

SEAX TRUST
(A Company Limited by Guarantee)

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



SEAX TRUST
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 13
Governance Statement	14 - 18
Statement on Regularity, Propriety and Compliance	19
Statement of Trustees' Responsibilities	20
Independent Auditors' Report on the Financial Statements	21 - 24
Independent Reporting Accountant's Report on Regularity	25 - 26
Statement of Financial Activities Incorporating Income and Expenditure Account	27
Balance Sheet	28
Statement of Cash Flows	29
Notes to the Financial Statements	30 - 57

SEAX TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mark Ross Andrew Hunter Stanley Keller Kathryn Herlock
Trustees	Ruth Sturdy, Chief Executive & Accounting Officer Andrew Hunter, Chair (resigned 1 September 2022) Sally Lockyer, Vice Chair (Chair from 1 September 2022) Anthony Cox Stephen Bennett Cathryn Adams Olga Marunchak Christopher Woodman (resigned 27 June 2022) Caroline Glasby (appointed 23 November 2021) Terry Quigley
Company registered number	07747149
Company name	SEAX Trust
Principal and registered office	Seax Trust c/o Grove House School Sawyers Hall Lane Brentwood Essex CM15 9BZ
Company secretary	Catherine Burnside
Chief Executive and Accounting Officer	Ruth Sturdy
Senior Leadership Team	Ruth Sturdy, Chief Executive Officer Georgina Pryke, Head of Thriftwood School and College Simon Dawson, Head of Langham Oaks and College Lisa Christodoulides, Head of Grove House School Alice Constantine, Head of Kingswode Hoe School Tamsin Owens, Chief Financial Officer Charlotte Skelton, Chief Financial Officer Kim McWilliam, Director of Academy Improvement Kate Stannard, Director of HR Catherine Burnside, Director of Governance and Compliance
Independent Auditors	Price Bailey LLP Chartered Accountants Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT

SEAX TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Bankers	Lloyds Bank PLC 77-78 High Street Chelmsford Essex CM1 1DU
Solicitors	Browne Jacobson LLP Mowbray House Castle Meadow Road Nottingham NG2 1BJ

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their Annual Report together with the financial statements and Auditor's Report of the SEAX Trust ("the Charitable Company" or "the Trust") for the year to 31 August 2022. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

During the year to 31 August 2022 SEAX Trust comprised 4 special academies:

Grove House School - Brentwood - 120 students in primary and secondary phase.

Kingswode Hoe School - Colchester – 150 students in primary and secondary phase.

Langham Oaks School - Langham near Colchester - 80 male students in primary, secondary and post 16 phase.

Thriftwood School and College - Galleywood and Chelmsford - 260 students in primary, secondary and post 16 phase.

Structure, Governance and Management

Constitution

The Trust is a company limited by guarantee and an exempt charity. The Charitable Company's memorandum and articles of association are the primary governing documents. The Trustees of SEAX Trust are also the Directors of the Charitable Company for the purposes of company law. Within this report the terms Trustee and Director are interchangeable.

The operation of The Trust's Academies and employment of staff are the responsibility of the Trustees. The Trust retains control of Academy budgets and finances, and monitors these through its Resources, Audit and Risk Committee. Within this Report, the term Trustee refers to a member of the Board of Trustees.

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

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' and Officers' Indemnities

The Trust has secured insurance cover through the Essex County Council suite of insurance provisions, underwritten by Zurich Insurance. The policy protects Trustees, Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. It is not possible to quantify the Trustees, Governors and Officers indemnity element from the overall cost of the Trust policy

Method of Recruitment and Appointment or Election of Trustees

The arrangements are as set out in the Articles and Funding Agreement. As a multi academy trust, the Trustees have developed a model of governance which includes Members recruited from the community, a Trustee Board of Directors with representation from the individual academies and external appointees to create a Trustee Board which is independent of the individual academies. The Trustees have set up procedures that include regular reviews of the mix of skills that should be available to the Trustee Board. New Trustees and members of Local Academy Committees (LACs) will then be sought with these skills, either as additional Trustees/ governors or replacements when existing Trustees/ governors stand down. It is anticipated that the great majority of new Trustees/ governors will be drawn from the local community being either parents or guardians of pupils and students at the individual academies or others that have shown an interest in the future strategic development of the academies and the positive outcomes of the pupils.

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Recruitment is therefore likely to be through a combination of approaches to individuals with known skills and by wider communications to those within Essex. SEAX Trust has also used the services of the Academy Ambassador Programme to assist in the recruitment process in the past and now uses Inspiring Governance as an additional source of Trustees.

Terms of appointment to the Board and the Academy Committees (ACs) will be for a period of four years from the date of their initial appointment. At the end of their four year term, retiring Trustees/Governors are eligible for re-election for a further term. Parent Trustees/Governors remain on their respective bodies for the period of their appointment, even if their son or daughter has left the academies but must thereafter retire or be appointed in an alternative role.

Policies and Procedures Adopted for the Induction and Training of Trustees and Governors

All Trustees/Academy Committee Members are encouraged to attend courses and conferences to improve their knowledge and enhance their skills. The Trust has used specialist trainers to provide courses for the whole of the Board where the skills and knowledge do not exist within academies and the executive team. Trustees have access to "Flick Learning" which provides on-line training on a range of relevant topics including safeguarding, GDPR and Health and Safety.

Trustee/Academy Committee member training is a topic on the agenda for each meeting of the Board and ACs.

Trustees, Academy Committee members and teaching staff meet regularly to review specific areas of development and share joint training on relevant topics.

Trust Members are regularly informed of the Academies' progress through the Committee meetings and through the sharing of outcomes from the termly Academy Improvement Framework developed in 2020/21 and are welcome and encouraged to attend events or visit.

Trustees are invited to attend Trust focus groups for the opportunity to observe procedures and ask questions and to further develop the strategic direction of the Trust.

The Trust subscribes to Flick Training for Trustees.

Organisational Structure

The Trustees have responsibility for setting and monitoring the overall strategic direction of the Charitable Company and approving decisions reserved to Trustees. A detailed scheme of delegation for the Trust is reviewed annually. Terms of reference for the SEAX Trust have been drawn up and are also annually reviewed.

The Trustees meet the requirement to meet at least 3 times per year, and usually meet at least twice per academic term. All decisions reserved to the Trustees are taken by the Board as a whole. Two committees comprising board members carry out much of the remit of the Trustees – a Resources, Audit and Risk Committee (incorporating HR and Premises) and a Academy Improvement Committee (including Ofsted monitoring role). Each of the Committees meet at least 3 times each year with the meetings planned to be held prior to the Board meetings at which their business will be reported and recommendations presented.

In addition, Academy Committees (ACs) or Executive Committees (ECs) have been established for the individual academies.

Each AC/EC meets a minimum of 5 times each year. Following a review of governance in spring 2022, the Trust has been reviewing local governance arrangements and has plans to develop these for 2022/23

The CEO is the Accounting Officer for the Trust and has strategic responsibility for and leads the Executive Team, and the Senior Leadership Team. The Director of Academy Improvement works at a strategic level across all Trust schools and activities.

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

The CEO also chairs a Headteachers Group which meets regularly develop and review issues which strategically affect all academies co-ordinating aims which apply to the whole Trust. This group forms an important part of the development of the strategic direction of the Trust as well as providing operational insights which the CEO reports back to the Trust Board for action or information as appropriate.

The Responsible Officer role is performed by the Resources, Audit and Risk Committee as an oversight function in relation to the systems and processes of control and risk management that operate throughout The Academy Trust. The performance of detailed internal control reviews has been delegated to SBM Services Ltd. Detailed reports from these reviews have been provided to the CEO, the CFO and the Resource, Audit and Risk Committee for appropriate follow up action.

The day to day management of The SEAX Trust rests with the CEO who has overall responsibility for the Trust. The CEO is responsible for establishing a Senior Leadership Team (SLT) for the Trust, including the Headteachers of the individual academies. The Headteachers have responsibility for establishing an SLT at their individual academies.

The SLT line manage the individual academy's staff which includes teachers and learning support assistants. The Principal or Headteacher manages their respective administrative, residential, site, catering and technical staff. Certain functions have been transferred from individual schools to the SEAX Trust central administrative activity and these staff are managed by the CEO.

Each year the SLT at each academy meets to prepare an Academy Improvement Plan (AIP) and this is subsequently presented to ACs for consideration, challenge and approval. The CEO is responsible for ensuring that the individual AIPs are consistent with the Trust's aims and then presents the overall Trust Development Plan to the Board of Trustees for consideration, challenge and approval. The AIPs detail strategic aims and academic targets as well as initiatives to further develop The SEAX Trust community.

Each academy within the Trust bases their development planning around two key documents: The Academy Improvement Framework and the Trust six key drivers. The key drivers are:

- Ensuring an excellent education with a focus on meeting individual needs and where no limits are placed on achievement
- Young people are prepared for the future; for meaningful and suitable employment, self- advocacy and independent living
- Governance supports our academies and challenges them to better meet the needs of our children and young people
- Leadership and professionalism at all levels drives continuous improvement
- Collaboration and sharing are central to our belief that we all learn from each other
- Financial decisions are always made with our children and young people at the centre of our thinking which results in efficiencies of spend and value for money

The Academy Improvement Plans focus in particular on drivers 1,2 4 and 5 in particular. As a result of this approach there is a consistency of focus for the Trust across the plans and therefore the Trust. In addition each academy will have specific foci in relation to their stage of development. All these are monitored by the Trust executive and local academy committees.

Coordinated with the objectives of the Trust Development Plan is the annual budget with three year financial forecast and asset management plan which is the responsibility of the CEO, Local Business Managers and Chief Financial Officer (CFO).

Once approved, the Local Business Manager monitors income, expenditure and capital spending and regularly reports the financial status to the CFO and CEO who in turn report to the Resources, Audit and Risk Committee and the Trust Board.

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Arrangements for setting pay and remuneration of Key Management Personnel

The Board of Trustees is responsible for establishing the annual Pay Policy and has specific responsibility for setting the remuneration of the Trust CEO. In doing so, the Board uses benchmarks for the appropriate size of Multi-Academy Trust. It also compares salaries for CEOs of other MATs of a similar size and nature, both locally and nationally.

The Trust Board determines an appropriate salary for the CEO, having regard to all of the permanent responsibilities and challenges that are specific to the role, appropriate pay differentials with other staff and any other relevant considerations.

Remuneration for Headteachers of individual academies within the Trust is determined for the appropriate size of each academy through guidelines set by DfE. These are agreed by Board with recommendations from CEO. Remuneration of other senior academic staff is proposed by the headteacher of each academy and by the CEO for members of the Central Team (which is then ratified by the Board of Trustees) in line with nationally agreed current Teachers Pay and Conditions and/or Local Government Pay and Conditions.

Trade Union Facility Time

During the year 1 employee of the Trust, on a 100% full time equivalent contract, acted as union officials. The employees spent 0 hours of their time on union facility. The total cost of facility time is £0 for the year.

Related Parties and other Connected Charities and Organisations

Owing to the nature of the Trust's operations and the composition of the Board of Trustees and LAC's being drawn from local public and private sector organisations and local stakeholders including parents and carers, it is inevitable that from time to time transactions will take place with organisations in which a Trustee or a Governor may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction where the Trustee or Governor may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academy Trust Handbook.

The Trust did not cooperate with any related party during the academic year in pursuit of its charitable activities and does not have a formal sponsor.

Engagement with Employees (Including disabled persons)

The Trustees recognise that our employees are fundamental and core to our business which is the delivery of high quality education. Our success depends on attracting, retaining and motivating employees. The Trustees factor the implications of decisions on employees and the wider workforce, where relevant and feasible. Where appropriate, the Trust consults on matters such as policy, pay, health, safety and welfare with the relevant support staff and teaching trades unions. We also have a staff well-being committee which works with the Trust Executive to ensure that staff well-being is constantly under review and approaches developed over time.

The Trust provides information to employees generally by way of email, memoranda, a termly newsletter and staff meetings. Information is channelled via leadership meetings and staff briefings. Staff have opportunities to receive training from our executive team in relation to the strategic develop of the Trust and its priorities. They attend an annual conference where Trust priorities are presented and discussed. There are cross-Trust collaborative groups which meet twice a term and which focus on sharing good practice, developing resources and approaches so that every pupil served by the Trust has an excellent education and is prepared well for life after education.

Applications for employment by disabled persons are given full and fair consideration for all vacancies in accordance with their particular aptitude and abilities. In the event of employees becoming disabled reasonable adjustments are made to ensue they can remain as employees. Where this is not possible every effort is made to retrain them in order that their employment within the Trust may continue.

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Objectives and Activities

Objects and Aims

The Trust vision is that we are a Trust which:

- puts no limits on what we believe young people can achieve; creating opportunities and meeting individual needs so that our young people can live rich and fulfilled lives
- has the courage and drive to challenge and champion change to enable equal opportunity and equity for all
- influences, respects, listens and acts and which in turn is known as a voice to listen to, act upon and respect

The principal object and aim of the Trust is the operation of a family of Academies to provide high quality education and care for pupils with special educational needs between the ages of 7 and 19. The Trust ensures that every child and young adult has an excellent education which meets their needs and that they are prepared for life beyond education.

Objectives, Strategies and Activities

During the year the Trust has worked towards these aims by:

- ensuring that every child enjoys the same high quality education in terms of resourcing, staffing and care;
- ensuring that all staff are well trained and have a programme of continual professional development
- preparing of our young people for life after education so they develop independence and self- advocacy, are prepared for the world of work , are healthy and know how to live a healthy life- style and so they are part of their local community
- improving the effectiveness of each School by keeping the curriculum and organisational structure under continual review;
- providing value for money for the funds expended; and
- conducting the Trust's business in accordance with the highest standards of integrity.

Our success in fulfilling our aims can be measured by:

- the broad and balanced curriculum available in all of our schools
- Ofsted inspection reports and our own internal reviews
- The increasing range of accredited outcomes across our schools
- Positive stakeholder feedback

Public Benefit

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Strategic Report

Achievements and Performance

The Trust continued its mission to ensure that students achieve at a level which reflects their considerable skills and abilities encouraged a wide range of extra-curricular activities; developed and retained suitable staff and prepared young people for a positive life after education.

Specific achievements were as follows:

- a wide range of accredited qualifications achieved by students across our schools including GCSEs, Entry Level Qualifications, Functional Skills and Duke of Edinburgh Awards
- Very low NEET figures – 2 students with very specific needs across the Trust
- A range of extra curricula activities in all schools including visits to sporting events, cultural events and work -related learning opportunities
- A move from requires improvement to good in Langham Oaks residential Ofsted inspection and a retained Good in the school based Ofsted inspection at Kingswode Hoe
- The development of a team of curriculum leads across the Trust who lead cross trust development group and ensure a focus on the Trust key driver of collaboration at all levels

Key Performance Indicators (KPI)

The Trustees receive regular information at each committee meeting to enable them to monitor the performance of the Trust compared to aims, strategies and financial budgets.

Financial

As funding is based on pupil numbers this is a KPI. Pupil numbers for 2021/22 were 612 against a budget of 569. A further KPI is staffing costs as a percentage of total recurring income. For 2021/22 this was 77% against set parameters of 80-85%. The Board of Trustees is confident that staffing levels are closely monitored to agreed Full Time Equivalent and staffing structures all approved by them.

The Resources, Audit & Risk committee also monitors total income, place numbers, cash balances as a % of total income, current assets vs current liabilities, and cash flow on a regular basis to ensure that the budget is set and managed appropriately. All of the above KPI's were within the parameters set by the Board

Non-Financial

- Attendance at National benchmarking for all schools
- Exclusion and suspensions below national levels for all schools
- Accreditation Outcomes - these cannot be benchmarked against national figures and so are benchmarked against expected outcomes and EHCP outcomes
- NEET Figures – against national benchmarking
- Outcomes of Curriculum and subject reviews
- Ofsted Inspection outcomes
- Outcomes against the Academy Improvement Framework
- Staff absence data compared across the Trust and against other available benchmarking data
- Gender Pay Gap data compared year-on-year and nationally within and outside the Education Sector
- Staff wellbeing is monitored regularly by use of internal surveys
- Retention and recruitment data compared across the Trust and against other available

Going Concern

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

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Financial Review

The principal source of funding for the Trust is the GAG and other grants that it receives from the Education and Skills Funding Agency (ESFA). For the year ended 31 August 2022 the Trust received £12,236,439 of GAG and other income. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent a total of £11,643,034 excluding depreciation and LGPS pension adjustments but including fixed assets purchased from GAG. A summary of the Trust's financial results are set out below:

	Restricted General Funds	Unrestricted Funds	Fixed Asset Fund	Pension Reserve	Total
Incoming Resources	11,963,050	120,506	152,883	-	12,236,439
Resources Expended	(11,129,025)	(87,921)	(3,763,017)	-	(14,979,963)
LGPS Charge	-	-	-	(1,978,000)	(1,978,000)
Depreciation	-	-	(996,486)	-	(996,486)
Employer contributions paid	-	-	-	762,000	762,000
Total Resources Expended	(11,129,025)	(87,921)	(4,759,503)	(1,216,000)	(17,192,449)
Assets Purchased from GAG	(426,088)	-	426,088	-	-
Actuarial Gains	-	-	-	8,355,000	8,355,000
Surplus / (Deficit) for the year	407,937	32,585	(4,180,532)	7,139,000	3,398,990
Balance at 1 September 2021	1,537,289	774,503	39,229,529	(8,605,000)	32,936,321
Balance at 31 August 2022	1,945,226	807,088	35,048,997	(1,466,000)	36,335,311

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Academy is recognising a significant pension fund deficit of £1,466,000. This does not mean that an immediate liability for this amount crystallises and such a deficit generally results in a cash flow effect in the form of increased employer contributions over a number of years. While there has been a significant reduction in the opening deficit of £7,139,000 resulting from the application of actuarial assumptions, this does not guarantee that contribution rates will reduce and ease the cash flow effect on the Trust.

Reserves Policy

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Chief Finance Officer. The budget plan identifies how any reserves carried forward will be allocated in the plan for the following academic year, including the identification of any funds restricted or designated for a specific project or purpose.

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £807,088. This has been built up from a mixture of locally raised income and balances transferred from the predecessor schools.

The Trust's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2022 was £2,752,314.

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £3,181,455. A significant proportion of this cash is held against specific projects and is not available to meet normal recurring expenditure.

Investment Policy

A Reserves and Investment Policy was approved by the Board of Trustees in Feb 2022.

The aim of the policy is to ensure funds that the Trust does not immediately need to cover anticipated expenditure are invested to maximise the Trust's income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Trustees do not consider the investment of surplus funds as a primary activity, rather as good stewardship and as and when circumstances allow.

Principal Risks and Uncertainties

The Trustees maintain a risk register identifying the major risks to which the Trust and the individual Schools are exposed, and identifying actions and procedures to mitigate those risks. A formal review of the risk register process is undertaken on an annual basis and the internal control systems and the exposure to said risks are monitored on behalf of the Trustees at each Resources, Audit & Risk Committee meeting. The principal risks facing the Trust are outlined below; those facing the Trust at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As a group of academy schools, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- the Trust has considerable reliance on continued Government funding through the ESFA and whilst there has been a small injection of additional funding this will not be enough to counteract the rise of the minimum wage, teachers pensions contribution rise and any other additional costs that the Government may choose to introduce;
- failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- reputational - the continuing success of the Schools is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student progress and outcomes are closely monitored and reviewed;
- safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline;

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

- staffing - the success of the Schools is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning;
- fraud and mismanagement of funds - the Trustees have appointed SBM Services Ltd to carry out a programme of internal scrutiny which includes independent and external checks on financial systems and records as required by the Academy Trust Handbook. All finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area;
- financial instruments – the Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low; and
- defined benefit pension scheme liability – as the Government has agreed to meet the defined benefit pension liability of any school ceasing to exist the main risk to the Trust is the annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan.

The Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

Fundraising

SEAX Trust has a responsibility to ensure that all fundraising activities

- Are planned effectively. There is an agreed plan which takes account of risks, our values and our relationship with donors and the wider community
- Have clear paths of accountability. Systems are in place at each site for the monitoring of in house and external fundraising activities to ensure that they are in the best interest of SEAX Trust and comply with any standards that apply
- Protect our reputation, our money and our assets. Robust systems are in place to protect all of our schools from the risk of loss or fraud
- Comply with any laws or regulations that apply to SEAX Trust and to the type of fundraising activity being undertaken
- Adhere to the Fundraising Regulator's Code of Fundraising Practice
- Are open and accountable.

SEAX Trust recognises that grants and donations provide a valuable resource to its schools. Schools are aware that restricted donations/grants can only be spent on restricted activities. Clear and transparent reporting within the financial software system enables us to separate out all grant and donation income for the purposes of monitoring and audit.

The day-to-day management of fundraising is delegated to schools.

Most fundraising activities are undertaken by the schools' 'Friends and Family Associations'. They are separate charities who raise money for their individual school. They are registered with the Charity Commission and must comply with their rules and regulations.

This often takes the form of bids to charities, public bodies and other foundations who provide grants for specific purposes. These grants usually require a monitoring return to confirm that the grant has been spent for the purpose it was given.

Donations are also received from individuals for specific educational purposes and from groups or other organisations that support a particular school. These can be in the form of goods or services as well as monetary gifts.

SEAX Trust has a policy on the giving and receiving of gifts and hospitality which clearly states procedures to be followed when a gift is received, or is given. A register is kept and provided to auditors each year. Nil returns are required where no gifts have been given or received.

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2021 to 31 August 2022

Energy consumption used to calculate emissions (kWh)	2,366,467
Scope 1 emissions in metric tonnes CO ₂ e	
Gas/oil consumption	303
Owned transport – mini-buses	1
Total scope 1	304
Scope 2 emissions in metric tonnes CO ₂ e	
Purchased electricity	134
Scope 3 emissions in metric tonnes CO ₂ e	
Business travel in employee owned vehicles	4
Total gross emissions in metric tonnes CO ₂ e	442
Intensity ratio	
Tonnes CO ₂ e per pupil	0.74

Quantification and Reporting Methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO₂e per pupil, the recommended ratio for the sector.

Measures taken to improve energy efficiency

Langham Oaks is occupying a new building purpose built by the DfE with energy saving characteristics, including solar panels

The Trust works with a government approved energy procurement partner to monitor spending and energy usage

We have increased usage of video conferencing technology to reduce the need for travel between sites
Thriftwood School has a rolling programme to replace existing lighting with energy efficient lighting

Plans for Future Periods

- The opening of The Hawthorns Special Free School in Jan 2023 for children with autism initially in temporary accommodation with a new school being built which will be completed by July 2024 (current expected completion date)
- The improvement of the learning environment at all our schools so that there is a positive and engaging learning environment for all young people
- The development of new local governance with a changed emphasis on the voice of stakeholders, quality of education and ensuring that our schools work within the vision, values and ethos of the SEAX Trust whilst still retaining their own identity
- The development and expansion of our School Improvement function so that we develop capacity to support and challenge our schools and prepare to grow as a Trust in the future.

SEAX TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Funds Held as Custodian Trustee on Behalf of Others

The Trust acts as an agent in distributing 16-19 Bursary Funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Trust does not have control over the charitable application of the funds. The Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. Where the funds have not been fully applied in the accounting period then an amount will be included as amounts due to the ESFA.

Provision of Information to Auditors

Insofar as the Trustees are aware there is no relevant audit information of which the Charitable Company's Auditors are unaware, and the Trustees have taken all the 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

Auditors

The Auditors, Price Bailey LLP, are willing to continue in office and a resolution to appoint them will be proposed at the Annual General Meeting.

Insofar as the Trustees are aware:

- there is no relevant audit information of which the Charitable Company's Auditor is unaware
- 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.

The Trustees' Report, incorporating a Strategic Report, was approved by the Board of Trustees and signed on its behalf by:



S. Lockyer (15 Dec 2022, 11:20am)
Chair

Date: 15 Dec 2022

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that SEAX 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.

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

The Board of Trustees has delegated the day-to-day responsibility to the 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 SEAX Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 7 times during the year.

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

Trustee	Meetings attended	Out of a possible
Ruth Sturdy	7	7
Andrew Hunter	7	7
Sally Lockyer	7	7
Anthony Cox	7	7
Stephen Bennett	4	7
Cathryn Adams	6	7
Olga Marunchak	5	7
Christopher Woodman	0	6
Caroline Glasby	5	7
Terry Quigley	4	7

Review of year:

Chris Woodman took a leave of absence from September 2021 to June 2022 and then permanently resigned on 27th June 2022.

Post year end, Andrew Hunter stepped down from the Board as Chair of Trustees as at 1 September 2022.

Trustees recommended to Members that Price Bailey be appointed as the auditors, replacing MWS Accountants for the 21/22 academic year.

Trustees agreed to appoint Stone King LLP to undertake an external review of governance across the Trust which was carried out in January/February 2022. Following this, they established a working group to discuss local academy governance and have consequently agreed in principle to amend the governance structure of the Trust.

Trustees agreed that an external reviewer would be engaged to visit Langham Oaks School at the end of the summer term to assess progress towards 'Good'. There was further monitoring of progress made against the Post-Ofsted Action Plan after the residential inspection in October 2021.

Trustees recommended to Members that the 2021 model Articles of Association be adopted by the Trust.

Trustees agreed in principle to the Trust pooling its reserves. This decision will have a profound impact upon financial equity across the Trust, ensuring that all SEAX students benefit from the Trust's reserves.

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Board reviews and questions the quality of its data at each Committee meeting. The Academy Improvement Committee produces data on a school on a page basis, drawn from the Trust's management information system, Arbor. Trustees receive up to date data based on student numbers, attendance, exclusions and outcomes. The Academy Improvement Framework assesses each Academy's progress in attaining the Trusts' six key drivers.

The Resources, Audit and Risk Committee produces HR data on a page, showing staff numbers, turnover, absence and demographics. Monthly management accounts are produced providing variance analysis for each school's financial position against the budget submitted to the ESFA and monthly cashflow forecasts. The Board analyses regular benchmarking exercises against other academy performance using the government SRMSA tool and View my Financial Insights tool.

Conflicts of interest:

The Trustees maintain an up-to-date and complete register of interests. This is on the SEAX website and all school staff check this register before adding a new supplier to the finance system, PSF. Any changes to the register of Trustee interests are noted at the following Board meeting to it being declared.

Governance reviews:

Trustees agreed to appoint Stone King LLP to undertake an external review of governance across the Trust which was carried out in January/February 2022. Following this, they established a working group to discuss local academy governance and have consequently agreed in principle to amend the governance structure of the Trust. The Trustees set up an action plan to implement changes which will be in place from September 2023.

The new governance model will streamline local governance, enhance parental/community engagement and strengthen governance of pay decisions. The reporting has been tightened up to ease the decision making process e.g. there is a new form that schools must complete for business proposals that directly links the benefits to the Trusts' key drivers. Trustees will incorporate pay and performance management into their review of local academy governance stemming from the external governance review.

The Trustees would like the next external governance review to be in the academic year 23/24.

The Resources, Audit & Risk committee is a sub-committee of the main Board of Trustees.

During the year the following issues were dealt with by the Committee:

- Annual budgetary setting and oversight
- Oversight of capital projects including the Kingswode Hoe car park and the Thriftwood College sun canopy
- Agreeing the 5 year PSF finance system contract
- Updating the finance regulations with regards to the Academies handbook.
- Review of Lettings across the Trust

During the year the following changes to the Committee took place:

Chris Woodman took a leave of absence from September 2021 to June 2022 and then permanently resigned from the Board and the Resources, Audit & Risk Committee on 27 June 2022.

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Andrew Hunter	6	6
Anthony Cox	6	6
Ruth Sturdy	6	6
Chris Woodman	0	5
Terry Quigley	5	6

The Academy Improvement Committee is a sub-committee of the main Board of Trustees.

During the year the following issues were dealt with by the Committee:

- Assessment of the Academy Improvement Framework to assess each Academy's progress in attaining the Trust's key drivers
- Safeguarding monitoring at Langham Oaks
- Further monitoring of progress made against the Post-Ofsted Action Plan after the residential inspection in October 2021

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Ruth Sturdy	6	6
Olga Marunchak	1	6
Cathryn Adams	6	6
Sally Lockyer	5	6
Caroline Pardy	6	6

Review of value for money

As Accounting Officer, the CEO 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 appropriate. The Accounting Officer for the Trust has delivered improved value for money during the year by:

- A continuing strong relationship between the Trust's academies, with the encouragement of collaboration between leadership and staff to continue to promote the sharing of ideas and strategies.
- The implementation of the centralised SEAX Trust ICT strategy for infrastructure and service continues to make cost savings by reducing duplication and increasing efficiency. The SEAX Trust ICT Strategy group meets regularly to discuss and promote centralised educational ICT policies and savings.
- Central Trust staff complete all DfE required consolidated returns and provide centralised finance and HR services for the academies. Where possible Government approved procurement frameworks are utilised. The Trust continues to gain cost savings through centralisation of contracts, for example in the centralised budgeting software, MIS system and copier contracts. The Trust works with a government approved energy procurement partner under a contract for gas and electricity, in an attempt to provide stability for budgeting purposes. Regular benchmarking exercises have been carried out using the government SRMSA and View my Financial Insights portals.

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in SEAX Trust for the year 1 September 2021 to 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 a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year 1 September 2021 to 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 RAR committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

Internal Scrutiny

The Board of Trustees has decided to buy-in an internal audit service from SBM Services Ltd

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

- testing the administration, finance and management systems
- testing of budget
- testing purchasing and creditor controls

On an annual basis, the reviewer reports to the Board of Trustees through the Resources, Audit and Risk committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the Committee consider actions and assess year on year progress.

During the year under review, minor weaknesses have been observed and modified procedures have been implemented to address all of the weaknesses identified.

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)


Review of effectiveness

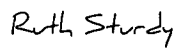
As Accounting Officer, the CEO has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the Internal Auditor;
- the school resource management self-assessment tool;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditors;
- correspondence from ESFA e.g. FNI/Ntl and 'minded to' letters.

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

Approved by the Board of Trustees and signed on their behalf by:


S. Lockyer (Dec 15, 2022, 11:20am)
Chair


R. Sturdy (Dec 16, 2022, 5:48pm)
Accounting Officer

Date: 15 Dec 2022

SEAX TRUST
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of SEAX Trust I have considered my responsibility to notify the Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Trust, under the funding agreement in place between the 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 Board of Trustees are able to identify any material irregular or improper use of all funds by the Trust, or material non-compliance with the terms and conditions of funding under the 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.

Ruth Sturdy

R Sturdy
Accounting Officer

Date: 16 Dec 2022

SEAX TRUST
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

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

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


- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

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

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

Approved by the Board of Trustees and signed on its behalf by:



S Lockyer
Chair

Date: 15 Dec 2022

SEAX TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SEAX TRUST

Opinion

We have audited the financial statements of SEAX Trust (the 'Trust') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

SEAX TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SEAX TRUST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the Trust 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 Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

SEAX TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SEAX TRUST (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the Trust and the sector in which it operates and considered the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations. This included those regulations directly related to the financial statements, including financial reporting and tax legislation and academy sector regulations including GDPR, employment law, health and safety and safeguarding.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness, and evaluating the business rationale of any large or unusual transactions to determine whether they were significant to our assessment.
- We reviewed key controls, authorisation procedures and decision making processes for any unusual or one-off transactions.
- We reviewed minutes of Trustee meetings and other relevant sub-committees of the Board and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of the Accounting Officer and senior management team to identify laws and regulations applicable to the Trust. We assessed details of any breaches where applicable in order to assess the impact upon the Trust.

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

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

SEAX TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SEAX TRUST (CONTINUED)

Use of our Report

This Report is made solely to the Trust'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 Trust's Members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trust and its Members, as a body, for our audit work, for this Report, or for the opinions we have formed.

Tom Meeks FCCA (Senior Statutory Auditor)

for and on behalf of

Price Bailey LLP

Chartered Accountants

Statutory Auditors

Causeway House

1 Dane Street

Bishop's Stortford

Hertfordshire

CM23 3BT

Date: 19 December 2022

SEAX TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SEAX TRUST
AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 19 May 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by SEAX Trust during the year 1 September 2021 to 31 August 2022 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of SEAX Trust's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of SEAX Trust's funding agreement with the Secretary of State for Education dated 25 March 2015 and the Academy Trust Handbook, extant from 1 September 2021, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

SEAX TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SEAX TRUST
AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Academy Trust, extending the procedures required for financial statements to include regularity, propriety and compliance.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

Conclusion

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

Reporting Accountant
Price Bailey LLP

Date: 19 December 2022

SEAX TRUST
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022**

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	As restated Total funds 2021 £
Income from:						
Donations and capital grants	3	9,976	36,439	152,883	199,298	10,411,530
Other trading activities	5	34,260	-	-	34,260	149,443
Investments	6	280	-	-	280	330
Charitable activities	4	75,990	11,422,611	-	11,498,601	10,493,623
Boarding activities	29	-	504,000	-	504,000	504,000
Total income		120,506	11,963,050	152,883	12,236,439	21,558,926
Expenditure on:						
Charitable activities	7	87,921	11,841,025	4,759,503	16,688,449	11,853,905
Provision of boarding activities	29	-	504,000	-	504,000	498,919
Total expenditure		87,921	12,345,025	4,759,503	17,192,449	12,352,824
Net income / (expenditure)		32,585	(381,975)	(4,606,620)	(4,956,010)	9,206,102
Transfers between funds	18	-	(426,088)	426,088	-	-
Net movement in funds before other recognised gains / (losses)		32,585	(808,063)	(4,180,532)	(4,956,010)	9,206,102
Actuarial gains/(losses) on defined benefit pension schemes	24	-	8,355,000	-	8,355,000	(400,000)
Net movement in funds		32,585	7,546,937	(4,180,532)	3,398,990	8,806,102
Reconciliation of funds:						
Total funds brought forward		774,503	(7,067,711)	39,229,529	32,936,321	24,130,219
Net movement in funds		32,585	7,546,937	(4,180,532)	3,398,990	8,806,102
Total funds carried forward		807,088	479,226	35,048,997	36,335,311	32,936,321

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 30 to 57 form part of these financial statements.

SEAX TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07747149

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	14	34,993,681	39,229,529
Current assets			
Stocks	15	2,280	3,662
Debtors	16	229,825	306,432
Cash at bank and in hand		3,181,455	2,753,536
		<u>3,413,560</u>	<u>3,063,630</u>
Creditors due within one year	17	(605,930)	(751,838)
Net current assets		<u>2,807,630</u>	<u>2,311,792</u>
Net assets excluding pension liability		<u>37,801,311</u>	<u>41,541,321</u>
Defined benefit pension scheme liability	24	(1,466,000)	(8,605,000)
Total net assets		<u><u>36,335,311</u></u>	<u><u>32,936,321</u></u>
Funds of the Trust			
Restricted funds:			
Fixed asset funds	18	35,048,997	39,229,529
Restricted income funds	18	1,945,226	1,537,289
		<u>36,994,223</u>	<u>40,766,818</u>
Restricted funds excluding pension asset	18	36,994,223	40,766,818
Pension reserve	18	(1,466,000)	(8,605,000)
Total restricted funds	18	<u>35,528,223</u>	<u>32,161,818</u>
Unrestricted income funds	18	807,088	774,503
Total funds		<u><u>36,335,311</u></u>	<u><u>32,936,321</u></u>

The financial statements on pages 27 to 57 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



Stephen Lockyer (15 Dec 2022, 11:20am)
Chair

Date: 15 Dec 2022

The notes on pages 30 to 57 form part of these financial statements.

SEAX TRUST
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	20	798,418	589,915
Cash flows from investing activities	21	(370,499)	(719,138)
Change in cash and cash equivalents in the year		427,919	(129,223)
Cash and cash equivalents at the beginning of the year		2,753,536	2,882,759
Cash and cash equivalents at the end of the year	22, 23	<u>3,181,455</u>	<u>2,753,536</u>

The notes on pages 30 to 57 form part of these financial statements

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Company status

The Trust is a company limited by guarantee. The Members are noted on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member. The Trust's registered office is Grove House School, Sawyers Hall Lane, Brentwood, Essex, CM15 9BZ

1.3 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 Trust 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 Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the 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.

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.4 Income

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

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

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

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

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.

Where a donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Trust's accounting policies.

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.5 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

1.6 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.8 Taxation

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

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.9 Tangible fixed assets

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

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

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

Depreciation is provided on the following bases:

Long-term leasehold property	- 25-125 years
Furniture and equipment	- 5 years
Computer equipment	- 3 years
Motor vehicles	- 5 years

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

1.10 Debtors

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

1.11 Cash at bank and in hand

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

1.12 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 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.

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.13 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.14 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

1.15 Pensions

Retirement benefits to employees of the 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 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. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the 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 deficit 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 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.

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.16 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.

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

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

Investment income, gains and losses are allocated to the appropriate fund.

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, 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.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

3. Income from donations and capital grants

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £	As restated Total funds 2021 £
Donations	9,976	36,439	-	46,415	37,458
Capital grants	-	-	152,883	152,883	38,039
Donated assets	-	-	-	-	10,336,033
Total 2022	<u>9,976</u>	<u>36,439</u>	<u>152,883</u>	<u>199,298</u>	<u>10,411,530</u>
Total 2021 as restated	<u>25,088</u>	<u>12,370</u>	<u>10,374,072</u>	<u>10,411,530</u>	

In 2021, £37,458 of donations were unrestricted and £10,336,033 of donations were donated capital items and therefore made to restricted fixed asset funds, and capital grants were made entirely to restricted fixed asset funds.

The comparative information was restated to recognise donations of £12,370 to cover the cost of educational trips.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

4. Funding for the Trust's charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	As restated Total funds 2021 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	5,729,991	5,729,991	5,610,000
Other DfE/ESFA grants				
Pupil Premium	-	253,543	253,543	274,801
Other DfE/ESFA	-	182,122	182,122	228,795
Rates Relief	-	6,776	6,776	19,807
Start Up grant	-	190,000	190,000	-
	-	6,362,432	6,362,432	6,133,403
Other Government grants				
Local Authority grants	-	5,060,179	5,060,179	4,168,140
	-	5,060,179	5,060,179	4,168,140
COVID-19 additional funding (DfE/ESFA)				
Catch-up Premium	-	-	-	118,280
Other DfE/ESFA COVID-19 funding	-	-	-	29,547
	-	-	-	147,827
Other income from the Trust's educational operations				
Catering income	75,990	-	75,990	44,253
	75,990	-	75,990	44,253
	75,990	11,422,611	11,498,601	10,493,623
Total 2021 as restated	44,253	10,449,370	10,493,623	

In 2021, catering income was unrestricted and all other income was restricted.

The comparative information was restated to recognise income of £44,253 to cover catering costs.

Prior year GAG income and other ESFA/DfE income differs to the prior year accounts by £44,252 as a result of other ESFA/DfE income being included within this figure. The prior year figures have been split to correctly show the split between GAG and other ESFA/DfE income.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

5. Income from other trading activities

	Unrestricted funds 2022 £	Total funds 2022 £	As restated Total funds 2021 £
Income from trading activities	21,099	21,099	137,301
Hire of facilities	13,161	13,161	12,142
	<u>34,260</u>	<u>34,260</u>	<u>149,443</u>
Total 2021 as restated	<u>149,443</u>	<u>149,443</u>	

In 2021, income from other trading activities was entirely unrestricted.

The comparative information was restated to recognise income of £56,623 to cover the cost of educational trips and catering appropriately in note 3 and 4 above.

Prior year hire of facilities income and other trading income differs to the prior year accounts by £2,153 as a result of reallocation of mapping of nominals to ensure disclosures are more accurate for the prior year's disclosure.

6. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Investment income	<u>280</u>	<u>280</u>	<u>330</u>
Total 2021	<u>330</u>	<u>330</u>	

In 2021, all investment income was unrestricted.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

7. Expenditure

	Staff Costs 2022 £	Premises 2022 £	Other 2022 £	Total 2022 £	Total 2021 £
Provision of Education					
Direct costs	7,449,066	-	577,807	8,026,873	7,033,129
Support costs	2,585,105	5,377,530	698,941	8,661,576	4,820,780
Boarding activities:					
Direct costs	368,069	-	-	368,069	346,742
Support costs	64,357	22,600	48,974	135,931	152,173
	<u>10,466,597</u>	<u>5,400,130</u>	<u>1,325,722</u>	<u>17,192,449</u>	<u>12,352,824</u>
Total 2021	<u>9,631,714</u>	<u>1,485,526</u>	<u>1,235,584</u>	<u>12,352,824</u>	

In 2021, direct costs from educational operations consisted of £6,544,742 staff costs and £488,387 other costs.

In 2021, support costs from educational operations consisted of £2,661,42 staff costs, £1,458,779 premises costs and £700,857 other costs.

In 2021, boarding school costs consisted of £425,828 staff costs, £26,747 premises costs and £46,340 other costs.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

8. Charitable Activities

	2022 £	2021 £
Direct costs	8,026,873	7,033,129
Support costs	8,661,576	4,820,780
Total	<u>16,688,449</u>	<u>11,853,909</u>
	2022 £	2021 £
Analysis of support costs		
Support staff costs	2,585,105	2,661,144
Depreciation	996,486	1,011,777
Technology	106,149	151,743
Premises	4,381,044	447,002
Other costs	569,852	521,064
Governance	12,040	17,650
Legal	10,900	10,400
Total	<u>8,661,576</u>	<u>4,820,780</u>

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2022 £	2021 £
Operating lease rentals	32,867	31,225
Depreciation of tangible fixed assets	996,486	1,011,777
Loss on disposal of tangible fixed assets	3,763,024	-
Fees paid to auditors for:		
- audit	10,750	17,650
- other services	9,150	-

The loss on disposal arose as a result of land at Langham Oaks being returned to Essex County Council. Approval was granted for this by the ESFA.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2022 £	2021 £
Wages and salaries	6,851,146	6,565,214
Social security costs	639,448	595,369
Pension costs	2,613,312	2,217,799
	<u>10,103,906</u>	<u>9,378,382</u>
Agency staff costs	359,406	217,099
Staff restructuring costs	3,285	36,233
	<u><u>10,466,597</u></u>	<u><u>9,631,714</u></u>

Staff restructuring costs comprise:

	2022 £	2021 £
Redundancy payments	-	36,233
Severance payments	3,285	-
	<u>3,285</u>	<u>36,233</u>

b. Severance payments

The Trust paid 1 severance payments in the year (2021 - NIL), disclosed in the following bands:

	2022 No.	2021 No.
£0 - £25,000	<u><u>1</u></u>	<u><u>-</u></u>

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

10. Staff (continued)

c. Staff numbers

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

	2022 No.	2021 No.
Management	18	17
Teachers	67	71
Admin & support	188	188
	<u>273</u>	<u>276</u>

d. Higher paid staff

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

	2022 No.	2021 No.
In the band £60,001 - £70,000	2	-
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	1
	<u>1</u>	<u>1</u>

e. Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £738,900 (2021 - £640,017).

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

11. Central services

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

- Corporate governance and reporting
- Education and leadership support services
- HR and legal services
- Financial support services
- IT support
- Other administrative services as arising

The Trust charges for these services on the following basis:

From pupil lead income as following: 5% of the total General Annual Grant and 5% of the top up funding.

The actual amounts charged during the year were as follows:

	2022 £	2021 £
Thriftwood Academy - Central services	194,080	141,600
Langham Oaks School - Central services	131,079	90,450
Grove House School - Central services	106,988	91,875
Kingswode Hoe School - Central services	100,406	86,730
Total	532,553	410,655

12. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The CEO only receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment. The value of Trustee remuneration and other benefits was as follows:

	2022 £	2021 £
Ruth Sturdy , Chief Executive and Accounting Officer	70,000 - 75,000	55,000 - 60,000
Pension contributions paid	15,000 - 20,000	10,000 - 15,000

During the year ended 31 August 2022, expenses totalling £108 were reimbursed or paid directly to 1 Trustee (2021 - £144 to 1 Trustee).

13. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost of this insurance is included in the total insurance cost.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

14. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2021	41,631,327	1,235,216	669,639	117,123	43,653,305
Additions	341,533	137,036	45,093	-	523,662
Disposals	(4,292,924)	-	-	-	(4,292,924)
At 31 August 2022	<u>37,679,936</u>	<u>1,372,252</u>	<u>714,732</u>	<u>117,123</u>	<u>39,884,043</u>
Depreciation					
At 1 September 2021	3,150,198	703,301	501,964	68,313	4,423,776
Charge for the year	709,014	175,413	99,129	12,930	996,486
On disposals	(529,900)	-	-	-	(529,900)
At 31 August 2022	<u>3,329,312</u>	<u>878,714</u>	<u>601,093</u>	<u>81,243</u>	<u>4,890,362</u>
Net book value					
At 31 August 2022	<u>34,350,624</u>	<u>493,538</u>	<u>113,639</u>	<u>35,880</u>	<u>34,993,681</u>
At 31 August 2021	<u>38,481,129</u>	<u>531,915</u>	<u>167,675</u>	<u>48,810</u>	<u>39,229,529</u>

15. Stocks

	2022 £	2021 £
Catering and uniform stock	<u>2,280</u>	<u>3,662</u>

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

16. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	43,695	41,161
Other debtors	6,809	17,678
Prepayments and accrued income	162,956	186,565
VAT recoverable	16,365	61,028
	<u>229,825</u>	<u>306,432</u>

17. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	104,853	132,160
Other taxation and social security	149,815	144,016
Other creditors	119,572	114,797
Accruals and deferred income	231,690	360,865
	<u>605,930</u>	<u>751,838</u>

	2022 £	2021 £
Deferred income brought forward	2,264	12,090
Resources deferred during the year	6,971	2,264
Amounts released from previous periods	(2,264)	(12,090)
Deferred income carried forward	<u>6,971</u>	<u>2,264</u>

The majority of resources deferred at the period end relate to rates relief receipts received in advance.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Unrestricted funds						
Unrestricted funds	774,503	120,506	(87,921)	-	-	807,088
Restricted general funds						
General Annual Grant (GAG)	1,410,665	5,729,991	(4,925,403)	(426,088)	-	1,789,165
Pupil premium	77,186	253,543	(330,729)	-	-	-
Other DfE/ESFA grants	13,661	188,898	(187,390)	-	-	15,169
Other grants	35,777	5,060,179	(5,094,557)	-	-	1,399
Start Up grant	-	190,000	(50,507)	-	-	139,493
Restricted donations	-	36,439	(36,439)	-	-	-
Boarding	-	504,000	(504,000)	-	-	-
Pension reserve	(8,605,000)	-	(1,216,000)	-	8,355,000	(1,466,000)
	<u>(7,067,711)</u>	<u>11,963,050</u>	<u>(12,345,025)</u>	<u>(426,088)</u>	<u>8,355,000</u>	<u>479,226</u>
Restricted fixed asset funds						
Restricted fixed asset fund	39,229,529	-	(4,759,503)	523,655	-	34,993,681
Devolved formula capital	-	45,464	-	(33,971)	-	11,493
Other ESFA capital grants	-	82,419	-	(50,646)	-	31,773
Other capital grants	-	25,000	-	(12,950)	-	12,050
	<u>39,229,529</u>	<u>152,883</u>	<u>(4,759,503)</u>	<u>426,088</u>	<u>-</u>	<u>35,048,997</u>
Total Restricted funds	<u>32,161,818</u>	<u>12,115,933</u>	<u>(17,104,528)</u>	<u>-</u>	<u>8,355,000</u>	<u>35,528,223</u>
Total funds	<u><u>32,936,321</u></u>	<u><u>12,236,439</u></u>	<u><u>(17,192,449)</u></u>	<u><u>-</u></u>	<u><u>8,355,000</u></u>	<u><u>36,335,311</u></u>

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. Statement of funds (continued)

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

General Annual Grant (GAG)

This represents funding from the ESFA to cover the costs of recurrent expenditure.

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

Other DfE and ESFA funding

This represents funding received from the DfE/ESFA which is restricted in nature and falls outside the scope of core funding.

Pupil Premium

This represents funding to be used to help raise achievement and improve outcomes for pupils from low income families who are eligible for free school meals.

Start up grant

This represents funding for a new school, The Hawthorns School, that is due to open in January 2023.

Other grants and Boarding

This represents the restricted grant funding largely received from Essex County Council as a contribution towards the cost of the Trust's revenue expenditure.

Restricted donations

This represents contributions made by parents towards the running costs of trips for the pupils of the schools and the associated costs.

Pension reserve

This represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS).

Restricted fixed asset fund

This fund represents the value of fixed assets held in line with the charitable objectives of the Trust. Transfers in represent capitalisation of expenditure incurred from various different funds.

Devolved Formula Capital

This represents funding received from the ESFA specifically for the maintenance and improvement of the Trust's building and facilities.

Other ESFA capital grants

This represents CIF funding received from the ESFA for the purpose of the acquisition of tangible fixed assets.

Other capital grants

This represents capital funding received from other sources for the purpose of the acquisition of tangible fixed assets.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds (continued)

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

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Unrestricted funds						
Designated funds						
Designated	538,912	-	-	(538,912)	-	-
General funds						
Unrestricted	624,411	231,484	(19,396)	(61,996)	-	774,503
Total Unrestricted funds	1,163,323	231,484	(19,396)	(600,908)	-	774,503
Restricted general funds						
GAG	1,147,380	9,511,124	(9,075,232)	(172,607)	-	1,410,665
Other DfE/ESFA	14,129	284,973	(285,441)	-	-	13,661
Pupil premium	39,490	274,801	(237,105)	-	-	77,186
Autism Hub	48,045	75,000	(89,268)	-	-	33,777
Other grants	-	303,472	(225,639)	(75,833)	-	2,000
Boarding	58,511	504,000	(498,919)	(63,592)	-	-
Pension reserve	(7,296,000)	-	(909,000)	-	(400,000)	(8,605,000)
	(5,988,445)	10,953,370	(11,320,604)	(312,032)	(400,000)	(7,067,711)
Restricted fixed asset funds						
Capital grants	368,751	38,039	-	(406,790)	-	-
Restricted fixed assets	28,586,590	10,336,033	(1,012,824)	1,319,730	-	39,229,529
	28,955,341	10,374,072	(1,012,824)	912,940	-	39,229,529
Total Restricted funds	22,966,896	21,327,442	(12,333,428)	600,908	(400,000)	32,161,818
Total funds	24,130,219	21,558,926	(12,352,824)	-	(400,000)	32,936,321

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

18. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	2022 £	2021 £
Thriftwood Academy	-	1,144,705
Langham Oaks School	-	308,449
Grove House	-	402,176
Kingswode Hoe	-	282,701
SEAX Trust	2,752,314	173,761
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	2,752,314	2,311,792
Restricted fixed asset fund	35,048,997	39,229,529
Pension reserve	(1,466,000)	(8,605,000)
	<hr/>	<hr/>
Total	36,335,311	32,936,321
	<hr/> <hr/>	<hr/> <hr/>

The Trust has elected to pool the Schools' reserves this year. Comparatives have still been displayed as reserves were not pooled in the previous accounting period.

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2022 £	Total 2021 £
Thriftwood Academy	2,765,172	449,558	85,355	448,620	3,748,705	3,446,795
Langham Oaks School	1,414,088	644,546	182,992	4,148,084	6,389,710	2,371,204
Grove House	1,452,834	441,159	34,508	279,153	2,207,654	2,080,548
Kingswode Hoe	1,491,626	285,189	48,767	221,484	2,047,066	1,888,880
SEAX Trust	693,415	829,010	25	280,375	1,802,825	1,553,620
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Trust	7,817,135	2,649,462	351,647	5,377,716	16,195,960	11,341,047
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	34,993,681	34,993,681
Current assets	807,088	2,522,167	84,305	3,413,560
Creditors due within one year	-	(576,941)	(28,989)	(605,930)
Provisions for liabilities and charges	-	(1,466,000)	-	(1,466,000)
Total	807,088	479,226	35,048,997	36,335,311

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Restricted fixed asset funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	-	39,229,529	39,229,529
Current assets	766,157	2,297,473	-	3,063,630
Creditors due within one year	8,346	(760,184)	-	(751,838)
Provisions for liabilities and charges	-	(8,605,000)	-	(8,605,000)
Total	774,503	(7,067,711)	39,229,529	32,936,321

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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

	2022 £	2021 £
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(4,956,010)	9,206,102
Adjustments for:		
Depreciation	996,486	1,011,778
Capital grants from DfE and other capital income	(152,883)	(388,535)
Interest receivable	(280)	(330)
LGPS pension adjustments	1,216,000	909,000
(Increase)/decrease in stocks	1,382	(1,513)
Decrease/(increase) in debtors	76,607	239,550
(Decrease)/increase in creditors	(145,908)	(51,149)
Asset donated from ESFA/DfE	-	(10,336,033)
Loss on disposal of tangible fixed assets	3,763,024	1,045
Net cash provided by operating activities	798,418	589,915

21. Cash flows from investing activities

	2022 £	2021 £
Dividends, interest and rents from investments	280	330
Purchase of tangible fixed assets	(523,662)	(1,108,003)
Capital grants from DfE Group	127,883	388,535
Capital grants from others	25,000	-
Net cash used in investing activities	(370,499)	(719,138)

22. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand and at bank	3,181,455	2,753,536
Total cash and cash equivalents	3,181,455	2,753,536

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

23. Analysis of changes in net debt

	At 1 September 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	2,753,536	427,919	3,181,455
	<u>2,753,536</u>	<u>427,919</u>	<u>3,181,455</u>

24. Pension commitments

The 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 Essex County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £95,399 were payable to the schemes at 31 August 2022 (2021 - £NIL) and are included within creditors.

Teachers' Pension Scheme

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

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

SEAX TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

24. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The employer's pension costs paid to TPS in the year amounted to £574,323 (2021 - £580,750).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £946,000 (2021 - £885,000), of which employer's contributions totalled £762,000 (2021 - £708,000) and employees' contributions totalled £184,000 (2021 - £177,000). The agreed contribution rates for future years are between 23.3 per cent and 25 per cent for employers and 5.5 per cent and 12.5 per cent for employees.

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

Principal actuarial assumptions

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

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

24. Pension commitments (continued)

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

	2022 Years	2021 Years
Retiring today		
Males	21.0	21.6
Females	23.5	23.6
Retiring in 20 years		
Males	22.3	22.9
Females	24.9	25.1

Sensitivity analysis

As at 31 August 2022 the Trust had a pension liability of £1,466,000 (2021 - £8,605,000). The sensitivity analysis detailed below would increase/(decrease) the closing defined benefit obligation in the following way:

	2022 £	2021 £
Discount rate +0.1%	(244,000)	(402,000)
Discount rate -0.1%	250,000	413,000
Mortality assumption - 1 year increase	294,000	653,000
Mortality assumption - 1 year decrease	(285,000)	(628,000)
CPI rate +0.1%	239,000	379,000
CPI rate -0.1%	(233,000)	(370,000)

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

24. Pension commitments (continued)

Share of scheme assets

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

	At 31 August 2022 £	At 31 August 2021 £
Equities	4,927,000	5,016,000
Gilts	169,000	197,000
Other bonds	388,000	364,000
Property	829,000	547,000
Cash and other liquid assets	262,000	218,000
Alternative assets	1,312,000	870,000
Other managed funds	871,000	623,000
Total market value of assets	8,758,000	7,835,000

The actual return on scheme assets was £22,000 (2021 - £1,395,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2022 £	2021 £
Current service cost	1,839,000	1,476,000
Past service cost	-	26,000
Interest income	(137,000)	(98,000)
Interest cost	272,000	209,000
Administrative expenses	-	4,000
Total amount recognised in the Statement of Financial Activities	1,974,000	1,617,000

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

	2022 £	2021 £
At 1 September	16,440,000	13,013,000
Current service cost	1,839,000	1,476,000
Interest cost	272,000	209,000
Employee contributions	184,000	177,000
Actuarial (gains)/losses	(8,470,000)	1,697,000
Benefits paid	(41,000)	(158,000)
Past service costs	-	26,000
At 31 August	10,224,000	16,440,000

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

24. Pension commitments (continued)

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

	2022 £	2021 £
At 1 September	7,835,000	5,717,000
Interest income	137,000	98,000
Actuarial (losses)/gains	(115,000)	1,297,000
Employer contributions	762,000	708,000
Employee contributions	184,000	177,000
Benefits paid	(41,000)	(158,000)
Administration costs	(4,000)	(4,000)
At 31 August	<u>8,758,000</u>	<u>7,835,000</u>

25. Operating lease commitments

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

	2022 £	2021 £
Not later than 1 year	36,903	31,717
Later than 1 year and not later than 5 years	54,860	39,121
Later than 5 years	-	43,659
	<u>91,763</u>	<u>114,497</u>

26. 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.

27. Related party transactions

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

No related party transactions took place in the period of accounts, or in the prior year, other than certain Trustees' remuneration and expenses already disclosed in note 11.

SEAX TRUST
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

28. Events after the end of the reporting period

The Hawthorns School joined SEAX Trust and started operations on 1 September 2022. It is planned to open to students in January 2023. Once fully open it will provide 70 places for students with complex autistic needs and provide accommodation for 10 students.

29. Boarding school trading account

	2022 £	2022 £	2021 £	2021 £
Income				
Local Authority grants	504,000		504,000	
Total income		504,000		504,000
Expenditure				
Direct expenditure				
Staff costs	368,069		339,838	
Other direct costs	-		3,070	
Educational supplies	-		3,834	
Total direct expenditure	368,069		346,742	
Other expenditure				
Staff costs	64,357		85,990	
Maintenance of premises	14,852		14,034	
Cleaning	2,706		4,849	
Rates	1,044		1,741	
Energy costs	6,620		6,123	
Catering	34,021		18,201	
Security and transport	12,230		7,361	
Other support costs	101		13,874	
Total other expenditure	135,931		152,173	
Total expenditure		504,000		498,915
Transfer to restricted fixed asset fund as boarding contribution to capital additions		-		(63,596)
Surplus/(deficit) from all sources		-		(58,511)
Boarding school balances brought forward		-		58,511
Boarding school balances carried forward		-		-