payroll system to ensure all transactions were valid and cross referenced to employment contracts.

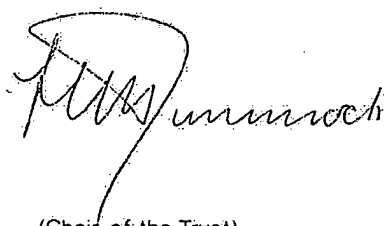
Review of effectiveness

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

- ♦ the work of the additional checks performed by the external auditor;
- ♦ the work of the external auditor on the financial statements and regularity;
- ♦ the work of the Senior Leadership Team within the Trust who have responsibility for the development and maintenance of the internal control framework

The Finance Director discusses the internal assurance report with the Chief Executive Officer. The report is then presented to the Risk and Internal Scrutiny Committee.

Approved by order of the members of the board of trustees on 7.12.22 and signed on its behalf by:



(Chair of the Trust)
H Dimmock



(CEO and Accounting Officer)
Dr H Macaulay

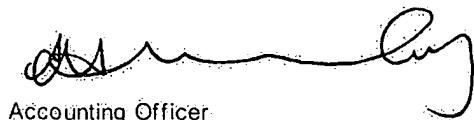
Statement on regularity, propriety and compliance 31 August 2022

Statement on regularity, propriety and compliance

As accounting officer of Veritas Educational Trust, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academy Trust Handbook 2021.

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 Academy Trust Handbook 2021.

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.



Accounting Officer

Date: 7th December 2022

Dr H Macaulay

Statement of trustees' responsibilities 31 August 2022

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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:

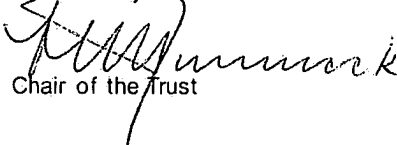
- ♦ select suitable accounting policies and then apply them consistently;
- ♦ observe the methods and principles in the Charities' SORP FRS102 and the Academies Accounts Direction 2021 to 2022;
- ♦ make judgments and estimates that are reasonable and prudent;
- ♦ state whether applicable United Kingdom Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ♦ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 the 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 7.12.22 and signed on its behalf by:


Chair of the Trust

H Dimmock

Independent auditor's report 31 August 2022

Independent auditor's report to the members of the Veritas Educational Trust

Opinion

We have audited the financial statements of Veritas Educational Trust (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 August 2022 which comprise the group statement of financial activities, the group and charitable parent company balance sheets, the group statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), 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) (the Charities SORP FRS102) and the Academies Accounts Direction 2021 to 2022.

In our opinion, the financial statements:

- ♦ give a true and fair view of the state of the group's and of the charitable parent company's affairs as at 31 August 2022, and of the group's income and expenditure for the period then ended;
- ♦ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ♦ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ♦ have been prepared in accordance with the Charities SORP FRS102 and Academies Accounts Direction 2021 to 2022.

Basis for opinion

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

Conclusions relating to going concern

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

Independent auditor's report 31 August 2022

Conclusions relating to going concern (continued)

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- ♦ the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ♦ the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the charitable parent company 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:

Independent auditor's report 31 August 2022

Matters on which we are required to report by exception (continued)

- ♦ adequate accounting records have not been kept by the charitable parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- ♦ the charitable parent company 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; or
- ♦ the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the group's and the charitable parent company'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 trustees either intend to liquidate the group or the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Independent auditor's report 31 August 2022

Auditor's responsibilities for the audit of the financial statements (continued)

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

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the group through discussions with management, and from our knowledge of the academy trust sector;
- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;
- ◆ we considered the legal and regulatory frameworks that are applicable to the group and determined that the most significant are the Companies Act 2006, the Charities SORP FRS102, the Academies Accounts Direction 2021 to 2022, the Academy Trust Handbook 2021, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the group is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of trustees' meetings and the subsidiary company directors' meetings and papers provided to the trustees and directors;
- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

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

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

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

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;

Independent auditor's report 31 August 2022

Auditor's responsibilities for the audit of the financial statements (continued)

- ♦ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ♦ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

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

- ♦ agreeing financial statement disclosures to underlying supporting documentation;
- ♦ reviewing the minutes of trustees' meetings;
- ♦ enquiring of management and those charged with governance as to actual and potential litigation and claims;
- ♦ reviewing any available correspondence with Ofsted, ESFA and HMRC; and
- ♦ the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

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 auditor's report.

Independent auditor's report 31 August 2022

Use of our report

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



Hugh Swainson (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

19 December 2022

Independent reporting accountant's report 31 August 2022

Independent reporting accountant's assurance report on regularity to the Veritas Educational Trust and the Education and Skills Funding Agency

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

This report is made solely to the Veritas Educational 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 Veritas Educational 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 Veritas Educational Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of the Veritas Educational Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of the Veritas Educational Trust's funding agreement with the Secretary of State for Education dated 1 September 2011 (as varied on 16 July 2013 and 29 July 2016) and the Academies Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed, and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by ESFA.

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.

Independent reporting accountant's report 31 August 2022

Approach (continued)

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

The work undertaken to draw to our conclusion includes:

- ♦ An assessment of the risk of material irregularity and impropriety across all of the academy trust's activities;
- ♦ Further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work, where considered necessary; and
- ♦ Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period from 1 September 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

19 December 2022

Consolidated statement of financial activities Year ended 31 August 2022

	Notes	Un- restricted general fund £	Restricted funds		2022 Total funds £	2021 Total funds £
			General £	Fixed assets fund £		
Income from:						
Donations and capital grants	1	58,367	—	26,506	84,873	96,343
Charitable activities						
Funding for the academy trust's educational operations	4	136,476	7,449,512	—	7,585,988	7,719,234
SCITT and salary direct	4	—	948,945	—	948,945	1,117,453
Other trading activities	2	200,296	258	—	200,554	112,367
Investments	3	147	—	—	147	10,879
Total income		395,286	8,398,715	26,506	8,820,507	9,056,276
Expenditure on:						
Raising funds	5	28,077	—	—	28,077	20,140
Charitable activities						
Academy trust's educational operations	6	331,260	7,862,077	758,069	8,951,406	8,745,684
SCITT and salary direct	6	—	904,973	—	904,973	1,122,808
Total expenditure		359,337	8,767,050	758,069	9,884,456	9,888,632
Net income (expenditure) before transfers		35,949	(368,335)	(731,563)	(1,063,949)	(832,356)
Transfers between funds	16	(25,418)	(56,542)	81,960	—	—
Net income (expenditure)		10,531	(424,877)	(649,603)	(1,063,949)	(832,356)
Other recognised gains and losses						
Actuarial gain (loss) on defined benefit pension scheme	19	—	3,755,000	—	3,755,000	(790,000)
Net movement in funds		10,531	3,330,123	(649,603)	2,691,051	(1,622,356)
Reconciliation of funds						
Fund balances brought forward at 1 September 2021		896,519	(4,182,528)	10,914,102	7,628,093	9,250,449
Fund balances carried forward at 31 August 2022		907,050	(852,405)	10,264,499	10,319,144	7,628,093

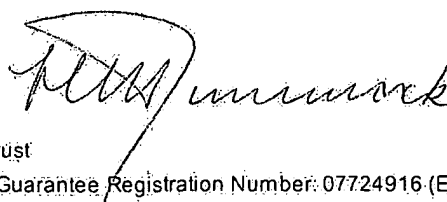
All the Trust's activities derive from continuing operations.

Balance sheets 31 August 2022

	Notes	Consolidated		Trust	
		2022 £	2021 £	2022 £	2021 £
Fixed assets					
Tangible fixed assets	11	10,264,499	10,914,102	10,264,499	10,914,102
Investment in subsidiary	12	—	—	100	100
		<u>10,264,499</u>	<u>10,914,102</u>	<u>10,264,599</u>	<u>10,914,202</u>
Current assets					
Debtors	13	301,897	162,823	364,038	238,462
Cash at bank and in hand		<u>1,469,804</u>	<u>1,669,051</u>	<u>1,390,366</u>	<u>1,597,870</u>
		<u>1,771,701</u>	<u>1,831,874</u>	<u>1,754,404</u>	<u>1,836,332</u>
Creditors: amounts falling due within one year	14	(721,926)	(811,990)	(721,926)	(847,990)
Net current assets		<u>1,049,775</u>	<u>1,019,884</u>	<u>1,032,478</u>	<u>988,342</u>
Total assets less current liabilities		<u>11,314,274</u>	<u>11,933,986</u>	<u>11,297,077</u>	<u>11,902,544</u>
Creditors: amounts falling due after more than one year	15	(22,130)	(27,893)	(22,130)	(27,893)
Net assets excluding pension scheme liability		<u>11,292,144</u>	<u>11,906,093</u>	<u>11,274,947</u>	<u>11,874,651</u>
Pension scheme liability	19	(973,000)	(4,278,000)	(973,000)	(4,278,000)
Net assets		<u>10,319,144</u>	<u>7,628,093</u>	<u>10,301,947</u>	<u>7,596,651</u>
Funds of the Trust					
Restricted funds					
Fixed assets fund	16	10,264,499	10,914,102	10,264,499	10,914,102
ESFA fund	16	120,595	95,472	120,595	95,472
Pension reserve	16	(973,000)	(4,278,000)	(973,000)	(4,278,000)
Total restricted funds		<u>9,412,094</u>	<u>6,731,574</u>	<u>9,412,094</u>	<u>6,731,574</u>
Unrestricted funds					
General funds	16	907,050	896,519	889,853	865,077
Total funds		<u>10,319,144</u>	<u>7,628,093</u>	<u>10,301,947</u>	<u>7,596,651</u>

The financial statements were approved by the Trust, and authorised for issue on 7 Dec 2022 and are signed on their behalf by:

H Dimmock
Chair of the Trust



Veritas Educational Trust
Company Limited by Guarantee Registration Number: 07724916 (England and Wales)

Consolidated statement of cash flows Year ended 31 August 2022

		2022 £	2021 £
Net cash flows from operating activities			
Net cash used in/provided by operating activities	A	(111,671)	406,933
Cash flows from investing activities	B	(81,813)	(94,106)
Cash flows from financing activities	C	(5,763)	(5,763)
Change in cash and cash equivalents in the year		(199,247)	307,064
Cash and cash equivalents at 1 September 2021		1,669,051	1,361,987
Cash and cash equivalents at 31 August 2022		1,469,804	1,669,051

A Reconciliation of net expenditure to net cash provided by (used in) operating activities

	2022 £	2021 £
Net expenditure for the year (as per the statement of financial activities)	(1,063,950)	(832,356)
Adjusted for:		
Depreciation	758,069	763,283
Capital grants from DfE and other capital income	(26,506)	(26,880)
Interest receivable	(147)	(10,879)
Defined benefit pension scheme cost less contributions payable	376,000	209,000
Defined benefit pension scheme finance cost	74,000	56,000
(Increase)/Decrease in debtors	(139,073)	94,080
(Decrease)/Increase in creditors	(90,064)	154,685
Net cash (used in)/provided by operating activities	(111,671)	406,933

B Cash flows from investing activities

	2022 £	2021 £
Bank interest received	147	10,879
Purchase of tangible fixed assets	(108,466)	(131,865)
Capital grants from DfE/ESFA	26,506	26,880
Net cash used in investing activities	(81,813)	(94,106)

C Cash flows from financing activities

	2022 £	2021 £
Repayments of borrowing	(5,763)	(5,763)
	(5,763)	(5,763)

D Analysis of cash and cash equivalents

	2022 £	2021 £
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Consolidated statement of cash flows Year ended 31 August 2022

Cash in hand and at bank	1,469,804	1,669,051
Total cash and cash equivalents	1,469,804	1,669,051

E Analysis of changes in net debt

	At 1 September 2021 £'000	Cash flows £'000	Other non-cash changes £'000	At 31 August 2022 £'000
Cash	1,669,051	(199,247)	—	1,469,804
Loans falling due within one year	(5,763)	5,763	(5,763)	(5,763)
Loans falling due after more than one year	(27,893)	—	5,763	(22,130)
	(33,656)	5,763	—	(27,893)
Total	1,635,395	(193,484)	—	1,441,911

Principal accounting policies Year ended 31 August 2022

Statement of accounting policies

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

Basis of preparation

The financial statements of the academy trust 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 FRS102), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Veritas Educational Trust meets the definition of a public benefit entity under FRS 102.

The financial statements are presented in sterling and rounded to the nearest pound.

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 company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the 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 Trustees have made this assessment whilst considering the impact of the Covid-19 pandemic on the day-to-day activities of the Academy Trust.

Income

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

Grants

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

Principal accounting policies Year ended 31 August 2022

Income (continued)

Grants (continued)

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

Capital grants are recognised when 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

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

Other income

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

Expenditure

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

Expenditure on raising funds

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

Charitable activities

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

All expenditure is stated net of recoverable VAT.

Principal accounting policies Year ended 31 August 2022

Tangible fixed assets

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Trust's depreciation policy.

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

Lease hold buildings and building improvements	4% per annum
Furniture and equipment	12.5% per annum
Computer equipment	33.3% per annum

Depreciation is charged from the month of acquisition.

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.

Financial instruments

The academy trust only holds basic financial instruments as defined by FRS 102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be 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 charity's wholly owned subsidiary are held at face value less any impairment.

Principal accounting policies Year ended 31 August 2022

Liabilities

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

Leased assets

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

Taxation

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

Pensions benefits

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

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 trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 19, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

Pensions benefits (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 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.

Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Trust at the discretion of the trustees and funds received for specific event related activities which are classified as "designated".

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency, Department for Education or other funders where the asset acquired or created is held for a specific purpose.

Restricted ESFA funds comprise all other grants received from the Education and Skills Funding Agency.

Restricted other funds comprise all other restricted funds received and include grants from the London Borough of Hillingdon.

Critical accounting estimates and areas of judgement

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

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

Principal accounting policies Year ended 31 August 2022

Critical accounting estimates and areas of judgement (continued)

- ♦ 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 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.
- ♦ The net book value of tangible fixed assets is based on the original cost/value of the asset net of provision for depreciation. The depreciation provision to date is based on the trustees' assessment of the estimated useful economic lives of such assets.

Notes to the Financial Statements Year ended 31 August 2022

1 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Restricted fixed assets funds £	2022 Total funds £	2021 Total funds £
Capital grants	—	—	26,506	26,506	26,880
Governor Fund donations	58,367	—	—	58,367	69,463
	<u>58,367</u>	<u>—</u>	<u>26,506</u>	<u>84,873</u>	<u>96,343</u>

	Unrestricted funds £	Restricted funds £	Restricted fixed assets funds £	2021 Total funds £
Capital grants	—	—	26,880	26,880
Governor Fund donations	69,463	—	—	69,463
	<u>69,463</u>	<u>—</u>	<u>26,880</u>	<u>96,343</u>

2 Other trading activities

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Hire of facilities	46,059	—	46,059	57,011
Trip income	154,237	—	154,237	40,550
Catering income	—	—	—	7,000
Miscellaneous income	—	258	258	7,806
	<u>200,296</u>	<u>258</u>	<u>200,554</u>	<u>112,367</u>

	Unrestricted funds £	Restricted funds £	2021 Total funds £
Hire of facilities	57,011	—	57,011
Trip income	40,550	—	40,550
Catering income	7,000	—	7,000
Miscellaneous income	—	7,806	7,806
	<u>104,561</u>	<u>7,806</u>	<u>112,367</u>

Notes to the Financial Statements Year ended 31 August 2022

3 Investment income

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Interest receivable on short term deposits	147	—	147	10,879
	147	—	147	10,879

	Unrestricted funds £	Restricted funds £	2021 Total funds £
Interest receivable on short term deposits	10,879	—	10,879
	10,879	—	10,879

4 Funding for the Trust's educational operations

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
DfE/ESFA revenue grants:				
General Annual Grant (GAG)	—	6,880,264	6,880,264	6,540,324
Other DfE / ESFA grants:				
• Pupil Premium	—	155,633	155,633	119,803
• Others	—	145,390	145,390	731,966
SCITT & School direct	—	948,945	948,945	1,117,453
	—	8,130,232	8,130,232	8,509,546
Other Government grants:				
• Local authority grants	—	123,123	123,123	144,568
	—	123,123	123,123	144,568
COVID-19 additional funding (DfE/ESFA)				
Catch-up premium	—	36,216	36,216	69,360
Other DfE/ESFA COVID-19 funding	—	67,417	67,417	18,458
	—	103,633	103,633	87,818
COVID-19 additional funding (non-DfE /ESFA)				
Other COVID-19 funding	—	41,469	41,469	48,887
	—	41,469	41,469	48,887
Other income from the academy trust's educational operations	136,476	—	136,476	45,868
	136,476	8,398,457	8,534,933	8,836,687

Notes to the Financial Statements Year ended 31 August 2022

4 Funding for the Trust's educational operations (continued)

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

	Unrestricted funds £	Restricted funds £	2021 Total funds £
<i>DfE/ESFA revenue grants</i>			
General Annual Grant (GAG)	—	6,540,324	6,540,324
Other DfE / ESFA grants			
Pupil Premium	—	119,803	119,803
Others	—	731,966	731,966
SCITT & School direct	—	1,117,453	1,117,453
	—	8,509,546	8,509,546
<i>Other Government grants</i>			
Local authority grants	—	144,568	144,568
	—	144,568	144,568
<i>COVID-19 additional funding (DfE/ESFA)</i>			
Catch-up premium	—	69,360	69,360
Other DfE/ESFA COVID-19 funding	—	18,458	18,458
	—	87,818	87,818
<i>COVID-19 additional funding (non-DfE /ESFA)</i>			
Other COVID-19 funding	—	48,887	48,887
	—	48,887	48,887
<i>Other income from the academy trust's educational operations</i>	45,868	—	45,868
	45,868	8,790,819	8,836,687

Notes to the Financial Statements Year ended 31 August 2022

5 Expenditure

	Non pay expenditure			2022 Total funds £	2021 Total funds £
	Staff costs £	Premises £	Other costs £		
Expenditure on raising funds:					
Direct costs	20,440	—	—	20,440	9,775
Allocated support costs	7,637	—	—	7,637	10,365
Academy trust's educational operations					
Direct costs	4,896,729	758,070	535,796	6,190,595	6,466,057
Allocated support costs	1,613,986	655,739	491,086	2,760,811	2,279,627
SCITT and salary direct					
Direct costs	342,560	—	—	342,560	58,757
Allocated support costs	62,541	—	499,872	562,413	1,064,051
	<u>6,943,893</u>	<u>1,413,809</u>	<u>1,526,754</u>	<u>9,884,456</u>	<u>9,888,632</u>

	Non pay expenditure			2021 Total funds £
	Staff costs £	Premises £	Other costs £	
Expenditure on raising funds:				
Direct costs	9,775	—	—	9,775
Allocated support costs	10,365	—	—	10,365
Academy trust's educational operations				
Direct costs	5,102,860	763,273	599,924	6,446,057
Allocated support costs	1,112,707	502,720	664,200	2,279,627
SCITT and salary direct	347,683	—	775,125	1,122,808
	<u>6,583,390</u>	<u>1,265,993</u>	<u>2,039,249</u>	<u>9,888,632</u>

	2022 £	2021 £
Net income for the period includes:		
Depreciation	758,069	763,283
Fees payable to auditor		
Audit	13,700	13,700
Other services	11,605	11,605

Notes to the Financial Statements Year ended 31 August 2022

6 Charitable activities – Academy trust's educational operations

	2022 Total funds £	2021 Total funds £
Direct costs	6,190,595	6,254,814
Direct costs – SCITT and Salary Direct	342,560	58,757
Support costs	2,760,811	2,279,627
Support costs – SCITT and Salary Direct	562,413	1,064,051
	9,856,379	9,657,249

Analysis of support costs	2022 SCITT and Salary Direct costs: £	2022 Support costs £	2022 Total funds £	2021 Total funds £
Support staff costs	62,541	1,551,445	1,613,986	1,112,707
Technology costs	—	113,686	113,686	135,835
Premises costs	—	655,739	655,739	502,720
Other support costs	499,872	402,479	902,351	428,416
Governance costs	—	37,462	37,462	99,949
Total support costs	562,413	2,760,811	3,323,224	2,279,627

Notes to the Financial Statements Year ended 31 August 2022

7 Comparative information

	Notes	Un- restricted general fund £	Restricted funds		2021 Total funds £
			General £	Fixed assets fund £	
Income from:					
Donations and capital grants	1	69,463	—	26,880	96,343
Charitable activities					
Funding for the academy					
trust's educational operations	4	45,868	7,673,366	—	7,719,234
SCITT and salary direct	4	—	1,117,453	—	1,117,453
Other trading activities	2	104,561	7,806	—	112,367
Investments	3	10,879	—	—	10,879
Total income		230,771	8,798,625	26,880	9,056,276
Expenditure on:					
Raising funds	5	20,140	—	—	20,140
Charitable activities					
Academy/trust's educational					
operations	6	88,685	7,913,866	763,273	8,765,824
SCITT and salary direct	6	—	1,122,808	—	1,122,808
Total expenditure		88,685	9,036,674	763,273	9,888,632
Net income (expenditure) before transfers		142,086	(238,049)	(736,393)	(832,356)
Transfers between funds	16	(9,103)	(94,990)	104,093	—
Net income (expenditure)		132,983	(333,039)	(632,300)	(832,356)
Other recognised gains and losses					
Actuarial loss on defined benefit pension scheme	19	—	(790,000)	—	(790,000)
Net movement in funds		132,983	(1,123,039)	(632,300)	(1,622,356)
Reconciliation of funds					
Fund balances brought forward at 1 September 2020		763,536	(3,059,489)	11,546,402	9,250,449
Fund balances carried forward at 31 August 2021		896,519	(4,182,528)	10,914,102	7,628,093

Notes to the Financial Statements Year ended 31 August 2022

8 Staff

(a) Staff costs

Staff costs during the period were:

	2022 Total funds £	2021 Total funds £
Wages and salaries	4,976,046	4,781,397
Social security costs	537,190	511,588
Pension costs	1,411,547	1,245,223
	<u>6,924,783</u>	<u>6,538,208</u>
Supply teacher costs	16,758	45,183
Redundancy costs	2,352	—
	<u>6,943,893</u>	<u>6,583,391</u>

(b) Staff numbers

The average number of persons (including the senior management team) employed by the charitable company during the year ended 31 August 2022 was as follows:

Charitable activities	2022 No.	2021 No.
Teachers	74	75
Administration and support	56	57
Management	8	8
	<u>138</u>	<u>140</u>

Notes to the Financial Statements Year ended 31 August 2022

8 Staff (continued)

The number of employees whose emoluments fell within the following bands was:

	2022 No.	2021 No.
£60,001 – £70,000	4	4
£70,001 – £80,000	2	2
£80,001 – £90,000	—	—
£120,001 – £130,000	—	1
£130,000 – £140,000	1	—

Seven of above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2022 pension contributions for these staff amounted to: £129,616 (2021 – £111,576).

(c) 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 employee pension contributions) received by key management personnel for their services to the academy trust was £310,668 (2021 – £298,979).

9 Trustees' remuneration and expenses

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The principal only receives remuneration in respect of services he provides undertaking the role of principal under his contract of employment. The value of trustees' remuneration and other benefits was as follows:

	2022 £'000	2021 £'000
A Wilcock, CEO	—	125-130

A Wilcock did not participate in the pension scheme and therefore no employer's pension contributions are included within the amount above.

During the year ended 31 August 2022, no travel expenses were reimbursed to trustees (2021 – none).

Other related party transactions involving the trustees are set out in note 20.

10 Trustees' and Officers' insurance

In accordance with normal commercial practice the Academy has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the year ended 31 August 2022 was £24,895 (2021 – £23,908).

Notes to the Financial Statements: Year ended 31 August 2022

11 Tangible fixed assets

	Long Leasehold Buildings £	Furniture and equipment £	Computer equipment £	Total funds £
Consolidated and Trust				
Cost/valuation				
At 1 September 2021	17,528,759	341,406	292,844	18,163,009
Additions	—	34,371	74,095	108,466
At 31 August 2022	17,528,759	375,777	366,939	18,271,475
Depreciation				
At 1 September 2021	6,720,001	272,959	255,947	7,248,907
Charge in period	701,150	14,350	42,569	758,069
At 31 August 2022	7,421,151	287,309	298,516	8,006,976
Net book value				
At 31 August 2022	10,107,608	88,468	68,423	10,264,499
At 31 August 2021	10,808,758	68,447	36,897	10,914,102

The land and buildings from which the academy trust operates are owned by the London Diocesan Board for Schools and the site is available for use under a trust agreement.

12 Subsidiary

	2022 £	2021 £
Investment in subsidiary	100	100

The academy trust has a subsidiary company, Veritas Enterprises Limited, which is wholly owned and incorporated in Great Britain (Company no 09562263). The principal activity of Veritas Enterprises Limited is to generate income for the academy trust.

The following is a summary of Veritas Enterprises Limited for the year ended 31 August 2022, which have been included in the consolidated financial statements.

	2022 £	2021 £
Turnover	42,939	53,892
Cost of sales	(20,992)	(20,140)
Gross profit	21,947	33,752
Administrative expenses	(6,224)	(3,785)
Net profit for the period	15,723	29,967
Donation to the academy trust	(29,967)	—
Retained profits for year	(14,244)	29,966
Retained profits brought forward	31,342	1,375
Retained profits carried forward	17,098	31,342

The aggregate share capital and reserves was £17,198 at 31 August 2022 (2021 – £31,442).

Notes to the Financial Statements Year ended 31 August 2022

13 Debtors

	Consolidated		Trust	
	2022	2021	2022	2021
	£	£	£	£
Trade debtors	27,440	32,091	23,851	42,000
VAT recoverable	166,894	32,828	166,894	32,828
Amounts due from subsidiary	—	—	65,830	65,730
Prepayments and accrued income	107,563	97,904	107,463	97,904
	<u>301,897</u>	<u>162,823</u>	<u>364,038</u>	<u>238,462</u>

14 Creditors: amounts falling due within one year

	Consolidated		Trust	
	2022	2021	2022	2021
	£	£	£	£
Trade creditors	33,078	179,154	33,078	215,154
Taxation and social security	145,970	130,702	145,970	130,702
Other creditors	142,348	127,006	142,348	127,006
Loans (Salix)	5,763	5,763	5,763	5,763
Accruals and deferred income	394,767	369,365	394,767	369,365
	<u>721,926</u>	<u>811,990</u>	<u>721,926</u>	<u>847,990</u>
Deferred income				
Deferred income at 1 September 2021	171,661	126,170	171,661	126,170
Net resources released in the year	(171,661)	(126,170)	(171,661)	(126,170)
Resources deferred in the year	159,375	171,661	159,375	171,661
Deferred income at 31 August 2022	<u>159,375</u>	<u>171,661</u>	<u>159,375</u>	<u>171,661</u>

Deferred income of £27,574 relates to school trip income for trips for the year 2022/23, £33,363 refers to Parent Pay monies received in advance of 2022/23, £14,896 relates to Rates relief in advance of 2022/23 and the remaining £83,542 refers to grants received in the year relating to 2022/23. (2021 – £126,457 grants received in the year relating to 2021/22).

15 Creditors: amounts falling due after more than one year

Group and Trust	2022	2021
	£	£
Loans (Salix)	22,130	27,893
	<u>22,130</u>	<u>27,893</u>
Loan maturity		
	2022	2021
	£	£
Debt due in one year or less	5,763	5,763
Debt due in more than two years	22,130	27,893
	<u>27,893</u>	<u>33,656</u>

There is no interest charged on this loan.

Notes to the Financial Statements Year ended 31 August 2022

16 Funds

Consolidated	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
. General Annual Grant (GAG)	—	6,880,264	(6,823,722)	(56,542)	—
. Pupil Premium	—	155,633	(130,003)	—	25,630
. SCITT and schools direct	38,961	948,945	(904,973)	—	82,933
. Catch-up premium / recovery fund	—	36,216	(34,266)	—	1,950
. Other DfE/ESFA COVID-19 funding	—	67,417	(67,417)	—	—
. Other COVID-19 funding	—	41,469	(41,469)	—	—
. Other grants	—	145,390	(145,390)	—	—
. Local authority funds	46,687	123,123	(169,810)	—	—
. LAC	7,702	—	—	—	7,702
. Other income	2,122	258	—	—	2,380
. Pension reserve	(4,278,000)	—	(450,000)	3,755,000	(973,000)
	<u>(4,182,528)</u>	<u>8,398,715</u>	<u>(8,767,050)</u>	<u>3,698,458</u>	<u>(852,405)</u>
Restricted fixed assets fund					
. Transfer on conversion	9,456,038	—	(630,402)	—	8,825,636
. ESFA capital grants	1,293,990	26,506	(68,372)	(26,506)	1,225,618
. Capital expenditure from GAG	164,074	—	(59,295)	108,466	213,245
	<u>10,914,102</u>	<u>26,506</u>	<u>(758,069)</u>	<u>81,960</u>	<u>10,264,499</u>
Total restricted funds	<u>6,731,574</u>	<u>8,425,221</u>	<u>(9,525,119)</u>	<u>3,780,418</u>	<u>9,412,094</u>
Unrestricted funds					
. General fund	865,077	352,347	(302,154)	(25,418)	889,852
. Vertis Enterprises	31,442	42,939	(57,183)	—	17,198
Total unrestricted funds	<u>896,519</u>	<u>395,286</u>	<u>(359,337)</u>	<u>(25,418)</u>	<u>907,050</u>
Total funds	<u>7,628,093</u>	<u>8,820,507</u>	<u>(9,884,456)</u>	<u>3,755,000</u>	<u>10,319,144</u>

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

Restricted general funds

These grants relate to the Trust's development and operational activities.

General Annual Grant (GAG)

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

Fixed asset fund

These grants relate to funding received from the ESFA to carry out works of a capital nature prior to the academy trust's opening.

Notes to the Financial Statements Year ended 31 August 2022

16 Funds (continued)

Pension reserve

The pension reserve relates to the academy trust's Local Government Pension Scheme liability for support staff.

Designated funds

These funds relate primarily to school trips and specific activity-based events. The fund is no longer required and has been moved back into general reserves.

Comparative information

Comparative information for the preceding period is as follows:

Consolidated	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	—	6,540,324	(6,449,242)	(91,082)	—
Other DfE/ESFA grants					
Pupil Premium	37,644	119,803	(153,539)	(3,908)	—
SCITT and schools direct	44,316	1,117,453	(1,122,808)	—	38,961
Other DfE/ESFA COVID-19 funding	—	18,458	(18,458)	—	—
Other COVID-19 funding	—	69,360	(69,360)	—	—
Other grants	—	788,659	(788,659)	—	—
Local authority funds	60,960	144,568	(158,841)	—	46,687
LAC	7,702	—	—	—	7,702
Other income	12,889	—	(10,767)	—	2,122
Pension reserve	(3,223,000)	—	(265,000)	(790,000)	(4,278,000)
	<u>(3,059,489)</u>	<u>8,798,625</u>	<u>(9,036,674)</u>	<u>(884,990)</u>	<u>(4,182,528)</u>
Restricted fixed assets fund					
ESFA capital grants	10,086,440	—	(630,402)	—	9,456,038
Capital expenditure from GAG	1,459,962	26,880	(132,871)	104,093	1,458,064
	<u>11,546,402</u>	<u>26,880</u>	<u>(763,273)</u>	<u>104,093</u>	<u>10,914,102</u>
Total restricted funds	<u>8,486,913</u>	<u>8,825,505</u>	<u>(9,799,947)</u>	<u>(780,897)</u>	<u>6,731,574</u>
Unrestricted funds					
General fund	505,814	176,879	(64,760)	247,144	865,077
Designated fund	256,247	—	—	(256,247)	—
Vertis Enterprises	1,475	53,892	(23,925)	—	31,442
Total unrestricted funds	<u>763,536</u>	<u>230,771</u>	<u>(88,685)</u>	<u>(9,103)</u>	<u>896,519</u>
Total funds	<u>9,250,449</u>	<u>9,056,276</u>	<u>(9,888,632)</u>	<u>(790,000)</u>	<u>7,628,093</u>

Notes to the Financial Statements Year ended 31 August 2022

17 Analysis of net assets between funds

	Unrestricted funds	Restricted General Funds	Restricted Fixed Asset Fund	Total funds
Consolidated	£	£	£	£
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	—	—	10,264,499	10,264,499
Current assets	907,050	864,651	—	1,771,701
Current liabilities	—	(718,896)	—	(718,896)
Non-current liabilities	—	(25,160)	—	(25,160)
Pension scheme liability	—	(973,000)	—	(973,000)
Total net assets	907,050	(852,405)	10,264,499	10,319,144

	Unrestricted funds	Restricted General Funds	Restricted Fixed Asset Fund	Total funds
Consolidated	£	£	£	£
Fund balances at 31 August 2021 are represented by:				
Tangible fixed assets	—	—	10,914,102	10,914,102
Current assets	896,519	935,355	—	1,831,874
Current liabilities	—	(806,227)	—	(806,227)
Non-current liabilities	—	(33,656)	—	(33,656)
Pension scheme liability	—	(4,278,000)	—	(4,278,000)
Total net assets	896,519	(4,182,528)	10,914,102	7,628,093

	Unrestricted funds	Restricted General Funds	Restricted Fixed Asset Fund	Total funds
Academy trust	£	£	£	£
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets:	—	—	10,264,499	10,264,499
Current assets	889,852	864,651	—	1,754,503
Current liabilities	—	(718,896)	—	(718,896)
Non-current liabilities:	—	(25,160)	—	(25,160)
Pension scheme liability	—	(973,000)	—	(973,000)
Total net assets:	889,852	(852,405)	10,264,499	10,301,946

Notes to the Financial Statements Year ended 31 August 2022

17 Analysis of net assets between funds (continued)

<i>Academy trust</i>	<i>Unrestricted funds</i> £	<i>Restricted General Funds</i> £	<i>Restricted Fixed Asset Fund</i> £	<i>Total funds</i> £
<i>Fund balances at 31 August 2021 are represented by:</i>				
<i>Tangible fixed assets</i>	—	—	10,914,102	10,914,102
<i>Investments</i>	—	100	—	100
<i>Current assets</i>	865,077	971,255	—	1,836,332
<i>Current liabilities</i>	—	(842,227)	—	(842,227)
<i>Non-current liabilities</i>	—	(33,656)	—	(33,656)
<i>Pension scheme liability</i>	—	(4,278,000)	—	(4,278,000)
<i>Total net assets</i>	<u>865,077</u>	<u>(4,182,528)</u>	<u>10,914,102</u>	<u>7,596,651</u>

18 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.

19 Pension and similar obligations

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

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

There were outstanding contributions of £96,087 (2021 – £90,349) at the end of the financial year.

Teachers' Pension Scheme

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

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

19 Pension and similar obligations (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the period amounted to £832,539 (2021 – £735,705).

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £345,000 (2021 – £298,000), of which employer's contributions totalled £272,000 (2021 – £236,000) and employees' contributions totalled £71,000 (2021 – £62,000). The agreed contribution rates for future years are 25.2% for employers and between 5.5% and 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 an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Notes to the Financial Statements Year ended 31 August 2022

19 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

Principal Actuarial Assumptions	At 31 August 2022	At 31 August 2021
Rate of increase in salaries	3.35%	3.20%
Rate of increase for pensions in payment/inflation	3.05%	2.90%
Discount rate for scheme liabilities	4.25%	1.65%
Inflation assumption (CPI)	3.05%	2.90%
Commutation of pensions to lump sums	65-85%	65-85%

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

	At 31 August 2022	At 31 August 2021
<i>Retiring today</i>		
Males	22.1	22.3
Females	24.5	24.7
<i>Retiring in 20 years</i>		
Males	22.8	23.3
Females	25.5	26.2

The Trust's share of the assets and liabilities in the scheme were:

	Fair value at 31 August 2022 £000	Fair value at 31 August 2021 £000
Equities	2,063	2,042
Bonds	1,228	1,303
Property	877	695
Cash	219	304
Total market value of assets	4,387	4,344
Present value of scheme liabilities	(5,360)	(8,622)
Deficit in the scheme	(973)	(4,278)

Amounts recognised in statement of financial activities	2022 £000	2021 £000
Current service costs (net of employee contributions)	648	445
Net interest	74	56
Total amount recognised in the SOFA	722	501

Notes to the Financial Statements Year ended 31 August 2022

19 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

Changes in the present value of defined benefit obligations were as follows:	2022 £000	2021 £000
At 1 September 2021	8,622	6,662
Current service cost	648	445
Interest cost	148	117
Employee contributions	71	62
Actuarial (gain) loss	(4,074)	1,376
Benefits paid	(55)	(40)
At 31 August 2022	5,360	8,622

Changes in the fair value of the Trust's share of scheme assets:	2022 £000	2021 £000
At 1 September 2021	4,344	3,439
Return on plan assets	74	61
Actuarial (loss) gain	(319)	586
Employer contributions	272	236
Employee contributions	71	62
Benefits paid	(55)	(40)
At 31 August 2022	4,387	4,344

Sensitivity analysis: impact of a change in assumptions on the net pension liability	Approximate % increase to pension liability	Approximate monetary amount £'000
Discount rate +0.1%	-2%	-122
Salary increase rate +0.1%	0%	11
Pension increase +0.1%	2%	112

20 Related party transactions

Owing to the nature of the academy trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of trustees may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

Other than as disclosed in note 9, the academy trust did not enter into any related party transactions in the year.

Notes to the Financial Statements Year ended 31 August 2022

21 Agency arrangements

The Academy Trust distributes the ESFA discretionary 16-19 bursary to students, as agent for the ESFA. Funding received for the period amounted to £8,926 (2021 – £11,101) of which £11,642 (2021 – £8,416) was distributed. There remained £16,288 undistributed at 31 August 2022 (2021 – £19,004).