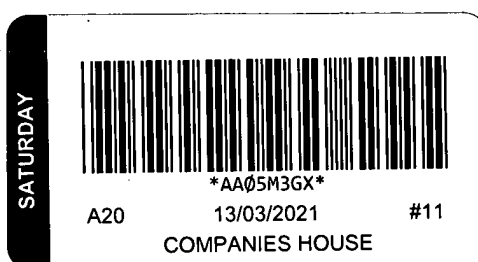


Company Registration Number: 07805262 (England and Wales)

**Inspire Partnership Multi-Academy Trust
(A Company Limited by Guarantee)**

**Annual Report and Financial Statements
Year ended 31 August 2020**



Inspire Partnership Multi-Academy Trust
Contents

	Page
Reference and Administrative Details	1
Trustees' Report	3
Governance Statement	10
Statement on Regularity, Propriety and Compliance	18
Statement of Trustees' Responsibilities	19
Independent Auditor's Report on the Financial Statements	20
Independent Reporting Accountant's Report on Regularity	22
Statement of Financial Activities incorporating Income & Expenditure Account	24
Balance Sheet	25
Statement of Cash Flows	26
Notes to the Financial Statements, incorporating:	
Statement of Accounting Policies	27
Other Notes to the Financial Statements	31



Inspire Partnership Multi-Academy Trust

Reference and Administrative Details

Members

John North
Mark Ellerker
Rob Barraclough (appointed 17.09.2019)
Stuart Tottles (appointed 01.10.2019)
Karen Partridge (appointed 31.08.20)
Joanne Crook (resigned 09.10.2019)

Trustees

John North
Tracy Jackson
Charles Gray
Paul Arundel
Clare Norfolk
Barry Smith
Carolyn North
Graham Worsdale
John Cripps
Stuart Tottles (resigned 04.09.2019)
Mark Turner (resigned 27.09.2019)
Ann Webb (resigned 09.09.2019)

Senior Management Team

CEO	Susan J Vickerman
CFO	Hayley Hill
COO	Tracey Fallon
Headteacher Gawthorpe Academy	Andrea Mitchell
Headteacher Towngate Academy	Annabel Berry
Headteacher Ackton Pastures Academy	Joanne Kershaw
Headteacher Half Acres Academy	Susan Gardiner
Headteacher Fitzwilliam School	Susan Harrison
Headteacher Girnhill Infant School	Jane Littlewood
Headteacher South Heindley School	Lisa Sanderson (to 31.12.2019) Melanie Reed (Acting from 01.01.2020 to 31.08.2020)
Headteacher Ash Grove Academy	Steven Walker

Company Name

Inspire Partnership Multi Academy Trust

Company Registered Number

07805262 (England and Wales)

Principal and Registered Office

Maypole Centre
c/o Gawthorpe Community Academy
High Street
Gawthorpe
Ossett
WF5 9QP

Independent Auditor

Gibson Booth Chartered Accountants
and Statutory Auditors
New Court
Abbey Road North
Shepley
Huddersfield
HD8 8BJ



Inspire Partnership Multi-Academy Trust

Reference and Administrative Details

Bankers

Lloyds Bank plc
Westgate
Wakefield
West Yorkshire WF1 1JZ

Solicitors

Wrigleys Solicitors LLP
19 Cookridge Street
Leeds
LS2 3AG



Inspire Partnership Multi-Academy Trust

Trustees' Report

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

The Multi Academy Trust operates eight primary academies in Wakefield.

Academy	PAN (current)	On Roll (Jan20)
Ackton	300	299
Ash Grove	331	285
Fitzwilliam	210	198
Girnhill	135	121
Gawthorpe	236	201
Half Acres	330	284
South Hiendley	230	185
Towngate	315	258

Structure, Governance and Management

Constitution

The academy 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 of the academy trust. The trustees of Inspire Partnership Multi Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Inspire Partnership Multi Academy Trust.

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' Indemnities

A Trustee may benefit from any indemnity insurance purchased at the Multi Academy Trust's expense to cover the liability of Trustees which by virtue of any law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. No other qualifying indemnity provisions are in force for the benefit of one or more directors of the company or for the benefit of one or more directors of an associated company.

Method of Recruitment and Appointment or Election of Trustees

The Academy is governed by a board comprising the Charity Trustees of the Academy Trust (the "Board of Charity Trustees") The Board of Trustees will have regard to any guidance on the governance of academy trusts.

Inspire Partnership Multi-Academy Trust

Trustees' Report (*continued*)

Method of Recruitment and Appointment or Election of Trustees


In accordance with the Memorandum and Articles of Association, the Members may appoint up to eleven Trustees. The Board may appoint Co-opted Trustees without reference to the Members. Recruitment has taken place using the Academy Ambassadors. Applicants provide a CV and are invited to visit the Trust and meet with the CEO and Chair of the Board. Consideration to potential applicants is then given by the Board prior to a recommendation being taken to Members. New Trustees have been appointed to meet the required skill sets.

Policies and Procedures Adopted for the Induction and Training of Trustees

A programme of induction is provided for new Trustees depending on their existing experience and is tailored to their needs. A full induction pack including Trust Governance Handbook, which includes the Scheme of Delegation, the code of conduct, supporting documentation is also provided to Trustees upon appointment.

A number of Trustees have completed safeguarding training. Further to this, a broad range of training and development opportunities are available to support Trustees in developing their skills and knowledge. Trustees are also encouraged to pursue individual training and development opportunities, in addition to participating in development activities undertaken by the full Board.

The Inspire Partnership Trust Governance Structure 2019-20

Members		
Board of Trustees		
With the CEO, DepCEO, CFO and COO in attendance		
Standards & Curriculum Committee	Resources & Audit Committee	Pay Committee
Local Governance Boards		
Ackton Pastures Primary Academy Local Governance Board	Ash Grove Primary Academy Local Governance Board	Fitzwilliam Primary School Local Governance Board
Gawthorpe Community Academy Local Governance Board	Girnhill Infants School Local Governance Board	Half Acres Primary Academy Local Governance Board
South Hiendley Primary School Local Governance Board	 INSPIRE Partnership Multi-Academy Trust	Towngate Primary Academy Local Governance Board

As at 31.08.2020, there were 5 Members in post. Academy Ambassadors has been approached to find another Member so that the Chair of the Trustees can relinquish his position as a Member.

As at 31.08.2020, there were 9 Trustees in post out of a possible maximum of 11. No other Trustees are being sought at this time.

The IPMAT Board also recognises that principles and personal attributes that individuals bring to the board are just as important. All those involved in governance should exhibit the 7 C's:

- Committed – devoting the required time to the role
- Confident – of an independent mind, able to lead and contribute to courageous conversations
- Curious – an enquiring mind and analytical approach
- Challenging – providing appropriate challenge to the status quo, not taking information at face value
- Collaborative – prepared to listen and work in partnership with others
- Critical – critical friendship which enables both challenge and support
- Creative – able to challenge conventional wisdom and be open-minded

As part of the induction process and ongoing schedule of evaluation and improvement, the trustees will be involved in the following activities which will form part of the MAT board's cycle for continual improvement:

- Agreeing and formulating the plans for medium and long-term development of the trust and how they build capacity within their trust and their schools;
- Continually evaluating the needs and development challenges are for all the schools within the trust, irrespective of current performance levels;
- Determining how the trust will contribute to a wider system of improvement and develop and retain good links with other MATs, teaching schools and a wide range of stakeholders
- Ensuring there is sufficient financial expertise to oversee the trust's financial operations;



Inspire Partnership Multi-Academy Trust

Trustees' Report (*continued*)

- Carrying out financial planning which is integrated in to the trust's overall strategy for its school(s);
- Ensuring the trust's vision remains deliverable and resilient to operational changes in income, such as changes in pupil numbers or characteristics or the implications of the introduction of a national funding formula.
- Making sure that there are robust contingency plans in place, with clear triggers for enacting these plans.

Organisational Structure

The Board of Trustees meets at least three times per year, having one Annual General Meeting. Roles and responsibilities are as stipulated in the Academy Funding Agreement and Articles of Association.

The Trust's Scheme of Delegation details how decision-making powers are delegated between the Members, the Trustees, the CEO, CFO, Head of each Academy, Local Governing Body, Academy Office Managers, Administrative and other staff.

The CEO is the accounting officer and undertakes all duties linked to this post and is accountable to the Board.

Each year, all Trustees take part in an annual audit. The focus alternates between auditing the work of the Board and its members or an analysis of individual skills. An analysis of the audit is acted upon annually. All Trustees are required to complete a register of interests, which is updated on a continuing basis.

The Board of Trustees met six times during 2019-20. The Board has three committees, with their own Terms of Reference and constitution, which act in an advice and scrutiny capacity to the Board to enable informed decisions to be made. These are the Resources and Audit Committee, the Curriculum and Standards Committee and the Pay Committee. The Local Governance Boards are also committees of the Trust Board. The Chair of the Trustees and the Local Governance Board Chairs meet termly to discuss Trust matters and training.

Local Governance Board members with relevant professional experience are invited to join the Resources & Audit Committee or the Curriculum & Standards Committee but do not have voting rights. The Trustees have also begun to make termly visits to the Academies to meet the Head and Governors and to walk round the building during the school day. After one visit, this has sadly had to be put on hold due to the Covid-19 pandemic.

Inspire Partnership Multi-Academy Trust has resolved to include the functions of an audit committee within that of the Resource & Audit Committee. The Resource & Audit Committee focuses on providing assurance to the board of trustees that all risks are being adequately identified and managed.

The Trustees delegate the day-to-day operation of each academy to the Senior Leadership Team. The staffing structure, including responsibilities, is reviewed on an annual basis.

Arrangements for setting pay and remuneration of key management personnel

Employment Contracts are drawn up with the assistance of a third-party HR provider and the remuneration of the academy's key management personal is determined by the job evaluation of these contracts. Each contract sets out the level of management responsibility of each senior staff member and the level of pay is determined by reference to the Teachers terms and conditions and the National Joint Council Pay scales depending on whether the key management personnel is classed as a 'Teacher' or 'member of support staff'. The grade and pay scale is determined by this independent review of the contract. Pay and remuneration of the academies key personnel is bench marked against other key management personnel in other Multi-academy trusts to ensure it is both competitive and within parameters. Performance management targets are set for each member of the management team annually and targets are reviewed throughout the year, this helps staff to focus on the needs of the Trust and provides clear goals for achievement.

An independent review was undertaken in 2020 by HR specialists to establish a pay spine for the Trust central team, including the CEO. All staff are subject to annual performance management reviews.

Trade Union Facility Time

The Trust is a member of the Wakefield System Leaders Network and is currently renegotiating arrangements around facilities time. The originally adopted Local Authority model has been deemed to be too expensive and not offering appropriate value. Until these negotiations are completed, the Trust has no facility time commitments that result in a direct financial contribution. However, the Trust is operating as flexibly as possible to ensure all staff have access to Union representation.

Related Parties and other Connected Charities and Organisations

Gawthorpe Community Academy was designated as a National Support School by the National College for School Leadership in 2007 and has supported several schools.



Inspire Partnership Multi-Academy Trust

Trustees' Report (*continued*)

In 2011, Gawthorpe Community Academy was also designated as a Teaching School by the National College for School Leadership. Teaching Schools give outstanding schools a leading role in the training and professional development of teachers, support staff and Head teachers, as well as contributing to the raising of standards through school-to-school support.

Objectives and Activities

The purpose of the Trust is to maintain good and outstanding schools and ensure the rapid improvement of schools which need support now (and in the future) and to act as a vehicle for enabling the sharing of best practice and economies of scale to be achieved across the group of academies.

As a Trust, the way we wish to grow is to develop:

- Strong and capable leaders;
- People who will excel in providing outstanding education;
- Build trust and respect across our academies;
- Build long term relationships in which there is an opportunity for continuous improvement;

The principles by which we will manage the organisation:

- Openness to build trust, be transparent, sharpen accountability and drive improvement;
- Operate a financial efficient low cost organisation;
- Operate an effective & strong governance framework;
- Ensure tight control of our resources to achieve economies, efficiencies and effectiveness across our operations;

Aims of INSPIRE Partnership Multi-Academy Trust

I – Investment in the future of all children in our schools through high quality learning experiences to raise standards and improve outcomes

N – Network of professional development opportunities to ensure all our staff are highly effective and that strong leadership pathways are in place.

S – Sharing of best practice across all schools in our Trust so that school improvement is a joint responsibility.

P – Partnerships with parents and other key people who are involved in the lives of our children.

I – Innovative approaches to providing services and developing economies of scale to the benefit of all children and staff.

R – Relationships between all our schools that values and respects their uniqueness, and where trust, autonomy and accountability go hand in hand – all this to achieve:

E –Excellent teaching, learning, leadership and professionalism resulting in excellent outcomes for all.

The specific aims of the Trust for 2019/20 focused on the following plans ;

1. **To establish the criteria for growth for the IPMAT that enabled a managed increase in the size of the MAT without impacting negatively on the quality of education provided by pre-existing schools.** This included a restructure of the Finance/Operations central team. It supported growth plans, quality of education and school improvement by providing higher level financial management within each academy and in the trust thereby reducing financial risk and providing clearer financial management information. It also included fully implementing the 3-tier offer (universal, universal enhanced and enhanced plus) across all Trust schools.
2. **Preparing schools to meet the demands of the new OFSTED framework by upskilling all staff in the agenda - Knowing More Remembering More.** This included ensuring that staff at all levels had the subject knowledge in order to deliver the curriculum effectively. It included developing and embedding a pedagogical approach to ensuring the implementation of the curriculum led to children having a deep understanding and knowledge that they can use in a variety of ways. It also included ensuring that Governors were supported to understand the expectations and impact of the wider curriculum subject.
3. **Improving outcomes for disadvantaged pupils.** This included ensuring that all schools had a detailed Pupil Premium Action Plan in place that was regularly reviewed to assess impact. Ensuring that all MAT schools had a sharp focus on improving the attendance of pupil premium pupils and ensuring that identified schools accessed the PP training available for all staff. All PP pupils had pastoral support in place so that they have the guidance and support they need to thrive.
4. **Further development of creating a strong safeguarding culture in every school.** This objective focussed on ensuring the Trust and Governors within each academy developed a deeper understanding their duties to promote a safeguarding culture ensuring this was a continued a high priority within each school.

Specific actions, allocated resources, monitoring and milestones were provided for each of the four priority areas and these were evaluated and reviewed to assess the plans success throughout the year.

Public Benefit

In setting our objectives and planning our activities the trustees have given careful consideration to the Charity Commission's general guidance on public benefit published by the Charity Commission website in exercising their powers or duties.



Inspire Partnership Multi-Academy Trust

Trustees' Report (continued)

The Trustees are aware of the guidance and take it into account when making a decision to which the guidance is relevant.

Strategic Report

2019/20 has seen the Trust consolidate at eight schools. A ninth school, Grove Lea, was given an academy order in March 2020, however due to the pandemic this conversion did not take place because the LA did not have the capacity to do this conversion. However, a new date has been agreed with the LA which is 1st March 2021. Grove Lea has worked closely with the Trust throughout the 2019/20 academic year. The centralisation of services is embedding well.

In 2019 / 20 the pandemic meant that the Trust in common with all schools and academies across the Country does not have any published data. Strong predictions were made by each school for the 2020 outcomes and due diligence, SIP visits and OFSTED reports demonstrate that each school was on target to achieve at or above National outcomes in each key stage. When certain year groups of children did return to school for the last half term of summer 2020 and despite remote learning being in place gaps in children's learning were clearly identifiable. Aiming to close these gaps will be a high priority of next academic year's development plan.

Three of our academies were inspected in January 2020. All secured a judgement of good and in all three reports the strength of support from the Trust was acknowledged.

Key Performance Indicators

The Board considers that the following are key performance indicators for the Academy Trust:

Financial
Financial solvency: three-year financial plans are realistic, robust and do not produce a deficit financial position.
Financial Probity: 0 red flags.
Leadership and Governance
Strong central team with capacity to support all academies.
Three Year Trust Development Plan on track.
The Trust manages risk effectively, maintaining and reviewing regularly an accurate and detailed risk register.
Growth in pupil numbers through conversion of school 9 and growth of Half Acres
100% skills coverage at Board Level.
Academy Standards
1 outstanding, 5 good, 1 RI, 1 Special measures. The RI and Special measures are in the OFSTED window this academic year
Attendance and PA measures: rapid and sustained improvements in all academies.
HR
Development and retention of high-quality staff: effective succession planning.

The Board receives updates against the above indicators through the various reporting mechanisms during the year and considers that all key performance indicators listed have been successfully met.

Going Concern

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

Financial Review

The majority of each Academy's income within the Trust is obtained from the Education Funding Agency in the form of the General Annual Grant (GAG). Each Academy also receives other central government grants such as the Pupil Premium, PE Sports Grants and Universal Free School Meal grants. Early Years funding is received directly from WMDC. In accordance with SORP (Statement of Recommended Practice) these lines are shown as restricted funding. Each Academy also receives unrestricted funds, which includes:

- Consultancy support services at GCA this is delivered through the NSS and the Aspire Teaching School;
- Income from hire of the facilities;
- The wrap around childcare service.



Trustees' Report (continued)

The total income for the year was £11,028,544 (2019: £10,786,897) and total expenditure was £11,433,684 (2019: £10,788,973). Overall a deficit of £405,140 (2019: £2,076) was made excluding actuarial losses during the year. Excluding pension reserve movements, the Multi-Academy Trust made a surplus of £407,860 (2019: £1,160,924). This resulted in an increase in Restricted income reserves of £410,086 to £1,127,683. Total funds decreased to £6,287,648 at the year end (2019: £8,522,788) mainly due to the decrease in the pension reserve liability. The amount of restricted funds not available for the general purposes of the academy trust at 31st August were £6,007,970 (2019: £8,289,004). The only reserve in deficit is the pension reserve, with a deficit of £8,592,000. The value of free reserves (unrestricted funds) held at the balance sheet date were £279,678 (2019: £233,784).

The amount of any fund that can only be realised by disposing of tangible fixed assets at the balance sheet date were £13,472,287 (2019: £13,520,407).

A Financial Management Policy and Procedures document has been adopted and a range of accounting policies have also been adopted.

Reserves Policy

The Trustees review the reserve levels of the Trust annually each September. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. At the year end, the Trust held £1,407,361 (2019: £951,381) of restricted and unrestricted general fund reserves, excluding the Pension and Fixed asset reserves. Unrestricted reserves were £279,678 in total (2019: £233,784). Reserves are held to ensure that the Trust has sufficient resources to continue to advance the education of pupils, including incurring the necessary capital expenditure. The Trustees would like to maintain reserves of restricted and unrestricted funds (not including fixed assets and pension reserve) of the equivalent of 1 months' staffing costs for the Trust. Additional reserves are retained by the Trust to cover future capital projects and to mitigate against unforeseen expenditure.

Investment Policy

The funds of each Academy and the Trust itself are held in a current account and a high interest investment account with instant access, which are low risk investments.

The Board of Trustees will only invest to further their charitable aims, but they will ensure that investment risk is properly managed. When considering making an investment the board will:-

- Act within their powers to invest as set out in their articles of association
- Have an investment policy to manage, control and track their financial exposure, and ensure value for money
- Exercise care and skill in all investment decisions, taking advice as appropriate from a professional adviser
- Ensure that exposure to investment products is tightly controlled so that security of funds takes precedence over revenue maximisation
- Ensure that all investment decisions are in the best interests of the Trust and command broad public support
- Review the Trust's investments and investment policy regularly

The board will follow the Charity Commission's guidance: CC14 Charities and investment matters: A guide for trustees. The EFA's prior approval must be obtained for investment transactions which are novel and/or contentious.

Principal Risks and Uncertainties

A description of the principal risks and uncertainties facing the Academy Trust has been established as part of the approach to the organisational strategic management of risk within the Academy. Financial risks are assessed annually and control measures implemented, the details are set out in a Risk Register.

The Trustees appointed an internal auditor to perform a supplementary programme of work throughout the year. 3 visits took place at each academy in the trust.

In addition, the Trust set up a separate Risk Assessment to manage the impact and effects of Covid 19 to the Trust.

The main areas of risk identified in the latest Trust risk assessment are:-

- Impact of staff or pupil contracting Covid 19;
- Loss of key roles for a significant period; and
- Impact of major capital works being undertaken at one of the sites.

To mitigate against these risks, the Trust has taken the following action:-

- Risk assessments in place to manage all scenarios. DfE and LA advice followed and attendance at weekly LA updates.
- New central structure in place with additional roles to provide increased resilience in the event of staff absence and position the Trust for future growth. Vice Chair appointed to the Board.



Inspire Partnership Multi-Academy Trust

Trustees' Report (*continued*)

- Capital works are managed by the Trust's Estates, H&S Officer liaising with external contractors and a project management team for all CIF works. Regular meetings are undertaken with the contractor, project manager and key staff.

The Academy's dealings with financial instruments are limited to bank accounts, creditors and debtors. This limitation serves to minimise credit and liquidity risks when this is combined with the nature of the Academy's debtors (being principally government bodies and other schools) and therefore the risk to cash flow is also minimal.

Fundraising

The Trust adds to its grant funding by undertaking fund-raising activities where possible. These include utilising the strength of Aspire Teaching school to deliver training and development. Deploying the CEO to support other schools through the NLE programme.

In addition, in 2018/19, the Trust successfully applied for a number of small grants for specific projects, including breakfast clubs, outdoor activities and science projects. The Trust did not engage the services of any professional fundraisers for the 2019/20 financial year.

Plans for future periods

The Trust has plan to expand to 15 schools in the next three years and are actively seeking out schools to join the Trust.

Employment of disabled persons

The academy trust is committed to employment policies, which follow best practice, based on equal opportunities for all employees, irrespective of sex, race, colour, disability or marital status and offers appropriate training and career development for disabled staff. In the event of members of staff becoming disabled the academy trust continues employment wherever possible and arranges the appropriate training.

Employee involvement

The academy trust's employment policies are designed to attract, retain and motivate the best people. The academy trust involves employees at all levels of the organisation through a broad base of regular communication, meetings and briefing sessions to understand current issues and communicate future developments.

Auditor

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.

Gibson Booth Chartered Accountants having expressed their willingness to continue in office, will be deemed reappointed for the next financial year in accordance with section 487(2) of the Companies 2006, unless the charitable company receives notice under section 488(1) of the Companies Act 2006.

Trustees' report, incorporating a strategic report, approved by order of the members of the Board of Trustees on 12/11/21..... and signed on its behalf by:

J. North
Chair of Trustees

Inspire Partnership Multi-Academy Trust

Governance Statement

Scope of Responsibility

The Trustees acknowledge they have overall responsibility for ensuring that Inspire Partnership Multi Academy Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss. The trustees 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 are implemented in accordance with the requirements and responsibilities assigned to it in the funding agreement between Inspire Partnership Multi Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 6 times during the year. Attendance during the year at meetings of the board of Trustees was as follows:

The Board of Trustees met six times between 1 September 2019 and 31 August 2020.

Trustees	No. of Meetings Attended	Out of a Possible
John North (Chair)	6	6
Carolyn North	6	6
Charlie Gray	5	6
Tracy Jackson	5	6
Graham Worsdale	5	6
Clare Norfolk	4	6
Paul Arundel	5	6
Barry Smith	6	6
John Cripps (appointed after first meeting)	4	5
Stuart Tottles *	0	0
Ann Webb *	0	0
Mark Turner *	0	0

*resigned at the start of the academic year before the first meeting

Key priority areas for the Board this year have included:

- development of a growth strategy, leading to securing meaningful and relevant opportunities for growth;
- review of Central Team structure in readiness for growth;
- continued review and implementation of effective Trust-wide policies; and
- monitoring of the impact of Covid-19 on all stakeholders and systems and planning for the wider reopening of schools.

Inspire Partnership Multi-Academy Trust

Governance Statement (*continued*)

The **Resources and Audit Committee** is a sub-committee of the main Board of Trustees. Its remit is to:

1. Constitution

- 1.1 The Board of Trustees has resolved to establish a Resources & Audit Committee to advise the Board on matters relating to the Trust's audit arrangements and systems of internal control and to aid the Board's responsibility to ensure sound management of the Trust's finances and resources, including proper planning, monitoring and probity.
- 1.2 The Resources & Audit Committee is responsible to the Board.
- 1.3 The Committee must report on any decisions taken in accordance with the Scheme of Delegation and delegated powers, including the academies assets, depreciation and removal of such items from the asset register.
- 1.4 The Committee's Terms of Reference are adopted by the Board and may only be amended with the approval of the Board.

2. Authority

- 2.1 The Resources & Audit Committee is authorised to investigate any activity within its terms of reference or specifically delegated to it by the Board. It is authorised to request any information it requires from any governor, employee, external audit, internal audit or other assurance provider.
- 2.2 The Committee is authorised to obtain any outside legal or independent professional advice it considers necessary, normally in consultation with the Accounting Officer and/or Chair of the Board.

3. Duties

- 3.1 The Resources & Audit Committee is required to fulfil its responsibilities as set out in these Terms of Reference in line with the Academies Financial Handbook, the Trust's Financial Regulations and in compliance with the Funding Agreement with the Secretary of State of Education:
 - 3.1.1 The Committee advise the Board and Accounting Officer on the adequacy and effectiveness of the Trust's governance, risk management, internal control and value for money systems and framework;
 - 3.1.2 Produce an annual report in respect of the above;
 - 3.1.3 Advise the Board on the appointment, re-appointment, dismissal and remuneration of the external auditor.
 - 3.1.4 Advise the Board on the need for and then, where appropriate, the appointment, re- appointment, dismissal and remuneration of an internal auditor or other assurance provider.
 - 3.1.5 Advise the Board on an appropriate programme of work to be delivered by independent assurance providers. This programme of work should be to be derived from the Resources and Audit Committee's regard of the key risks faced by the Trust, the assurance framework in place and its duty to report to the Board, as detailed in point a above.
 - 3.1.6 Ensure that where a full internal audit service is commissioned the service provider complies with the standards set by the Chartered Institute of Internal Auditors. This will mean the internal audit provider must conform to the Public Sector Internal Audit Standards.
 - 3.1.7 Review the external auditor's annual planning document and approve the planned audit approach.
 - 3.1.8 Receive reports (assignment reports, annual reports, management letters etc) from the external auditor, internal auditor and other bodies (for example the EFA) and consider any issues raised, the associated management response and action plans. Where deemed appropriate, reports should be referred to the Board or other committee for information or action.
 - 3.1.9 Regularly monitor outstanding audit recommendations from whatever source and ensure any delay to agreed implementation dates are reasonable.
 - 3.1.10 Establish and monitor KPIs with regard to the performance of the external auditor, internal audit or other assurance provider.
 - 3.1.11 Review the Trust's fraud response plan and ensure that all allegations of fraud or irregularity are managed and investigated appropriately.
 - 3.1.12 Consider any additional services delivered by the external auditor, internal auditor or other assurance provider and ensure appropriate independence is maintained.
 - 3.1.13 Ensure appropriate co-operation and co-ordination of the work of the external auditor and internal auditor.
 - 3.1.14 Meet with the external auditor and internal auditor or other assurance provider, without management present, at least annually.

4. Finance

- a. Subject to the detailed requirements of the Academies Financial Handbook, Funding Agreement and the Financial Regulations of the Trust, the Committee shall consider and advise the Trust Board on the following specific matters:
- b. The annual estimates of income and expenditure and financial forecast for the Trust and its academies;
- c. Monitoring of revenue finances of the Trust and its academies and advising the Trust Board on progress to achieving its financial objectives;
- d. Monitoring of policies relating to finance, staffing and buildings, including Health and Safety, capitalisation, depreciation, treasury management, investment and borrowing;
- e. The acquisition or disposal of land to be used by the academies;
- f. The financial elements of the Risk Management Policy including Health and Safety, buildings and insurance;
- g. The management accounts of the Trust, and to advise the Trust Board on the year end accounts;

Inspire Partnership Multi-Academy Trust

Governance Statement (*continued*)

- h. Strategic matters with financial implications concerning sponsorship of academies;
- i. The Financial Regulations, to be reviewed on an annual basis;
- j. To consider any relevant legal and contractual documentation operating within the Articles of Association, Scheme of Delegation, Funding Agreement and Financial Regulations;
- k. To monitor policies in relation to non-educational services such as Human Resources, publicity and marketing and to agree changes as necessary;
- l. To monitor the deployment of non-financial resources, including personnel and property, with a view to advising the Trust Board on the effectiveness of such resources

5. Remuneration

- a. The Committee shall advise the Trust Board on the remuneration packages of the CEO, other senior officers and Headteachers and in doing so shall consider the following component elements, ensuring all increases take account of the needs of the Trust budget:
 - i. basic salary;
 - ii. pension provisions;
 - iii. the main terms and conditions of each individuals' service agreement, with particular reference to the notice provisions.
- b. The Committee shall evaluate annually the specific remuneration package for the CEO, against pre-established performance goals and objectives.
- c. The Committee shall receive a report from the CEO on the performance of the Headteachers and for the recommendation on Headteacher pay.
- d. The Committee shall receive a report from the Chair of the Board of Trustees on the performance of the CEO.
- e. The Committee will review and assess performance targets, goals and objectives established before the commencement of the relevant period and determine whether such goals and objectives have been achieved at the end of the relevant period.
- f. The Committee shall advise the Trust Board of any compensation (including augmentation of pension benefits) which may be payable in the event of early termination of the employment of the CEO, Headteachers or any senior member of staff with the broad aim of: avoiding rewarding poor performance and dealing fairly with cases where early termination is not due to poor performance.
- g. The Committee shall routinely review and approve any changes to the job description of the CEO, and ensure this happens whenever the configuration, makeup and membership of the Trust changes.
- h. The Committee shall hold oversight of the pay and conditions of service of all employees of the Trust.

6. Administration

- a. The Committee will meet at least once per term. The Chair or any two members may call an additional meeting.
- b. The Committee will consist of a minimum of three members of the Board. Members of the Committee are appointed annually. At least one member of the Committee should have financial experience. The Chair of the Board may be an ex officio member of the Committee.
- c. Additionally, local governing board members (one from each school with four maximum at this time) with particular expertise or interest will be appointed to the Committee by the Board of Trustees. These members of the Committee will have full participation rights but no voting rights.
- d. The Chair of the Board, even if not a member of the Committee, can attend the Resources & Audit Committee but will only vote if a member of the Committee. The CEO should be attend but will not have voting rights discretion.
- e. The Chair of the Resources & Audit Committee will be appointed by the Board and will not be a member of any other committee. If the Chair is absent from a meeting, the members shall choose another member, who is also a member of the Board, to act as Chair for that meeting.
- f. Staff employed by the Trust should not be members of the Resources & Audit Committee.
- g. The Committee will be quorate if two members are present (or at least one third if greater) of those members eligible to vote are present. In addition, at least 50% of those members present are required to be Board members.
- h. The Chief Financial Officer should attend each meeting and other Trust officers may be invited to attend. None will have voting rights.
- i. Administrative support will be provided by the Clerk to the Board/Governing Body or his/her deputy.
- j. The agenda for meetings will be agreed in advance by the Chair of the Resources & Audit Committee (based on, but not limited to, a pre-agreed annual schedule of activity) and papers will be circulated to members and attendees at least 5 working days in advance of the meeting.
- k. Minutes of meetings will be taken and will be submitted in the next scheduled meeting of the Board once approved in draft by the Chair of the Resources and Audit Committee.
- l. Decisions made at meetings of the Committee shall be determined by a majority of votes of eligible members present and voting. Where there is an equal division of votes the Chair shall have a second or casting vote.
- m. The Resources & Audit Committee will self-assess its performance against these Terms of Reference on an annual basis and will also review the Terms of Reference, submitting any proposed changes to the Board for approval.
- n. The members of the Committee shall hold office from the date of their appointment until the resignation or their omission from membership of the Committee on subsequent consideration by the Board (whichever will happen first).

Inspire Partnership Multi-Academy Trust

Governance Statement (*continued*)

- o. The Board must not add to these Terms of Reference responsibilities that require the Audit Committee to adopt an executive role, or its members to offer professional advice to the Board. The Resources & Audit Committee should seek formal professional opinions from the internal audit service, financial statements auditor or other professional advisers to the Board. Advice should only be given in Committee members' capacity as Directors and co-optees and only within their terms of reference.

Key priority areas of focus have been:

- Refine the financial forecast and management account reporting to facilitate timely and effective decision making; and
- Devise and oversee a robust aged internal audit program to ensure that risks to the organisation were being effectively managed.
- School Business Officers and HR/Payroll restructured to support a central finance and HR team.

The Resources and Audit Committee met two times between 1 September 2019 and 31 August 2020.

Trustees	No. of Meetings Attended	Out of a Possible
John North (Chair)	2	2
Charlie Gray	2	2
Tracy Jackson	2	2
Clare Norfolk	2	2
John Cripps	0	2
Darren Bridgestock (Governor at Towngate Academy)	1	2

The **Standards and Curriculum Committee** is also a sub-committee of the main Board of Trustees. Its remit is to:

1 Constitution

- 1.1 The Inspire Partnership Academy Trust Board has resolved to establish a Standards & Curriculum Committee to advise the Board on matters relating to the Trust's curriculum, quality and standards.
- 1.2 The Committee is responsible to the Trust Board.
- 1.3 The Committee's Terms of Reference are adopted by the Board and may only be amended with the approval of the Board.

2 Authority

- 2.1 The Committee is authorised to investigate any activity within its terms of reference or specifically delegated to it by the Board. It is authorised to request any information it requires from any employee of the Trust and all employees are directed to co-operate with any request made by the Committee.
- 2.2 The Committee is authorised to obtain any outside legal or independent professional advice it considers necessary.

3 Main Duties

- 3.1 To monitor and advise the Trust Board by written report each term on the following:

- 3.1.1 Data on attainment and achievement for all of the Trust's academies
- 3.1.2 School improvement work and leadership
- 3.1.3 Overall performance of each of the academies
- 3.1.4 Leadership standards
- 3.1.5 Governance effectiveness.

- 3.2 To monitor and advise the Board on:

- 3.2.1 Special Educational Needs (SEN) and inclusion;
- 3.2.2 Partnership working
- 3.2.3 Admissions
- 3.2.4 Safeguarding arrangements
- 3.2.5 Community engagement.

4 Detailed Responsibilities

In the context of the Inspire Partnership Trust's Mission Statement determined by the Members and the Board, the Committee shall consider and advise the Board on the matters outlined in sections 4.1 & 4.2.

4.1 Curriculum and Quality

- 4.1.1 The Academies' statutory requirements in relation to the curriculum offer and other curriculum issues such as spiritual, moral, social and cultural learning;
- 4.1.2 Extra-curricular activities;
- 4.1.3 The educational needs of the pupils attending the Trust's academies
- 4.1.4 To determine and update relevant strategies relating to the above.

Inspire Partnership Multi-Academy Trust

Governance Statement (*continued*)

4.2 Performance and Standards

4.2.1 To monitor and review the achievement of strategic objectives, in particular the overview of performance against quantitative and qualitative benchmarks for key indicators/outcomes and the Ofsted framework, providing challenge and recommending remedial actions where required in line with the Academy Development Plan.

4.3 Self-Assessment and Review

4.3.1 To receive information on curriculum and quality issues for all the Trust's academies

4.3.2 To receive progress reports on the implementation of post-Ofsted action plans and any other formal evaluation reports related to the quality and achievement of learning across the Trust, to further inform and develop the Trust's Quality Improvement Plans and strategies

4.3.3 To review outcomes, identifying significant changes in performance, emerging trends and risks in relation to the future performance of each Academy.

5 **Administration**

5.1 The Standards & Curriculum Committee will meet at least once per term. The Committee's Chair or any two Committee members may call a meeting.

5.2 The Committee will consist of a minimum of three members of the Board. Members of the Committee are appointed annually. The Chair of the Board may be an ex officio member of the Committee.

5.3 Additionally, local governing board members (one from each school with four maximum at this time) with particular expertise or interest will be appointed to the Committee by the Board of Trustees. These members of the Committee will have full participation rights but no voting rights.

5.4 The CEO will be an ex officio member of the Standards Committee.

5.5 Other employees of the Trust's may be invited to attend meetings but will have no voting rights.

5.6 The Chair of the Standards & Curriculum Committee will be appointed by and from the Board annually. The CEO or Head Teacher of an Academy may not act as Chair of the Committee. Any other employees of the Trust may also not act as Chair, other than in exceptional circumstances agreed by the Board. If the Chair is absent from a meeting the Board shall choose another Board member to act as Chair for that meeting.

5.7 The Standards & Curriculum Committee will be quorate if at least three members (or at least one third if greater) of those members eligible to vote are present.

5.8 Decisions to be made at meetings of the Committee shall be determined by a majority of the votes of members present and voting. Where there is an equal division of votes, the Chair shall have a second or casting vote.

5.9 Administrative support will be provided by the Clerk to the Board.

5.10 Agendas will be agreed in advance by the Chair of the Standards & Curriculum Committee (based on, but not limited to, a pre-agreed annual schedule of activity) and papers will be circulated to members and attendees at least 5 working days in advance of the meeting.

5.11 Minutes of meetings will be taken and submitted to the next scheduled meeting of the Board once approved in draft by the Chair of the Committee.

5.12 The Standards & Curriculum Committee will self-assess its performance against these Terms of Reference on an annual basis and will also review the Terms of Reference, submitting any proposed changes to the Board for approval.

5.13 The members of the Committee shall hold office from the date of their appointment until their resignation or their omission from membership of the Committee on subsequent consideration by the Board (whichever shall happen first).

Key priority areas of focus have been:

- Oversight of the implementation of new curriculum model, preparing schools to meet the demands of the new OFSTED framework by upskilling all staff in the agenda - Knowing More Remembering More
- monitoring progress towards the Academies' strategic development plan priorities;
- Improving outcomes for disadvantaged pupils.
- Further development of creating a strong safeguarding culture in every school
- monitoring the impact of Covid-19 on safeguarding, pupil wellbeing, SEMH needs and academic progress.

The Curriculum and Standards Committee met three times between 1 September 2019 and 31 August 2020.

Trustees	No. of Meetings Attended	Out of a Possible
John North (Chair)	3	3
Carolyn North	3	3
Paul Arundel	3	3
Graham Worsdale	2	3
Barry Smith	2	3
Jan North (Governor at Gawthorpe)	1	3
Suzanne Lewis (Governor at Fitzwilliam)	1	3
Matt Trainer	1	3

Governance Statement (*continued*)

Governor at South Hiendley)		
-----------------------------	--	--

Review of Value for Money

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

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

- reviewing the contracts register and ensuring that high value contracts follow a detailed tendering exercise or use approved government frameworks;
- reviewing benchmarking data for similar schools;
- undertaking an Integrated Curriculum and Financial Planning Review (ICFP);
- making use of the Schools Resource Management tools;
- actioning the recommendations of the internal audit Procurement Review; and
- identifying opportunities for internal growth and income generation strategies across the Trust.

Covid 19 and the subsequent partial closure of schools has resulted in the Trust honouring a small number of contracts where a reduced service was delivered. These included: -

- supply agency contracts
- catering contracts

The provision of before and after school clubs was impacted by Covid 19 and resulted in a small number of staff being placed on the furlough scheme from 1st June to 31st October 2020.

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 a process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Inspire Partnership Multi Academy Trust for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal process for identifying, evaluating and managing the academy Trust's significant risks that has been in place for the period 1 September 2019 to 31 August 2020 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and monthly financial reports with variance analysis which are reviewed by the board of Trustees;
- regular reviews by Finance, Audit and Risk Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- reviewing and challenging benchmarking data
- clearly defined purchasing (asset purchase or capital investment) guidelines
- delegation of authority and segregation of duties
- identification and management of risks

The Board of Trustees considered the need for a specific internal audit function and decided to appoint Gibson Booth as internal auditor for the period 1 September 2019 to 31 August 2020.

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

- testing of procurement systems, particularly governing supply teachers and transport provision for pupils;
- testing of payroll system and staff contracts; and

Inspire Partnership Multi-Academy Trust

Governance Statement (*continued*)

- testing of risk management and continuity planning.

The auditor reports to the board of Trustees, through the Resource and Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepare 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.

The auditors have delivered their schedule of work as planned.

No instances of a material failure in any area were identified. A small number of areas for potential failure were highlighted and the Senior Management Team have responded with their proposals to address these concerns. Generally, the internal audit work confirmed the satisfactory application of systems and controls in the areas reviewed based on the sample testing undertaken.

Due to the requirements of the newly revised FRC Ethical Standards for auditors, the external auditors can no longer provide the internal audit services. The board of trustees intend to go out to tender to appoint separate internal and external auditors for 2020/21 and a programme of work will then be constructed.

The **Pay Committee** is also a sub-committee of the main Board of Trustees. Its remit is to:

1. Membership

- The committee shall consist of three named members all of whom will be members of the Trust Board. None of the Pay Committee members shall be employees of the Trust.
- The CEO will attend all proceedings of the Pay Committee (with the exception of any meeting at which the pay of the CEO is to be discussed) for the purpose of providing information and advice, but will not be a member of the Committee.
- The committee must appoint a Chair at the meeting held in the Autumn Term.

2. Quorum

- The meeting shall be quorate if two of the three members are present.

3. Frequency of Meetings

- The committee shall meet each Autumn Term and at other times as required.

4. Notice of Meetings

- Meetings of the committee shall be called by the CEO at the request of the Committee Chair.
- Unless otherwise agreed, notice of each meeting confirming the venue, time and date, together with an agenda of items to be discussed, shall be forwarded to each member of the Committee and any other person required to attend no later than seven days before the date of the meeting. Supporting papers shall be sent to committee members and to other attendees as appropriate, at the same time.

5. Minutes of Meetings

- The minutes shall be written by a member of the committee, agreed at the meeting.
- Draft minutes, detailing the proceedings and decisions of all committee meetings, including the names of those present and in attendance, should be ready within 5 working days and circulated to committee members for them to be amended, if necessary. The minutes will be agreed at the next Trust Board meeting.

6. Duties

- Determine the salaries of the Headteachers and Officers within the Trust, after completion of their annual performance management. Members of the committee should take account of any recommendations made by the CEO or other appraiser, in accordance with the approved pay policy.
- Determine the salary of the CEO, taking account of the outcome of her/his annual appraisal, in accordance with the approved pay policy.
- Determine appropriate salary ranges for any lead practitioners employed by the Trust.
- Decide on the award of temporary Teaching and Learning Responsibility allowances for individual teachers for undertaking additional specified and time-limited duties.
- Ensure that decisions about pay are robust and justifiable, that no unlawful bias or discrimination can be found in the decision making process and that all pay decisions are based on evidence.

The Pay Committee met once between 1 September 2019 and 31 August 2020.

Trustees	No. of Meetings Attended	Out of a Possible
Tracy Jackson	1	1
Charlie Gray	1	1
Clare Norfolk	1	1

Inspire Partnership Multi-Academy Trust

Governance Statement (*continued*)

Review of Effectiveness

The accounting officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question, the review has been assisted by:

- the work of the internal auditor;
- the work of the external auditor;
- the school resource management self-assessment tool;
- the work of the central team within the academy Trust who have responsibility for the development and maintenance of the internal control framework; and
- The Resource and Audit Committee.

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

Approved by order of the members of the board of Trustees on 12/1/21 and signed on its behalf by:


J North
Chair of Trustees


Susan Vickerman
Accounting Officer



Inspire Partnership Multi-Academy Trust

Statement of Regularity, Propriety and Compliance

As accounting officer of Inspire Partnership Multi Academy Trust I have considered my responsibility to notify the academy trust board of trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the academy trust, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trusts funding agreement and the Academies Financial Handbook 2019.

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.

Susan Vickerman
Accounting Officer



Inspire Partnership Multi-Academy Trust

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

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

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

Approved by order of the members of the board of trustees on 12/11/21 and signed on its behalf by:

A handwritten signature in black ink, appearing to read "J North", written over a horizontal line.

Mr J North
Trustee



Inspire Partnership Multi-Academy Trust

Independent Auditor's Report to the Members of Inspire Partnership Multi-Academy Trust

Opinion

We have audited the financial statements of Inspire Partnership Multi-Academy Trust (the 'academy trust') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes. 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", the Charities SORP 2019 and the Academies Accounts Direction 2019 to 2020 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 academy trust's affairs as at 31 August 2020, 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 2019 to 2020 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Other information includes the trustees' report (incorporating the strategic report and the directors' report), the governance statement, and the Accounting Officer's statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.



Inspire Partnership Multi-Academy Trust

Independent Auditor's Report to the Members of Inspire Partnership Multi-Academy Trust (continued)

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 17 the trustees (who are also the directors of the academy 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 academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the academy trust or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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

A R S Russell

Alistair Russell FCA
For and on behalf of
Gibson Booth Chartered Accountants
and Statutory Auditors
New Court
Abbey Road North
Shepley
Huddersfield
HD8 8BJ

25/1/21



Inspire Partnership Multi-Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Inspire Partnership Multi-Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 24 August 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by *Inspire Partnership Multi-Academy Trust* during the period from 1 September 2019 to 31 August 2020 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 Inspire Partnership Multi-Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Inspire Partnership Multi-Academy 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 Inspire Partnership Multi-Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Inspire Partnership Multi-Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Inspire Partnership Multi-Academy Trust's funding agreement with the Secretary of State for Education dated 31 October 2011 (amended on 27 July 2016 and 8 October 2018) and the Academies Financial Handbook, extant from 1 September 2019, 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 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period from September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2019 to 2020 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw our conclusions includes:

- an initial risk assessment, the results of which were used to tailor a specific work programme to ensure sufficient appropriate evidence could be obtained to support the conclusion;
- a review of the academy trust's accounting and internal control procedures; and
- consideration and review of the evidence supporting the accounting officer's statement on regularity, propriety and compliance.



Inspire Partnership Multi-Academy Trust

Independent Reporting Accountant's Assurance Report on Regularity to Inspire Partnership Multi-Academy Trust and the Education and Skills Funding Agency (*continued*)

Conclusion

In the course of our work nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period from 1 September 2019 to 31 August 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Gibson Booth Chartered Accountants
New Court
Abbey Road North
Shepley
Huddersfield
HD8 8BJ

G Gibson Booth

25/1/21

Inspire Partnership Multi-Academy Trust

Statement of Financial Activities for the year ended 31 August 2020 (including Income and Expenditure Account)

		Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total 2020	Total 2019
	Note	£	£	£	£	£
Income and endowments from:						
Donations and capital grants	2	-	15,167	260,671	275,838	81,176
Transfer from local authority on conversion	24	-	-	-	-	868,112
Charitable activities:						
Funding for the academy trust's educational operations	3	20,597	10,646,453	-	10,667,050	9,609,536
Teaching school	4,26	15,646	40,000	-	55,646	146,641
Other trading activities	5	27,394	-	-	27,394	79,236
Investments	6	2,616	-	-	2,616	2,196
Total		<u>66,253</u>	<u>10,701,620</u>	<u>260,671</u>	<u>11,028,544</u>	<u>10,786,897</u>
Expenditure on:						
Charitable activities:						
Academy trust educational operations	7	-	11,030,750	330,526	11,361,276	10,644,920
Teaching school	7,26	20,359	52,049	-	72,408	144,053
Total		<u>20,359</u>	<u>11,082,799</u>	<u>330,526</u>	<u>11,433,684</u>	<u>10,788,973</u>
Net income / (expenditure)		45,894	(381,179)	(69,855)	(405,140)	(2,076)
Transfers between funds	17	-	(21,735)	21,735	-	-
Other recognised gains / (losses):						
Actuarial gains / (losses) on defined benefit pension schemes	17,22	-	(1,830,000)	-	(1,830,000)	(2,513,000)
Net movement in funds		<u>45,894</u>	<u>(2,232,914)</u>	<u>(48,120)</u>	<u>(2,235,140)</u>	<u>(2,515,076)</u>
Reconciliation of funds						
Total funds brought forward		233,784	(5,231,403)	13,520,407	8,522,788	11,037,864
Total funds carried forward		<u><u>279,678</u></u>	<u><u>(7,464,317)</u></u>	<u><u>13,472,287</u></u>	<u><u>6,287,648</u></u>	<u><u>8,522,788</u></u>

Inspire Partnership Multi-Academy Trust
Balance Sheet as at 31 August 2020

		2020	2019
	Notes	£	£
Fixed assets			
Intangible assets	13	-	-
Tangible assets	14	13,385,145	13,456,242
		<u>13,385,145</u>	<u>13,456,242</u>
Current assets			
Debtors	15	516,270	432,509
Cash at bank and in hand		2,067,114	1,258,052
		<u>2,583,384</u>	<u>1,690,561</u>
Creditors: Amounts falling due within one year	16	(1,088,881)	(675,015)
Net current assets		<u>1,494,503</u>	<u>1,015,546</u>
Total assets less current liabilities		14,879,648	14,471,788
Net assets excluding pension liability		<u>14,879,648</u>	<u>14,471,788</u>
Defined benefit pension scheme liability	22	(8,592,000)	(5,949,000)
Total assets		<u>6,287,648</u>	<u>8,522,788</u>
Funds of the academy trust:			
Restricted funds			
Fixed asset fund	17	13,472,287	13,520,407
Restricted income fund	17	1,127,683	717,597
Pension reserve	17	(8,592,000)	(5,949,000)
Total restricted funds		<u>6,007,970</u>	<u>8,289,004</u>
Unrestricted income funds	17	279,678	233,784
Total funds		<u>6,287,648</u>	<u>8,522,788</u>

The financial statements on pages 24 to 46 were approved by the trustees, and authorised for issue on 12/11/21 and are signed on their behalf by:



J North
Chair of Trustees

Company Registration Number: 07805262

Inspire Partnership Multi-Academy Trust

Statement of Cash Flows for the year ended 31 August 2020

	Notes	2020	2019
		£	£
Cash generated from operating activities			
Net cash provided by operating activities	20	805,204	296,744
Interest received		2,616	2,196
Net cash from operating activities		<u>807,820</u>	<u>298,940</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(259,429)	(151,381)
Capital grants from DfE/ESFA		260,671	69,327
Net cash used in investing activities		<u>1,242</u>	<u>(82,054)</u>
Cash transferred on conversion to an academy		-	(452,407)
Change in cash and cash equivalents in the reporting period		<u>809,062</u>	<u>(235,521)</u>
Cash and cash equivalents at 1 September 2019		1,258,052	1,493,573
Cash and cash equivalents at the 31 August 2020		<u><u>2,067,114</u></u>	<u><u>1,258,052</u></u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the period ended 31 August 2020

1 Statement of Accounting Policies

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Inspire Partnership Multi-Academy Trust meets the definition of a public benefit entity under FRS 102.

Going Concern

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

Income

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

Grants

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

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

Capital grants are recognised 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

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

Other Income

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

Donated goods, facilities and services

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

1 Statement of Accounting Policies (continued)

Expenditure

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

Expenditure on Raising Funds

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

Charitable Activities

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

Intangible Fixed Assets

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset over its expected useful life, as follows:

Computer software	Over 3 years
-------------------	--------------

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, at rates calculated to write off the cost of each asset over its expected useful life, as follows:

Freehold land	Not depreciated
Freehold and Leasehold buildings	Over remainder of useful life (between 28 and 100 years)
Leasehold land	Over 125 years
Furniture and equipment	Over 10 years
Computer equipment	Over 3 years

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use. The Academy Trust currently has six schools whose premises are held under 125 year leases with Wakefield Council.

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.

Liabilities

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

1 Statement of Accounting Policies (*continued*)

Leased Assets

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

Taxation

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

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

Pensions Benefits

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

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multiemployer 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. 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 academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income/(expenditure) are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

Fund Accounting

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

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

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

1 Statement of Accounting Policies (continued)

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation and the physical condition of the assets. See note 14 for the carrying amount of the tangible assets, and accounting policies for the depreciation rates used for each class of assets.

Critical areas of judgement

No significant judgements have been made in the process of applying the entity's accounting policies.

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. 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 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument. Amounts due to charity's wholly owned subsidiary are held at face value less any impairment.

Transfer on conversion

Where assets and liabilities are received by the academy trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised as transfer on conversion within Donations and capital grant income to the net assets received.

Inspire Partnership Multi-Academy Trust
Notes to the Financial Statements for the year ended 31 August 2020 (continued)
2 Donations and capital grants

	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£
Donations	-	15,167	15,167
Capital Grants	-	260,671	260,671
	<u>-</u>	<u>275,838</u>	<u>275,838</u>
	Unrestricted Funds	Restricted Funds	Total 2019
	£	£	£
Donations	-	11,849	11,849
Capital Grants	-	69,327	69,327
	<u>-</u>	<u>81,176</u>	<u>81,176</u>

3 Funding for the Academy Trust's Educational Operations

	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£
DfE / ESFA grants			
General Annual Grant (GAG)	-	7,746,389	7,746,389
Pupil premium	-	660,589	660,589
Start Up Grants	-	25,000	25,000
Other DfE/ESFA grants	-	1,014,202	1,014,202
	<u>-</u>	<u>9,446,180</u>	<u>9,446,180</u>
Other Government grants			
SEN funding	-	181,584	181,584
Pupil Growth funding	-	43,485	43,485
Other Government grants	-	4,139	4,139
Early years	-	709,728	709,728
	<u>-</u>	<u>938,936</u>	<u>938,936</u>
Other income from the academy trust's educational operations	20,597	261,337	281,934
	<u>20,597</u>	<u>10,646,453</u>	<u>10,667,050</u>
	Unrestricted Funds	Restricted Funds	Total 2019
	£	£	£
DfE / ESFA grants			
General Annual Grant (GAG)	-	7,213,705	7,213,705
Pupil premium	-	642,753	642,753
Other DfE/ESFA grants	-	527,432	527,432
	<u>-</u>	<u>8,383,890</u>	<u>8,383,890</u>
Other Government grants			
SEN funding	-	146,579	146,579
Pupil Growth funding	-	81,895	81,895
Early years	-	672,559	672,559
	<u>-</u>	<u>901,033</u>	<u>901,033</u>
Other income from the academy trust's educational operations	7,311	317,302	324,613
	<u>7,311</u>	<u>9,602,225</u>	<u>9,609,536</u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

4 Teaching School

	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£
Core grant funding	-	40,000	40,000
Other income	15,646	-	15,646
	<u>15,646</u>	<u>40,000</u>	<u>55,646</u>

Teaching School

	Unrestricted Funds	Restricted Funds	Total 2019
	£	£	£
Core grant funding	-	40,000	40,000
Other income	106,641	-	106,641
	<u>106,641</u>	<u>40,000</u>	<u>146,641</u>

5 Other trading activities

	Unrestricted Funds	Restricted Funds	Total 2020
	£	£	£
Hire of facilities	3,233	-	3,233
Placements	6,283	-	6,283
Other income	17,878	-	17,878
	<u>27,394</u>	<u>-</u>	<u>27,394</u>

	Unrestricted Funds	Restricted Funds	Total 2019
	£	£	£
Hire of facilities	5,557	-	5,557
Placements	9,859	-	9,859
Other income	63,820	-	63,820
	<u>79,236</u>	<u>-</u>	<u>79,236</u>

6 Investment income

	Unrestricted Funds	Total 2020	Unrestricted Funds	Total 2019
	£	£	£	£
Bank interest receivable	2,616	2,616	2,196	2,196
	<u>2,616</u>	<u>2,616</u>	<u>2,196</u>	<u>2,196</u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

7 Expenditure

	Staff Costs	Non Pay Expenditure		Total
		Premises	Other	2020
	£	£	£	£
Teaching school	55,192	350	16,866	72,408
Academy's educational operations:				
Direct costs	7,049,217	218,146	447,669	7,715,032
Allocated support costs	2,188,667	575,492	882,085	3,646,244
	<u>9,293,076</u>	<u>793,988</u>	<u>1,346,620</u>	<u>11,433,684</u>

	Staff Costs	Non Pay Expenditure		Total
		Premises	Other	2019
	£	£	£	£
Teaching school	86,833	345	56,875	144,053
Academy's educational operations:				
Direct costs	6,477,692	208,767	582,592	7,269,051
Allocated support costs	1,826,403	561,160	988,306	3,375,869
	<u>8,390,928</u>	<u>770,272</u>	<u>1,627,773</u>	<u>10,788,973</u>

Net income/(expenditure) for the period includes:

	2020	2019
	£	£
Operating lease rentals	54,300	49,572
Depreciation	330,526	315,642
Amortisation of intangible fixed assets (included within Charitable Activities – Academy trust educational operations)	-	-
Fees payable to auditor for:		
- audit	13,750	12,750
- other services	<u>20,100</u>	<u>23,350</u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

8 Charitable Activities

	Unrestricted	Restricted	Total	Total
	2020	2020	2020	2019
			£	£
Direct costs – educational operations	-	7,715,032	7,715,032	7,269,051
Support costs – educational operations	-	3,646,244	3,646,244	3,375,869
	<u>-</u>	<u>11,361,276</u>	<u>11,361,276</u>	<u>10,644,920</u>

Analysis of support costs	Unrestricted	Restricted	Total	Total
	2020	2020	2020	2019
	£	£	£	£
Support staff costs	-	2,188,667	2,188,667	1,826,403
Depreciation	-	112,378	112,378	107,546
Technology costs	-	161,593	161,593	77,292
Premises costs	-	463,114	463,114	453,614
Catering	-	286,810	286,810	485,435
Other support costs	-	390,987	390,987	376,459
Governance costs	-	42,695	42,695	49,120
Total support costs	<u>-</u>	<u>3,646,244</u>	<u>3,646,244</u>	<u>3,375,869</u>

In 2019 and 2020 there were no unrestricted support costs.

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

9 Staff

a. Staff costs

Staff costs during the period were:

	Total 2020 £	Total 2019 £
Wages and salaries	6,273,094	5,990,830
Social security costs	522,567	496,600
Operating costs of defined benefit pension schemes	2,094,570	1,674,243
	<u>8,890,231</u>	<u>8,161,673</u>
Supply staff costs	293,667	178,112
Staff restructuring costs	109,178	51,143
	<u>9,293,076</u>	<u>8,390,928</u>
Staff restructuring costs comprise:		
Redundancy payments	19,762	-
Severance payments	89,416	51,143
	<u>109,178</u>	<u>51,143</u>

b. Non statutory/non contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £89,416 (2019: £45,441) for 7 members (2019: 2) of staff, being made up as follows; £4,647, £9,265, £13,497, £20,252, £10,797, £20,809 and £10,149.

b. Staff numbers

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

	2020 No.	2019 No.
Teachers	90	86
Administration and support	231	224
Management	11	11
	<u>332</u>	<u>321</u>

c. Higher paid staff

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

	2020 No.	2019 No.
£60,001 - £70,000	6	3
£80,001 - £90,000	-	1
£90,001 - £100,000	1	1
	<u>7</u>	<u>5</u>

d. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £988,794 (2019: £955,703).

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

10 Related Party Transactions - Trustees' Remuneration and Expenses

No trustees were remunerated during the year (2019 - £nil).

During the year ended 31 August 2020 expenses of £nil (2019 - £408) were reimbursed or paid directly to nil trustees (2019 - two) in the course of their work.

Other related party transactions involving the trustees are set out in note 23.

11 Trustees' and Officers' Insurance

In accordance with normal commercial practice the academy 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 £10,000,000 on any one claim and the cost for the year ended 31 August 2020 was not possible to split out and is included in the total insurance premium charged to the Multi-Academy Trust.

12 Central Services

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

- Human resources
- Administrative support
- Educational support services
- Legal services
- Procurement

The trust charges for all these services on the basis of a flat percentage of income (6% of GAG). An additional charge was made in 2020 for procurement services

The actual amounts charged during the year were as follows:

	2020	2019
	£	£
Gawthorpe Community Academy	71,289	59,714
Towngate Primary School	80,831	72,068
Ackton Pastures Primary Academy	112,451	86,762
Half Acres Primary Academy	101,124	59,926
Fitzwilliam Primary School	71,740	65,845
Girnhill Infant School	57,369	41,568
South Hiendley Primary School	76,806	58,339
Ash Grove Primary School	99,626	63,796
	<u>671,236</u>	<u>508,018</u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

13 Intangible Fixed Assets

	Computer Software
Cost	£
At 1 September 2019 and 31 August 2020	<u>8,123</u>
Amortisation	
At 1 September 2019	8,123
Charged in year	-
At 31 August 2020	<u>8,123</u>
Carrying amount	
At 31 August 2020	<u>-</u>
At 31 August 2019	<u>-</u>

14 Tangible Fixed Assets

	Assets under construction	Freehold Land and Buildings	Leasehold Land and Buildings	Furniture and Equipment	Computer Equipment	Total
	£	£	£	£	£	£
Cost						
At 1 September 2019	-	3,403,434	10,484,443	326,014	248,538	14,462,429
Additions	161,636	8,305	24,808	12,521	52,159	259,429
At 31 August 2020	<u>161,636</u>	<u>3,411,739</u>	<u>10,509,251</u>	<u>338,535</u>	<u>300,697</u>	<u>14,721,858</u>
Depreciation						
At 1 September 2019	-	387,667	320,438	139,466	158,616	1,006,187
Charged in year	-	72,634	167,803	35,318	54,771	330,526
At 31 August 2020	<u>-</u>	<u>460,301</u>	<u>488,241</u>	<u>174,784</u>	<u>213,387</u>	<u>1,336,713</u>
Net book values						
At 31 August 2020	<u>161,636</u>	<u>2,951,438</u>	<u>10,021,010</u>	<u>163,751</u>	<u>87,310</u>	<u>13,385,145</u>
At 31 August 2019	<u>-</u>	<u>3,015,767</u>	<u>10,164,005</u>	<u>186,548</u>	<u>89,922</u>	<u>13,456,242</u>

15 Debtors

	2020	2019
	£	£
Trade debtors	4,017	9,864
VAT recoverable	69,703	62,865
Prepayments and accrued income	442,550	359,780
	<u>516,270</u>	<u>432,509</u>

Inspire Partnership Multi-Academy Trust
Notes to the Financial Statements for the year ended 31 August 2020 (continued)
16 Creditors: Amounts Falling due within one year

	2020	2019
	£	£
Trade creditors	256,970	89,882
Other taxation and social security	116,191	116,072
Other creditors	145,149	127,634
Accruals and deferred income	570,571	341,427
	<u>1,088,881</u>	<u>675,015</u>

Deferred income

	2020	2019
	£	£
Deferred income at 1 September 2019	270,279	208,330
Released from previous years	(270,279)	(208,330)
Resources deferred in the year	465,985	270,279
Deferred Income at 31 August 2020	<u>465,985</u>	<u>270,279</u>

Deferred income at the year end included monies given for school trips that had not yet taken place and Universal Infant Free School meal funding received in advance, as well as CIF monies received, not yet spent, and a conversion grant due to be paid back.

17 Funds

	Balance at 1 September 2019	Income	Expenditure	Gains, losses and transfers	Balance at 31 August 2020
	£	£	£	£	£
Restricted general funds					
General Annual Grant (GAG)	406,547	7,746,389	(7,284,737)	(21,735)	846,464
Start Up Grant	-	25,000	(25,000)	-	-
Other DfE/ESFA grants	32,795	1,674,791	(1,674,791)	-	32,795
Other income	36,210	505,712	(523,494)	-	18,428
Teaching School	27,259	40,000	(52,049)	-	15,210
Nursery grant	23,138	709,728	(709,728)	-	23,138
Inherited on conversion	191,648	-	-	-	191,648
Pension reserve	(5,949,000)	-	(813,000)	(1,830,000)	(8,592,000)
	<u>(5,231,403)</u>	<u>10,701,620</u>	<u>(11,082,799)</u>	<u>(1,851,735)</u>	<u>(7,464,317)</u>
Restricted fixed asset funds					
Unrestricted	2,093	-	(556)	-	1,537
Assets inherited on conversion	13,062,204	-	(258,972)	-	12,803,232
DfE/ESFA capital grants	336,818	260,671	(55,681)	-	541,808
Donations	4,685	-	(1,043)	-	3,642
Capital expenditure from GAG	114,607	-	(14,274)	21,735	122,068
	<u>13,520,407</u>	<u>260,671</u>	<u>(330,526)</u>	<u>21,735</u>	<u>13,472,287</u>
Total restricted funds	<u>8,289,004</u>	<u>10,962,291</u>	<u>(11,413,325)</u>	<u>(1,830,000)</u>	<u>6,007,970</u>
Total unrestricted funds	<u>233,784</u>	<u>66,253</u>	<u>(20,359)</u>	<u>-</u>	<u>279,678</u>
Total funds	<u>8,522,788</u>	<u>11,028,544</u>	<u>(11,433,684)</u>	<u>(1,830,000)</u>	<u>6,287,648</u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

17 Funds (continued)

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

Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2020.

The balance carried forward on other DfE/ESFA grants relates to grants provided for a specific project, not yet spent.

The Teaching School fund relates to various restricted grant income received by the Academy for work done as a National Teaching School. The Nursery grant fund relates to the early years nursery funding received from the government.

Other restricted income relates to catering income, school trip income and various small grants for the educational work of the academy.

The restricted fixed asset funds represent the net book values of donated fixed assets and assets purchased out of income from other sources which are held for the continuing use of the academy trust. The balance at the year end includes £87,142 of capital grants received but not spent. Capital grants received during the year have also been spent on items classified as repairs in the accounts and therefore a transfer has been made out of the fixed asset fund of £21,735 (2019 £39,352).

The unrestricted fund includes various income such as fundraising, lettings, education consultancy and non-grant nursery income.

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

Funds	Balance at 1 September 2018	Income	Expenditure	Gains, losses and transfers	Balance at 31 August 2019
	£	£	£	£	£
Restricted general funds					
General Annual Grant (GAG)	230,348	7,213,705	(7,067,678)	30,172	406,547
Start Up Grant	90,000	-	(90,000)	-	-
Other DfE/ESFA grants	32,795	1,170,185	(1,170,185)	-	32,795
Other income	90,693	557,625	(610,655)	(1,453)	36,210
Teaching School	35,262	40,000	(39,294)	(8,709)	27,259
Nursery grant	23,138	672,559	(672,559)	-	23,138
Inherited on conversion	199,250	15,593	(23,195)	-	191,648
Pension reserve	(2,273,000)	(468,000)	(695,000)	(2,513,000)	(5,949,000)
	<u>(1,571,514)</u>	<u>9,201,667</u>	<u>(10,368,566)</u>	<u>(2,492,990)</u>	<u>(5,231,403)</u>
Restricted fixed asset funds					
Unrestricted	2,650	-	(557)	-	2,093
Assets inherited on conversion	12,004,571	1,320,519	(262,886)	-	13,062,204
DfE/ESFA capital grants	350,157	69,327	(40,242)	(42,424)	336,818
Donations	5,728	-	(1,043)	-	4,685
Capital expenditure from GAG	103,113	-	(10,920)	22,414	114,607
	<u>12,466,219</u>	<u>1,389,846</u>	<u>(315,648)</u>	<u>(20,010)</u>	<u>13,520,407</u>
Total restricted funds	<u>10,894,705</u>	<u>10,591,513</u>	<u>(10,684,214)</u>	<u>(2,513,000)</u>	<u>8,289,004</u>
Total unrestricted funds	<u>143,159</u>	<u>195,384</u>	<u>(104,759)</u>	<u>-</u>	<u>233,784</u>
Total funds	<u>11,037,864</u>	<u>10,786,897</u>	<u>(10,788,973)</u>	<u>(2,513,000)</u>	<u>8,522,788</u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

17 Funds (continued)

Analysis of academies by fund balance

Fund balances at 31 August 2020 were allocated as follows:

	2020	2019
	£	£
Gawthorpe Community Academy	256,434	266,173
Towngate Primary School	282,081	223,416
Ackton Pastures Primary Academy	44,890	(31,887)
Half Acres Primary Academy	158,377	101,661
Fitzwilliam Primary School	27,959	61,954
Girnhill Infant School	190,676	104,930
South Hiendley	216,781	130,703
Ash Grove	63,049	(18,560)
Central services	167,114	112,991
Total before fixed assets and pension reserve	1,407,361	951,381
Restricted fixed asset fund	13,472,287	13,520,407
Pension reserve	(8,592,000)	(5,949,000)
Total	6,287,648	8,522,788

Analysis of Net Assets between Funds

Fund balances at 31 August 2020 are represented by:

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£	£	£	£
Fixed assets	-	-	13,385,145	13,385,145
Current assets	279,678	2,216,564	87,142	2,583,384
Current liabilities	-	(1,088,881)	-	(1,088,881)
Pension scheme liability	-	(8,592,000)	-	(8,592,000)
Total net assets	279,678	(7,464,317)	13,472,287	6,287,648

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

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£	£	£	£
Fixed assets	-	-	13,456,242	13,456,242
Current assets	233,784	1,392,612	64,165	1,690,561
Current liabilities	-	(675,015)	-	(675,015)
Pension scheme liability	-	(5,949,000)	-	(5,949,000)
Total net assets	233,784	(5,231,403)	13,520,407	8,522,788

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

17 Funds (continued)

Analysis of academies by cost

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 2020	Total 2019
	£	£	£	£	£	£
Gawthorpe Community Academy	814,993	211,656	35,857	170,713	1,233,218	1,262,731
Towngate Primary Academy	909,283	223,916	41,782	157,148	1,332,130	1,265,346
Ackton Pastures Primary Academy	1,001,339	243,148	61,627	176,715	1,482,829	1,624,634
Half Acres Primary Academy	930,215	244,902	24,256	183,671	1,383,042	1,413,999
Fitzwilliam Primary School	808,616	239,916	18,161	158,230	1,224,924	1,187,445
Girnhill Infant School	591,102	164,803	11,718	124,870	892,492	839,101
Central services	257,353	435,603	12,390	251,792	957,138	687,274
South Hiendley	744,411	174,398	31,306	128,951	1,079,065	1,085,854
Ash Grove	1,026,029	271,396	40,906	179,990	1,518,320	1,106,941
Academy Trust	<u>7,083,341</u>	<u>2,209,736</u>	<u>278,002</u>	<u>1,532,080</u>	<u>11,103,158</u>	<u>10,473,325</u>

18 Commitments under operating leases

At 31 August 2020 the total of the Academy's future minimum lease payments under non-cancellable operating leases was:

	2020	2019
	£	£
Amounts due within one year	45,180	45,180
Amounts due between one and five years	<u>12,465</u>	<u>12,465</u>
	<u>57,645</u>	<u>57,645</u>

19 Capital Commitments

	2020	2019
	£	£
Contracted for, but not provided in the financial statements	<u>1,351,923</u>	<u>-</u>

20 Reconciliation of Net Expenditure/(income) to Net Cash Flow from Operating Activities

	2020	2019
	£	£
Net expenditure for the reporting period	(405,140)	(2,076)
Adjusted for:		
Depreciation charges (note 14)	330,526	315,648
Capital grants from DfE and other capital income (note 2)	(260,671)	(69,327)
Transfer from local authority on conversion (note 24)	-	(868,112)
Interest receivable (note 6)	(2,616)	(2,196)
Defined benefit pension scheme obligation inherited (note 22)	-	468,000
Defined benefit pension scheme cost less contributions payable (note 22)	704,000	628,000
Defined benefit pension scheme finance cost (note 22)	109,000	67,000
Increase in debtors	(83,761)	146,590
Increase in creditors	<u>413,866</u>	<u>(386,783)</u>
Net cash provided by operating activities	<u>805,204</u>	<u>296,744</u>

21 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.

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the period ended 31 August 2020 (continued)

22 Pension and Similar Obligations

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

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

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

Teachers' Pension Scheme

Introduction

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

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

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

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

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

The pension costs paid to TPS in the period amounted to £811,570 (2019: £543,243).

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

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

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

22 Pension and Similar Obligations (continued)

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 2020 was £627,000 (2019: £581,000), of which employer's contributions totalled £581,000 (2019: £436,000) and employees' contributions totalled £157,000 (2019: £145,000). The agreed contribution rates for future years are 12.3% for employers and between 5.5% and 12.5% for employees. Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of 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	At 31 August 2020	At 31 August 2019
Rate of increase in salaries	3.55%	3.25%
Rate of increase for pensions in payment/inflation	2.30%	2.00%
Discount rate for scheme liabilities	1.70%	1.90%
Inflation assumption (CPI)	2.30%	2.00%

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

	At 31 August 2020	At 31 August 2019
<i>Retiring today</i>		
Males	21.8	22.2
Females	24.6	25.4
<i>Retiring in 20 years</i>		
Males	22.5	23.2
Females	25.7	27.2

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

	Fair value at 31 August 2020	Fair value at 31 August 2019
	£	£
Equity instruments	6,700,136	6,442,352
Bonds	1,265,964	1,245,300
Property	370,316	365,288
Cash	146,404	157,738
Other	129,180	91,322
Total market value of assets	8,612,000	8,302,000
Present value of scheme liabilities		
- funded	(17,204,000)	(14,251,000)
Deficit in scheme	<u>(8,592,000)</u>	<u>(5,949,000)</u>

The actual return on scheme assets was a deficit of £228,000 (2019: Surplus of £468,000).

Amounts recognised in the statement of financial activities

	2020 £	2019 £
Current service cost	1,172,000	788,000
Past service cost	2,000	276,000
Net interest cost	109,000	67,000
Total operating charge	<u>1,283,000</u>	<u>1,131,000</u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

22 Pension and Similar Obligations (continued)

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

	2020	2019
	£	£
At 1 September	14,251,000	8,635,000
Upon conversion	-	1,496,000
Current service cost	1,172,000	788,000
Interest cost	272,000	273,000
Employee contributions	157,000	145,000
Actuarial loss / (gain)	1,439,000	2,775,000
Benefits paid	(89,000)	(137,000)
Past service cost	2,000	276,000
At 31 August	<u>17,204,000</u>	<u>14,251,000</u>

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

	2020	2019
	£	£
At 1 September	8,302,000	6,362,000
Upon conversion	-	1,028,000
Interest income	163,000	206,000
Actuarial gain	(391,000)	262,000
Employer contributions	470,000	436,000
Employee contributions	157,000	145,000
Benefits paid	(89,000)	(137,000)
At 31 August	<u>8,612,000</u>	<u>8,302,000</u>

Sensitivity analysis on defined benefit obligations:

The approximate impact of changing the key assumptions on the present value of the funded defined benefit obligations as at 31 August 2019 is set out below:

	At 31 August 2020	At 31 August 2019
	£	£
Discount rate + 0.1%	16,774,000	13,895,000
Discount rate - 0.1%	17,651,000	14,616,000
Mortality assumption - 1 year increase	16,585,000	13,788,000
Mortality assumption - 1 year decrease	17,841,000	14,720,000
CPI rate + 0.1%	17,565,000	14,487,000
CPI rate - 0.1%	16,860,000	14,019,000

23 Related Party Transactions

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 10.

Inspire Partnership Multi-Academy Trust
Notes to the Financial Statements for the year ended 31 August 2020 (continued)

24 Conversion to an Academy Trust

The following schools converted to academy status during the previous year under the Academies Act 2010 and all the operations and assets and liabilities were transferred to Inspire Multi-Academy Trust from Wakefield District Council for £nil consideration.

The transfers have been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net loss in the Statement of Financial Activities as Donations – transfer from local authority on conversion. The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the SOFA.

	Unrestricted Funds £	Restricted General Funds £	Fixed Asset Funds £	Total 2019 £
Ash Grove Primary (converted 1 December 2018)				
Tangible fixed assets				
Leasehold land and buildings	-	-	1,305,800	1,305,800
Other tangible fixed assets	-	-	14,719	14,719
Budget surplus on other school funds	-	5,249	-	5,249
LGPS pension surplus / (deficit)	-	(468,000)	-	(468,000)
Net assets	<u>-</u>	<u>(462,751)</u>	<u>1,320,519</u>	<u>857,768</u>
South Hiendley (converted 1 May 2018)				
Budget surplus on other school funds	-	10,344	-	10,344
Net assets	<u>-</u>	<u>10,344</u>	<u>-</u>	<u>10,344</u>
Grand total	<u>-</u>	<u>(452,407)</u>	<u>1,320,519</u>	<u>868,112</u>

Inspire Partnership Multi-Academy Trust

Notes to the Financial Statements for the year ended 31 August 2020 (continued)

25 Analysis of changes in net debt

	At 1 September 2019	Cash flows	Other non-cash changes	At 31 August 2020
	£	£	£	£
Cash	1,258,052	809,062		2,067,114
Cash equivalents				-
	<u>1,258,052</u>	<u>809,062</u>	<u>-</u>	<u>2,067,114</u>
Loans falling due within one year	-	-	-	-
Finance lease obligations	-	-	-	-
Total	<u>1,258,052</u>	<u>809,062</u>	<u>-</u>	<u>2,067,114</u>

26 Teaching school trading account

	Unrestricted Funds £	Restricted General Funds £	Total 2020 £	Total 2019 £
Income				
Core grant	-	40,000	40,000	40,000
Educational consultancy and support	15,646	-	15,646	106,641
Total income	<u>15,646</u>	<u>40,000</u>	<u>55,646</u>	<u>146,641</u>
Expenditure				
Direct costs				
Direct staff costs	9,596	24,528	34,124	66,233
Other direct costs	3,221	8,232	11,453	55,105
	<u>12,816</u>	<u>32,761</u>	<u>45,577</u>	<u>121,338</u>
Other costs				
Support staff costs	5,924	15,144	21,068	20,600
Other support costs	1,619	4,144	5,763	2,115
	<u>7,543</u>	<u>19,288</u>	<u>26,831</u>	<u>22,715</u>
Total expenditure	<u>20,359</u>	<u>52,049</u>	<u>72,408</u>	<u>144,053</u>
Surplus/(deficit)	<u>(4,713)</u>	<u>(12,049)</u>	<u>(16,762)</u>	<u>2,588</u>