

# The First Federation Trust

(A company limited by guarantee)

Annual Report and Financial Statements

Year Ended 31 August 2019

Company Registration number: 07819870 (England and Wales)



# **The First Federation Trust**

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# **The First Federation Trust**

## **Reference and Administrative Details**

**Members**                      Mrs R Churchill, representing Salisbury Diocesan Board of Education  
   Mr A P Walmsley, Chair  
   Ms K Brimacombe, representing University of St Mark and St John  
   Rev A Smith, representing Exeter Diocesan Education Network (EDEN)  
   Ms A Allan (appointed 13 December 2018)

**Directors**                      Ms C Bromfield  
   Ms A Denner  
   Mr C J Frankland  
   Ms A Gosling  
   Mr I J Thomas (resigned 31 August 2019)  
   Mr P Walker  
   Rev P Wimsett  
   Mr A P Walmsley

**Company Secretary**      Ms I A Candy

# **The First Federation Trust**

## **Reference and Administrative Details (continued)**

<b>Senior Management Team</b>	P Walker, Chief Executive Officer
	C Chapman, Chief Operations Officer
	I Candy, Company Secretary & Governance Officer
	A Jenkins, Teaching School Leader and Executive Head
	M O'Mahony, Executive Head - East Hub (resigned 12 July 2019)
	J Price, Hub Business Manager - East Hub
	R Caunter, Executive Head - South Hub
	S Cotton, Hub Business Manager - South Hub
	J Huntington, Executive Head - Central Hub
	C Haddy, Hub Business Manager - Central Hub
	L Naldrett, Head of Teaching & Learning
	T Cox, Head of Teaching & Learning
	K Collins, Head of Teaching & Learning
	S Dyer, Head of Teaching & Learning
	S Westwood, Head of Teaching & Learning
	D Brown, Head of Teaching & Learning
	A Pugsley, Head of Teaching & Learning
	E Lewry, Head of Teaching & Learning
	J Vanstone, Head of Teaching & Learning
	C Fegan, Head of Teaching & Learning
	J Spencer-Smith, Head of Teaching & Learning
	S Hillson, Head of Teaching & Learning
	T Nield, Head of Teaching & Learning
	A Spraggon, Head of Teaching & Learning
<b>Registered Office</b>	Blackpool C of E Primary School Liverton Newton Abbot Devon TQ12 6JB
<b>Company Registration Number</b>	07819870
<b>Independent Auditors</b>	PKF Francis Clark Chartered Accountants and Statutory Auditor Sigma House Oak View Close Edginswell Park Torquay TQ2 7FF

## **The First Federation Trust**

### **Reference and Administrative Details (continued)**

<b>Bankers</b>	Lloyds Bank 234 High Street Exeter EX4 3NL
<b>Solicitors</b>	Michelmores Woodwater House Pynes Hill Exeter EX2 5WR

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019**

The Directors present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2019. The annual report serves the purposes of both a Trustees' report, and a Directors' report under company law.

The First Federation Trust operates fourteen primary academies across Devon: Aveton Gifford CE Primary School, Blackpool CE Primary School, Brixington Primary Academy, Chudleigh Knighton CE Primary School, Gatehouse Primary Academy, Hawkchurch CE Primary School, Lady Seaward's CE Primary School, Musbury Primary School, Newton Ferrers CE Primary School, Rockbeare CE Primary School, Salcombe CE Primary School, Sidmouth CE Primary School, Westcliff Primary Academy and Willowbank Primary School.

All the Church schools within the Trust are in the Diocese of Exeter, with the exception of Hawkchurch CE Primary School which is in the Diocese of Salisbury.

Bere Alston Primary School is expected to join the Trust during 2019-20.

In the Autumn 2018 school census, the First Federation Trust had 2,857 school age pupils on roll.  
In the Autumn 2019 school census, the First Federation Trust had 2,789 school age pupils on roll.

#### **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 The First Federation Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as The First Federation Trust.

The Trust adopted new Articles of Association effective from 24 October 2019. This was done to reflect that the Trust governance structure includes hub boards overseeing the performance of a group of schools and that directors will appoint at least one foundation representative on each hub board.

Details of the Directors who served during the year 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.

##### ***Directors' Indemnities***

The Academy Trust through its Articles has indemnified its Directors to the fullest extent permissible by law. During the period the Academy Trust also purchased and maintained liability insurance and Fidelity Guarantee cover. It has also purchased cover for the co-opted directors under the Trustee and Trust Fund Indemnity Trust.

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### ***Method of recruitment and appointment or election of Directors***

The First Federation Trust Articles of Association state that the number of directors shall be not less than three, but (unless otherwise determined by ordinary resolution) shall not be subject to a maximum (Article 45).

The composition of the board of directors is as follows:

- Six Foundation directors, five appointed by Exeter Diocesan Education Network (EDEN) and one appointed by Salisbury Diocesan Board of Education (SDBE) (Article 50)
- A minimum of two parent directors if the Directors have not appointed Local Governing Bodies (Article 53).
- The Chief Executive Officer for as long as he remains in office.
- Co-opted Directors provided the number of Foundation Directors represent a simple majority of the total number of Directors of the Company (Article 58).

I J Thomas resigned from his position as co-opted director with effect from 31 August 2019.

The schools were grouped in three hubs, each led by an Executive Head of Teaching & Learning. The performance of each hub was overseen by their respective governance hub boards. Each hub board includes parents, in effect moving parental representation from the board of directors to hub boards in accordance with Article 53.

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### ***Policies and procedures adopted for the induction and training of Directors***

In house training for academies finance management, safeguarding and the new Ofsted framework took place immediately prior to the directors meetings that took place on 13 Dec 2018, 25 April 2019 and 22 July 2019. Directors also attended external training as follows.

A Walmsley attended training on the role of foundation directors, SIAMS, pupils' exclusions, managing complaints, the new Ofsted framework the 2019 Academies Financial Handbook as well as RSC MAT training events, Local Leader of Governance training and the Devon Association of Governance conference.

A Denner attended training on pupils' exclusions and the new Ofsted framework and the Devon Association of Governance conference.

A Gosling attended training on the role of foundation director and SIAMS.

C Bromfield (lead director for inclusion and pupil premium children) attended training on the role of lead directors for pupils with SEND.

C Frankland (lead director for safeguarding) attended Level 3 safeguarding training and training on the role of foundation governor.

I A Candy (company secretary) attended training on managing complaints, the new Ofsted framework, the role of academy clerk and the Devon Association of Governance.

A governance strategic morning was held in October 2018, to which all governance volunteers (Members, Directors, Hub Board Members, Parent Representatives and Hub Clerks) and senior leaders (CEO, Exec Heads, COO, Hub Business Managers and Comp Sec) were invited. This covered a general update on the Trust (schools, governance & leadership structure, Trust strategic plan), a training session on understanding school data and interactive sessions on the role of hub boards in school improvement and communication within and about the Trust, plus an update on the FFT Ethos team work.

Directors have access to general training and support provided by Babcock LDP Governor Support, the Exeter Diocesan Board of Education, Salisbury Diocese, as well as the National Governors Association, the Devon Association of Governors and Browne Jacobson. Details of courses and events are circulated to all directors by the Company Secretary and directors are encouraged to attend. Relevant newsletters, publications and guidance are circulated by the Company Secretary to keep the directors informed of statutory requirements and changes in legislation. Directors are encouraged to subscribe to the weekly email newsletter from the National Governors Association.



## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### ***Organisational structure***

The board of directors delegates to the Chief Executive Officer and the Trust Senior Leadership Team the day to day running of the First Federation Trust schools. Their activities and decisions are monitored by the board of directors and its committees. There is an agreed scheme of delegation.

The Trust board of directors had two main committees during 2018-19: the Strategic & Audit committee (SAC committee) and the Education Committee. Both had agreed terms of reference. The SAC committee focused on Growth, Finance, Staffing, and Health & Safety and also fulfilled the role of Audit committee as defined in the 2018 Academies Financial Handbook. The Education Committee focussed on school improvement, pupil outcomes and ethos / Christian distinctiveness.

From September 2019, the SAC committee was replaced by two separate committees: the Strategic & Finance committee (SFC) and the Audit committee. The SFC committee remit includes Growth, Finance, Staffing and Health & Safety. The Audit committee remit includes internal scrutiny and external audit, as defined by the 2019 Academies Financial Handbook.

There are three other committees of the board, which meet on an 'as needed' basis:

- The Admissions committee, whose remit it to deal with decisions regarding pupils' admissions.
- The First committee, whose remit is to hear complaints and staff discipline matters.
- The Second committee, whose remit is to act as an appeals committee.

During 2018-19, the Trust consulted on the re-structure of the Trust Senior Leadership Team. This included replacing the roles of Executive Heads leading a hub (sub-group) of schools with the roles of director of school improvement, director of performance and development and director of school support – with responsibilities across the Trust for their specific area. The Trust reduced the number of education senior leaders from four (three executive heads and a teaching school lead) to three (the three directors' roles), which resulted in a significant cost saving from September 2019.

The Chief Executive Officer is the Accounting Officer of the Trust.

The Chief Operations Officer is the Chief Financial Officer of the Trust.

The Trust schools follow the agreed First Federation Finance policy and procedures detailing the arrangements for the delegation of financial powers. Financial procedures were updated to reflect current practices, roles and responsibilities as well as financial software updates.

# **The First Federation Trust**

## **Directors' Report for the Year Ended 31 August 2019 (continued)**

### ***Arrangements for setting pay and remuneration of key management personnel***

Pay and remuneration decisions for key management personnel are made by the Directors based on evidence which are linked to performance management outcomes and other indicators, such as pupils' attainment and progress, and the outcome of Ofsted and SIAMS inspections.

Pay decisions in relation to senior leaders are made in line with criteria set out in STPCD, the Teachers' Standards.

School Support Staff are paid in line with the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service. The Trust refers to the Job Evaluation Scheme Guidance to grade posts. Where similar positions do not exist, research is conducted to grade appropriately these positions, based on responsibility and market rate.

#### **CEO remuneration:**

The CEO must evidence sustained high quality of performance, with particular regard to leadership, management and pupil progress at the Trust schools and will be subject to a review of performance against their appraisal objectives before any discretionary points will be awarded.

Annual pay progression within the ISR for this post is not automatic. Any progression will normally be by one point, but the Directors may consider movement by two points in exceptional circumstances.

The salary of the CEO was last benchmarked in October 2019.

#### **Executive Heads /Education Senior Leaders remuneration:**

The Executive Heads must evidence sustained high quality of performance, with particular regard to leadership, management and pupil progress at the Trust schools within their hub and will be subject to a review of performance against their appraisal objectives before any discretionary points will be awarded. The Teaching School Lead must evidence the impact of the Teaching School on staff development. Annual pay progression within the ISR for these posts is not automatic. Any progression will normally be by one point, but the Directors may consider movement by two points in exceptional circumstances.

**Heads of Teaching & Learning / Assistant Heads of Teaching & Learning / Unit leaders remuneration:**  
Heads of Teaching & Learning (or Equivalent) must evidence sustained high quality of their performance in respect of school leadership and pupil progress and will be subject to a review of performance against their performance management objectives before any discretionary points will be awarded.

Annual pay progression within the pay range for these posts is not automatic. Any progression will normally be by one point, but the Directors may consider movement by two points in exceptional circumstances.

#### **Key support staff management personnel:**

These include the COO, Hub Business Managers and Company Secretary.

The Directors will make such payments as they see fit to Support Staff, including key support staff management personnel in respect of:

- Exceptional Performance
- Continuing professional development undertaken outside of the school day
- Participation in out-of-hours learning activity agreed between the Support Staff member and the Executive Headteacher, COO, CEO or Chair of Directors
- Supporting staff and other schools beyond their school

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### ***Trade union facility time***

Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017 where an academy trust has more than 49 full time equivalent employees throughout any 7 months within the reporting period (which is the case of the FFT), it must include information included in Schedule 2 of the Regulations.

No First Federation Trust employees were relevant union officials from 1 April 2018 to 31 March 2019.

#### ***Related Parties and other Connected Charities and Organisations***

Blackpool CE Primary School was awarded Teaching School status on 1 September 2013. This Teaching School is called Primary Excellence Teaching School and provides services to the First Federation schools as well as to other schools outside the Trust. During the accounting period, Primary Excellence Teaching School has worked collaboratively with the Devon Local Authorities and other Teaching Schools to identify need and provide Professional Development and School to School Support across Devon; this has included supporting two Devon English Hubs, 2 regional Maths Hubs, working with the Local Research School and providing Maths SLEs to deliver the regional Maths SSIF project.

The First Federation Trust schools work with the universities of Exeter, Plymouth and St Mark and St John to support teacher training and offer School Direct places in partnership with the University of St Mark and St John.

A Jenkins is the lead for the Primary Excellence Teaching School and a Specialist Leader of Education. She liaises with other Devon teaching schools, the Devon School Improvement Team, Teaching School Council South West and OLEVI.

Primary Excellence is a Designated OLEVI Centre of Excellence; through this role the Teaching School continues to pilot new initiatives, Quality Assures other OLEVI Facilitation Schools and provides a regional link.

Each of the Trust schools has a Parent Teacher Association which raises funds to enhance the provision of education to the children in each school.

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### **Objectives and Activities**

##### ***Objects and Aims***

The Company's object ("the Object") is specifically restricted to the following:

to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum and which shall include:

(i) Church of England schools designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and having regard to any advice issued by the relevant Diocesan Board of Education in relation to each Academy; and

(ii) other Academies not designated as Church of England schools whether with or without a designated religious character;

but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England.

##### ***Objectives, Strategies and Activities***

The key objectives and strategies for achieving these objectives are clearly defined in the Trust Strategic Plan 2018-21 and the Trust School Improvement Model. Each school has a school development plan listing their specific key objectives and how to achieve them, based on self-evaluation and the outcomes of external reviews, audits and inspections. In addition, the board of directors and its main committees regularly review and discuss the Trust pupils' performance data, the quality of education provided by the schools and the financial position of the Trust. Their oversight of school improvement, the quality of education and pupils' performance has been further supported by the work of the governance hub boards.

Directors have agreed a growth strategy and continued to keep the structure of the Trust under review to ensure it continues to meet the needs of the organisation and is appropriate for the anticipated growth.

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### ***Public Benefit***

The Trust provides education services to all children in their local area and community through its schools and their involvement in their Local Learning Communities, and in other areas of Devon, Plymouth and Dorset through the services of Primary Excellence Teaching School.

All the schools within the Trust provide an inclusive curriculum, offer the facility for local organisations to let their premises, work with their local preschools to ensure a smooth transition into their reception classes and work with their local secondary schools to ensure a smooth transition into secondary education for pupils.

All the schools within the Trust hold special events to help raise money for local and national charities. Salcombe CE Primary School helped to raise funds to pay for the funeral of a former pupil who died in tragic circumstances and to provide bereavement support to his siblings.

During the accounting period, Primary Excellence Teaching School had delivered a Newly Qualified Teacher development programme as well as being accredited as an Appropriate Body for the induction of NQTs. Primary Excellence continued to strengthen and grow its partnership with OLEVI by A Jenkins being accredited as a Designated OLEVI Person, working with other Teaching School Alliances nationally and Quality Assuring providers in the South West. Through this partnership the Teaching School Alliance has delivered: one Improving Teacher Programmes, two Outstanding Teacher Programmes, one Power of Coaching Programme. As well as this we have delivered; one Teaching Assistant Development Course: Maximising Impact, a new programme 'Developing the Role of the Subject Leader' as well as other short courses to help improve the quality of teaching, both within the Trust schools and in other schools in Devon. Primary Excellence Teaching School has secured funding through the Equality and Diversity Fund to write and deliver an Aspiring Leader Programme for women leaders; this was delivered over the academic year. Ten delegates completed the year and the programme received a positive QA from the regional Equality and Diversity Hub. Funding has been confirmed so that the programme can be delivered again in the academic year 2019/2020. In addition, Primary Excellence trained 10 School Direct Trainees. The Teaching School continued to work in partnership with the University of St Mark and St John to recruit trainees for the following academic year.

The Directors confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission on their website at <https://www.gov.uk/government/collections/charitable-purposes-and-public-benefit>.

# **The First Federation Trust**

## **Directors' Report for the Year Ended 31 August 2019 (continued)**

### **Strategic Report**

#### **Achievements and performance**

The vision for the Trust is that:

***Everyone works to enable outstanding learning and teaching - putting children first***

We will achieve our vision if:

- Every child is **inspired to learn** by an exciting, innovative, and challenging curriculum
- Every child is taught by an **Exceptional Teacher**
- Everyone in the Trust is a **Lifelong Learner**

**To meet the aspirations of the 'whole child'.**

The Trust vision and values are set out in more detail in our strategic improvement plan 2018-2021.

Our goal is that every school in the Trust is judged excellent by the children, the parents and carers and local community, as well as outstanding by Ofsted. As a federation of Church schools, we believe that:

Our Federation Church Schools are places where the person of Jesus Christ is at the centre of all the school is and does.

During the accounting period, the Trust has remained as a group of 14 schools. During the 2018-19 academic year, five schools had Ofsted inspections and one school had a SIAMS inspection. Westcliff had its first inspection since sponsorship started and is now a good school. Musbury, Sidmouth and Hawkchurch all had their first inspection since converting to academy status. All three received good judgements. Gatehouse had a first monitoring visit in the Autumn term 2018 and a second one in the Autumn term 2019. Brixington was used as a pilot for a methodology visit during the consultation for the new inspection framework. Hawkchurch was also graded as a good school in its SIAMS. During 2018-19 the Trust entered into a temporary Management Partnership with Clyst Hydon School. This allowed the school time and capacity to secure long term leadership.

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### **Strategic Report**

The schools within the Trust worked to deliver a shared set of objectives as detailed in the three year strategic plan. The four keys areas in the plan are:

**1. Aiming for the best: raising outcomes at every level**

- Raising Standards
- Developing high expectations
- Curriculum Development
- Developing quality first teaching

**2. Development of school improvement capacity**

- Recruitment and retention
- Developing leaders
- Resource management

**3. Strong quality assurance - effective governance.**

- Developing governance
- Quality assurance
- Communication
- Managing risk

**4. System leadership for the future**

- Responsible growth
- Working together

Each plan has a shared aim of improving the quality of teaching and learning in all schools, setting children up to become lifelong learners.

## The First Federation Trust

### Directors' Report for the Year Ended 31 August 2019 (continued)

#### Strategic Report

##### Key Performance Indicators

##### First Federation Trust Ofsted Judgements

School and date joined First Federation	Ofsted before joining First Federation	Latest Ofsted judgement
Blackpool CE Primary, 2006	Good with Outstanding	Outstanding, 2012
Chudleigh Knighton CE Primary, 2006	Notice to improve, 2006	Good, 2017
Lady Seawards CE Primary School, 2008	Satisfactory	Outstanding, 2016
Salcombe CE Primary School, 2008	Satisfactory	Good, 2016
Newton Ferrers CE Primary School, 2010	Good with Outstanding	Outstanding, 2011
Aveton Gifford CE Primary School, 2011	Good with satisfactory Leadership	Good, 2016
Brixington Primary Academy, 2015 (Sponsored)	Inadequate	Requires Improvement, 2018
Westcliff Primary Academy, 2016 (Sponsored)	Requires Improvement	Good, 2019
Sidmouth CE Primary, 2017	Good	Good, 2019
Musbury Primary, 2017	Requires Improvement	Good 2019
Hawkchurch CE Primary, 2017	Good	Good 2019
Gatehouse Primary Academy, 2017 (Sponsored)	Requires Improvement	Special Measures 2017 (shortly after re-brokerage)
Rockbeare, 2017	Good	
Willowbank, 2018	Requires Improvement	



# The First Federation Trust

## Directors' Report for the Year Ended 31 August 2019 (continued)

### Strategic Report

#### Attainment, Year 6 2019

	RWM EXS+	RWM GDS	Readin g EXS+	Readin g GDS	Writin g EXS+	Writin g GDS	Maths EXS+	Maths GDS	SPAG EXS+	SPAG GDS
National	65	11	73	27	78	20	79	27	78	36
South West	63	10	73	28	78	20	77	24	76	32
Devon	63	9	75	29	76	18	77	23	76	31
All schools	61	9	73	26	78	19	75	22	80	37
AG	57	14	57	29	86	43	71	43	86	57
BPS	72	13	87	37	80	30	85	22	87	33
BPX	66	8	71	27	78	14	81	24	80	37
CK	80	20	80	40	80	33	87	53	80	60
GAT	50	2	65	10	80	8	62	10	72	22
HAW	0	0	25	0	25	0	0	0	25	0
LS	88	31	94	56	88	31	94	44	94	81
MUS	0	0	0	0	0	0	50	0	0	0
NF	87	27	100	40	93	33	93	40	100	27
ROC	67	0	87	20	80	7	73	13	80	27
SAL	100	20	100	40	80	0	100	20	100	20
SID	64	9	76	28	80	23	78	28	76	29
WES	49	6	60	21	74	23	72	9	62	13
WIL	47	0	60	20	63	3	53	20	63	13

# The First Federation Trust

## Directors' Report for the Year Ended 31 August 2019 (continued)

### Strategic Report

#### Progress, Year 6 three year trend

	Reading		
	2017	2018	2019
AG	A	A	A
	-2.69	-2.3	-0.02
BPS	WAA	A	A
	3.38	1.59	-0.22
BPX	A	A	A
	0.09	-0.86	1.0
CK	WAA	A	A
	4.06	0.10	-0.38
GAT	WBA	BA	A
	-4.21	-2.25	-0.62
HAW		A	WBA
	-2.9	-1.92	-10.78
LSS	WAA	WAA	WAA
	7.43	3.14	5.73
MUS		WBA	A
	5.84	-9.66	-6.08
NF	WAA	A	A
	6.33	2.23	1.96
ROC	A	A	A
	-0.72	-0.56	-1.42
SAL	A	WBA	A
	3.35	-3.81	-0.32
SID	BA	BA	BA
	-2.05	-2.64	-1.92
WES	A	WAA	A
	1.25	4.05	-0.79
WIL	WBA	A	WBA
	-3.69	-2.0	-4.95

Writing		
2017	2018	2019
A	A	A
2.25	0.37	3.16
A	A	A
1.44	1.19	-1.12
A	WBA	A
0.6	-3.34	-0.23
A	A	A
3.11	0.92	-0.15
WBA	A	A
-5.68	-1.41	1.07
	A	WBA
-2.71	2.39	-8.94
A	A	A
2.87	2.22	0.68
	WBA	A
-5.63	-13.5	-7.24
WAA	A	A
3.84	0.73	0.99
WBA	A	WBA
-4.47	0.05	-3.70
A	A	WBA
3.07	1.48	-5.83
BA	A	BA
-2.4	-0.57	-1.8
A	AA	A
-0.73	2.05	1.21
WBA	BA	WBA
-6.56	-2.24	-4.66

Maths		
2017	2018	2019
A	A	A
-2.94	-4.49	3.27
WAA	AA	A
3.93	1.82	-2.86
BA	A	A
-2.73	-0.84	-0.02
A	A	A
2.92	1.38	2.65
WBA	BA	BA
-7.29	-3.17	-1.91
	WBA	WBA
-5.25	-7.26	-9.54
A	AA	A
4.16	2.94	2.64
	WBA	A
1.66	-10.26	0.49
AA	A	A
3.12	1.34	1.59
WBA	A	WBA
-3.39	-2.44	-3.76
A	WBA	A
-2.27	-4.76	-0.41
BA	BA	BA
-2.72	-3.09	-2.13
A	A	BA
-1.33	1.78	-2.20
WBA	BA	WBA
-4.82	-2.74	-6.69

A = average    AA = above average    WAA = well above average  
BA = below average    WBA = well below average

# The First Federation Trust

## Directors' Report for the Year Ended 31 August 2019 (continued)

### Strategic Report

#### Disadvantaged Pupils Attainment Information, Year 6

		RWM EXS+	Readin g EXS+	Writing EXS+	Maths EXS+	SPAG EXS+
National Non-PP		70	80	81	80	82
FFT		41	60	62	58	60
AG	1	100↑	100↑	100↑	100↑	100
BPS	6	50	67↑	50	67↑	67↑
BPX	13	69↑	62↑	54	69	69
CK	2	0	0	0	0	0
GAT	11	18	55	64	27	81↑
HAW	3	0=	33↑	33	0	33↑
LS	0	-	-	-	-	-
MUS	1	0=	0	0	0	0
NF	3	33=	100↑	67↑	67↑	100
ROC	4	50↑	75↑	75↑	50↑	75↑
SAL	0	-	-	-	-	-
SID	24	50↑	71↑	71↑	71↑	63↑
WES	25	40	48	64	58	48
WIL	7	43↑	57↑	57↑	43↑	29

## The First Federation Trust

### Directors' Report for the Year Ended 31 August 2019 (continued)

#### Strategic Report

##### Disadvantaged Pupil progress compared to 2018

		Reading		Writing		Maths	
FFT		2019	2018	2019	2018	2019	2018
AG	1	-2.3↑	-6.7	2.9↑	0.9	-3.1↑	-6.1
BPS	6	-1.9↑	-2.3	-4.4	0.7	-2.4↑	-3.4
BPX	13	-0.9↑	-3	-2.4↑	-2.6	-2.5	-0.8
CK	2	0.5	1.1	-0.9	0.4	-2.8	0.1
GAT	11	-1.5↑	-4.8	-0.2↑	-3.4	-4.7↑	-5.4
HAW	3	-10	-7.8	-7	0.4	-10	-6.5
LS	0	-	-	-	-	-	-
MUS	1	-	-9.7	-	-13	-	-12
NF	3	3.6↑	-5.9	-0.4↑	-11	-1.6	-5.9
ROC	4	-0.4↑	-5	-3.6	-1.4	-3.4↑	-4
SAL	0	-	-5.2	-	-3.4	-	-6.2
SID	24	-3.5↑	-5.1	-2.2	-1.8	-2.5↑	-4.7
WES	25	-0.7	3.5	1.0	2.7	-1.7	1.7
WIL	7	-1.3	-0.5	-1.8↑	-5.1	-3.8↑	-6.7

All groups of pupils were challenged and supported to improve. Disadvantaged pupils' outcomes are reported to the Board of Directors as a regular agenda item to track their progress and monitor progress with closing the attainment gap with all other pupils nationally.

# **The First Federation Trust**

## **Directors' Report for the Year Ended 31 August 2019 (continued)**

### **Strategic Report**

#### School to school support

The First Federation Trust is a nationally recognised collaboration of schools. The core element of the Trust is the sharing of best practice through distributed leadership. The benefits of this 'hardwired' learning community are:

- An absolute focus on improving outcomes for children
- Improved teaching and learning through sharing best practice
- Enhanced learning and curriculum opportunities for children

A coherent system of professional development, support and accountability

Within the Trust we have access to a National Leader of Education (NLE), 2 Local leaders of Education (LLEs), Local Leader of Governance (LLG) and a team of experienced School Improvement Leads. The Trust also worked closely with the Local Authority, Babcock LDP and Devon Teaching Schools Together on a range of school improvement initiatives.

Blackpool CE Primary was awarded Teaching School status from September 2013, it was redesignated in November 2018, following the retirement of P Jones. The Teaching School is called The Primary Excellence Teaching School Alliance. Our strategic partners are: Devon County Council, Babcock LDP, Exeter Diocese, University of St Mark and St John.

The First Federation Trust is an integral part of the Teaching School with our focus on working with schools across Devon and the South West to improve outcomes for all pupils. Teaching Schools are expected to take increasing responsibility for leading and managing the school's system. Their core work is across the following three areas:

- Initial Teaching Training (ITT)
- Continuing Professional Development and Leadership Development
- School to school support

During 2018-19, we have worked with over 65 staff from institutions outside of the Trust delivering nationally recognised programmes: Outstanding Teacher Programme, Improving Teacher Programme, Developing the Role of the Subject leader, Teaching Assistant course and the Equality and Diversity Grant funded programme. We have also worked with schools on improving their leadership capacity and quality of teaching and learning.

The Trust, through its Teaching School, Primary Excellence, the LLE, LLG and SLEs supported many schools over the year. The Trust is an accredited sponsor and sponsors three schools. Following a Managed Partnership, a school joined the Trust through conversion at the beginning of the academic year and has been supported by SLEs, Trust Senior Leaders and a variety of development programmes.

In 2017, the Primary Excellence Teaching School became a Designated Ofsted Centre, this allows the Teaching School to QA and accredit programme on behalf of the programme provider. Over the year, we facilitated five programmes. The Teaching School also provides teacher training through the Schools Direct route. Ten trainees were on the programme during 2018-9, with four gaining employment in the First Federation Trust.

## The First Federation Trust

### Directors' Report for the Year Ended 31 August 2019 (continued)

#### Strategic Report

##### Financial Governance

The First Federation Trust has been nationally recognised for its innovative and strategic Governance structure. The Trust Directors have a range of high level skills and expertise in Business and Finance. A chartered accountant, who joined the board in 2015, supports and challenges the very experienced Chief Operating Officer (COO) on all aspects of financial best practice. He also provides the board with the expertise and information enabling them to strongly challenge the decision makers within the Trust.

The Trust's COO and Leadership Team ensure all the services to the Trust are evaluated and appraised to ensure they provide the highest quality of service for the best cost. As a group of schools, the Trust has been able to use competitive tendering and strong negotiation to ensure the Trust uses its economies of scale to reduce procurement costs. As a Trust, we have reorganised the administration in school enabling each school's office staff to focus on ensuring best value as well as providing high quality front of house for parents and visitors.

The Strategic and Audit Committee of the Trust is provided with comprehensive details of services, contracts and purchasing. It has a member who is a chartered accountant who provides strong support and challenge. This will continue to be the case this year for the Strategic & Finance Committee.

##### **Key Financial Performance Indicators**

The main financial performance indicator is the level of reserves held by the trust. This will continue to be a particular focus as funding is expected to decrease in real terms over the next few years.

Pupil numbers are a key performance indicator, as finances are based on these numbers for the following year. Pupil numbers over the last three Autumn census returns are as below (these exclude Nursery pupil numbers):

School	Autumn 2017	Autumn 2018	Autumn 2019
Aveton Gifford Primary	103	100	109
Blackpool Primary School	319	315	310
Brixington Primary Academy	393	379	356
Chudleigh Knighton Primary	120	110	108
Gatehouse Primary Academy	365	373	318
Hawkchurch Primary School	29	39	43
Lady Seawards Primary	100	100	99
Musbury Primary School	32	37	47
Newton Ferrers Primary	137	124	128
Rockbeare Primary School	Not yet in the Trust	85	85
Salcombe Primary School	69	70	80
Sidmouth Primary School	472	478	468
Westcliff Primary School	325	344	352
Willowbank Primary School	Not yet in the Trust	303	286

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### **Strategic Report**

##### **Going Concern**

After making appropriate enquiries, the Board of Directors 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.

# **The First Federation Trust**

## **Directors' Report for the Year Ended 31 August 2019 (continued)**

### **Strategic Report**

#### **Financial Review**

Most of the Academy Trust's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2019 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The First Federation Trust also receives grants from Devon County Council for Individually Assigned Resources to support students who are eligible for either SEN support funding or have an Education and Health Care Plan with associated funding allocation. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015), such grants are shown in the Statement of Financial Activities as restricted Income.

During the year ended 31 August 2019, the Academy Trust received total income of £16,819,000 and incurred total expenditure of £16,389,000. The excess of income over expenditure for the year was £430,000.

Our pension liability valued in line with IAS 19, causes concern to The First Federation Trust, as it does with all other academies in the UK. Note 26 to the accounts explains these commitments more clearly and shows that as at 31st August 2019 we had a liability of £6,590,000.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy closure, outstanding local government pension scheme liabilities would be met by the Department for Education. This guarantee came into force on 18th July 2013.

At 31st August 2019 the net book value of fixed assets was £17,917,000 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used exclusively in providing education and the associated support services to the pupils within the Trust.

We continue to monitor each individual school's budget to ensure the level of funding they receive enables the school to remain financially viable. The three site issue at Sidmouth CE Primary School is still a concern and we are working with the Regional School Commissioner, Education Skills & Funding Agency and Local Authority on how we can address this problem. Willowbank Primary School was also a new joiner to the Trust in September 2018. As with all new academies to the Trust we monitor expenditure and trends closely for these schools during the first year so enable us to have a clearer picture of where we can make efficiency savings.

Following a thorough review of the Trust budget we consulted on a staffing restructure at Executive Leadership level. Our staffing structure needed to demonstrate value for money and meet our current financial constraints, this resulted in a member of staff being made redundant at the end of the Summer Term 2019.

The Trust received a visit from an SRMA (School Resource Management Advisor) The overall objective of an SRMA visit is to support the Trust to make best use of available resource to provide an outstanding education to its pupils.



## The First Federation Trust

### Directors' Report for the Year Ended 31 August 2019 (continued)

#### Strategic Report

##### *Reserves Policy*

The Policy of the Trust is to carry forward a prudent level of resources designed to meet the long term cyclical needs of renewal and any other unforeseen contingencies. Individual academies are expected to produce at least breakeven budgets each year, but the Trust also recognises that this is not feasible in some cases where academies have low pupil numbers and lower funding levels from the ESFA. In these cases, the Trust supports those academies in deficit and works with them to return the academy to a surplus position.

Reserves of the Trust are pooled for the Trust as a whole and the consolidated Trust budget is set at least as a breakeven budget including reserves.

##### *Investment Policy*

Due to the nature and timing of receipt of funding, the Trust may at times hold cash balances surplus to its short term requirements. The Trust will operate a cautious and risk adverse approach to investing pupil funding, income and reserves. The Trust therefore make no investments, other than cash balances being held in UK banks and their short term investments accounts, to take advantage of higher interest rates, which are all authorised by the Directors.

Amount invested	Date invested	Maturity Date
£300K	August 2019	July 2020
£300K	February 2019	February 2020
£500K	November 2018	November 2019

On a monthly basis we also invest £500K for approximately 3 weeks at an interest rate of 0.6% that provides interest of approximately £160.00.

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### **Strategic Report**

##### ***Principal Risks and Uncertainties***

The Directors regularly review the risks to the First Federation Trust and have established a risk management policy and register for the Trust.

**Financial** - the Trust has considerable reliance on continued Government funding through the ESFA. Whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

**Staffing** - the success of the Trust is reliant upon the quality of its staff and so the Directors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

**Fraud and mismanagement of funds** - The Trust has a rigorous internal audit function to carry out checks on financial systems and records as required by the Academies Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

As Internal Scrutiny has become a significantly higher profile within the Academies Financial Handbook 2019 the Trust has committed to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register per school will be developed, maintained and reviewed on a regular basis.

The Directors examine the financial health of the Trust every term. They review performance against budgets and overall expenditure by means of regular update reports, including monthly management accounts at Finance meetings. The Directors also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

##### **Fundraising**

The Trust does not fund raise directly with the public. There are Parent Teacher Associations in each of the Trust schools which raise funds for their individual schools by running events in their school and/or local community. As described in the public benefits section, each school holds special events to help raise funds for local and national charities.

The Trust apply for available grants where possible.

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### **Strategic Report**

##### ***Plans for Future Periods***

Our vision is that all schools within the Trust continually improve, ensuring we raise the aspirations for all pupils.

Over the last year we have seen our systems and structures become firmly established. We are in a position to grow. Growth however must not be at the detriment of the schools currently in the Trust. We have clear criteria for joining schools and firmly believe that we must be the best at what we do.

In 2019 we will start a new sponsorship of Bere Alston Primary. This was approved in September 2019. We have already started to work with the school under a management partnership.

The Trust will continue to focus on raising attainment and improving progress in Maths and outcomes for disadvantaged pupils. We will also be developing the reading curriculum as well as supporting schools to develop their wider curriculum offer.

We will continue to work closely with our Teaching School and increase the number of participating schools from within the Trust and the local area. We will also seek to develop more partnership working with other Trusts and Teaching Schools. Our priorities for development are identifying and supporting emerging leaders and managing workload within assessment systems.

At the heart of everything we do and develop, will always be the aim to ensure that we provide the best outcomes and opportunities for our pupils.

##### **Employment of disabled persons**

The First Federation is committed to abiding by the Equality Act 2010 and has an Equality policy in place. The Trust recruitment policy helps to ensure that no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation. If an applicant makes the First Federation Trust aware, at any stage of the recruitment process, that they have a disability then the Trust will consider reasonable adjustments to ensure the applicant is not disadvantaged by the process. Should an employee become disabled, particular consideration will be given to whether there are reasonable adjustments that could be made to the requirements of a job or other aspects of working arrangements that will provide support at work and/or assist a return to work for that employee. Employees will have access to the same training, career development and promotion prospect unless reasonable adjustments cannot be made to ensure this is possible. The Code of Conduct for Staff requires employees to positively promote equality and diversity and inclusion at all times.

## **The First Federation Trust**

### **Directors' Report for the Year Ended 31 August 2019 (continued)**

#### **Strategic Report**

##### ***Description of employee consultation***

Changes to arrangements that affect all employees across the Trust are communicated by the HoTLs (and/or unit leaders in larger schools), e.g. changes to existing policies that do not require consultation. Staff are informed by email and by their HoTL (and/or unit leader in larger school) of any proposed policy changes that require staff consultation, as stated in the text of the policy. A hard copy of the proposed policy is made available in each school's staff room, and an electronic copy of the proposed policy is sent to all staff as well as to relevant unions, together with clear information about the period of consultation and the ways to reply to it.

Changes that affect a sub-group of employees are communicated in writing and by meeting both as group and individually with the affected employees. This includes giving out written and verbal information about the proposed changes and the reasons for them, the start and end date of the consultation, who to ask for more information and how to respond to the consultation. Unions are involved when appropriate.

The Trust is part of Devon JCC arrangements and holds regular meetings with the recognised trade unions to keep them informed of relevant changes.

##### **Funds held as Custodian Trustee on behalf of others**

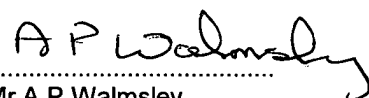
None of the First Federation Trust academies hold funds on behalf of others.

##### **Auditor**

In so far as the Directors are aware:

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

The Directors' Report, incorporating a Strategic Report, was approved by order of the members of the Board of Directors, as the company trustees, on 12.12.19 and signed on its behalf by:

  
.....  
Mr A P Walmsley  
Director

# **The First Federation Trust**

## **Governance Statement**

### **Scope of Responsibility**

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

The board of directors has delegated the day-to-day responsibility to Mr P S Walker, (CEO) as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the First Federation Trust and the Secretary of State for Education. He is also responsible for reporting to the board of directors any material weaknesses or breakdowns in internal control.

### **Governance**

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

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Ms C Bromfield	5	6
Mr C J Frankland	5	6
Ms A Denner	5	6
Ms A Gosling	5	6
Mr P Walker	5	6
Mr I J Thomas	3	6
Rev P Wimsett	5	6
Mr A P Walmsley	6	6

# The First Federation Trust

## Governance Statement (continued)

The key changes in the composition of the board were as follows:

- Mr I J Thomas resigned from his role as director with effect from 31 August 2019. He will remain a member of the strategic & finance committee, and of the audit committee, so the Trust can retain his expertise.
- The Trust has plans in place to recruit new directors.

Three governance hub boards were in place during 2018-19, to help monitor the educational performance of the schools in each education hub. The membership of the governance hub boards and attendance at hub board meetings for 2018-19 was as follows:

### South Hub

Name (role)	Meetings attended	Out of a possible
Mrs R Caunter (Executive Head)	6	6
Mr C Frankland (director, chair)	6	6
Mrs J Tomlinson (parent representative 1)	5	6
Mrs C Guyver (parent 2)	1	2
Mrs P Windmill (church representative)	4	6

### Central Hub

Name (role)	Meetings attended	Out of a possible
Mrs J Huntington (Executive Head, sharing with Mrs A Jenkins from 1 Nov 2018)	4	6
Mrs A Jenkins (Executive Head, sharing with Mrs J Huntington from 1 Nov 2018)	2	5
Mrs A Gosling (director, chair)	6	6
Mr D Brown (parent representative 1, until 7 Nov 2018)	1	1
Mrs M Hunter-Evans (parent representative 1, from 8 Nov 2018)	3	5
Mrs C Pearson (parent representative 2)	5	6
Rev P Wimsett (church representative)	5	6

### East Hub

Name (role)	Meetings attended	Out of a possible
Mr M O'Mahony (Executive Head)	5	6
Mrs A Denner (director, chair)	6	6
Mrs S Allen (parent representative 1, until )	1	1
Vacancy (parent representative 2)	0	0
Dr C Bromfield (other, director)	6	6
Vacancy (church representative)	N/A	N/A

## **The First Federation Trust**

### **Governance Statement (continued)**

The board of directors, led by the chair, implemented a system of Key Performance Indicators, to help them better hold to account the CEO on both the educational and financial performance of the FFT. These KPIs cover pupil attainment (including sub-group such as Pupil Premium and SEN children), pupil behaviour, safeguarding, finances, staff, and the teaching school. The KPIs enabled the board to effectively track trends and significant variations vs targets throughout the year. The board provided feedback to the CEO on the format and content of the KPIs to ensure they received consistent and valuable information. There are plans in place for KPIs to be extracted automatically from SIMS for 2019-20 to make the process more efficient and eliminate clerical errors.

Director visits took place at targeted schools to deepen the knowledge of the board about schools that were due an inspection or whose outcomes were causing concern.

A parent representative is elected by parents at each school. Parent representatives visit their own school and another school that they are partnered with. They report the outcome of their visits to the governance hub boards

The key changes in parent representatives were as follows:

- Brixington Primary Academy: Mrs S Allan resigned from her position of parent representative for Brixington Primary Academy on 31 October 2018. Mrs J Lock was appointed as parent representative for Brixington Primary Academy with effect from 15 January 2019.
- Blackpool CE Primary School: Mrs J Tomlison ended her term of office as parent representative for Blackpool CE Primary School. The vacancy has been advertised so it can be filled.
- Hawkchurch CE Primary School: the parent representative was advertised on several occasions from September 2018 but no parent has come forward to take the role.
- Rockbeare CE Primary School: Mr A Blest was appointed as parent representative for Rockbeare CE Primary School with effect from 13 September 2018 and resigned from the role on 25 June 2019. The vacancy has been advertised so it can be filled.
- Sidmouth CE Primary School: Mrs L Gallagher was appointed as parent representative for Sidmouth CE Primary School with effect from 22 November 2018
- Willowbank CE Primary School: Mrs A Patterson was appointed as parent representative for Willowbank Primary School with effect from 18 October 2018 and resigned from the role on 1 July 2019. The vacancy has been advertised so it can be filled.

# The First Federation Trust

## Governance Statement (continued)

### Governance reviews

- Directors were asked to update their National Governors Association skills audit form in September 2018 to continue to help with succession planning and training. A training programme has been put in place for the whole board for 2018-19, and directors have been encouraged to attend specific training for their lead area of responsibility where applicable. The training courses attended by individual directors are listed in the directors report on page 6.
- In July 2019, Directors were asked to complete a governance self-evaluation form based on the "nine characteristics of successful MATs" defined by Sir David Carter.
- A development morning was held in October 2018 for everybody involved in the governance of the First Federation Trust (members, directors, parent representatives, CEOs, Executive Heads of Teaching & Learning, COO, Hub Business Managers and Company Secretary). The day covered a general update on the Trust (schools, governance & leadership structure, Trust strategic plan), a training session on understanding school data and interactive sessions on the role of hub boards in school improvement and communication within and about the Trust and an update on the FFT Ethos team work.
- A governance development session was held on 4 July 2019. This included an outline of the new leadership structure for 2019-20 and the remit of each new role, a training session on the new Ofsted framework and the implication for governance as well as an interactive session reviewing the leadership structure and use of information to inform governance volunteers.
- A further governance development session was held on 26 September 2019. This includes reviewing how Directors had rated the Trust in their July self evaluation form, with a focus of where opinions differed, an overview of the updated DfE guidance on using data for school governors and trustees and agreeing the programme of school visits.
- Directors noted the changes in the Academy Financial Handbook 2018 and 2019 and have updated procedures around management accounts and cash flow reporting, internal scrutiny and the chair of the audit committee to ensure the Trust is compliant.
- It was decided to introduce a second main committee to the board of directors, the Education committee from September 2018. It was also decided to split the Strategic & Audit Committee into two separate committees: the Strategic & Financial Committee and the Audit Committee once terms of reference had been approved by the Board of Directors at their first meeting of 2019-20.
- The format of reports and school improvement documents has been reviewed to ensure the information provided to the different governance levels is focussed, consistent and comprehensive.
- Directors will continue to review the governance structure so that the boards continue to effectively hold the CEO and senior leaders to account.

During 2018-19, the Board of Directors had a Strategic & Audit committee, whose remit included Finance, Audit, Personnel and Premises / Health & Safety, which met nine times during the year. Attendance during the year at meetings of the committee was as follows:

Trustee	Meetings attended	Out of a possible
Ms A Denner	6	9
Ms A Gosling	9	9
Mr I J Thomas	9	9
Mr P Walker	9	9
Mr A P Walmsley	9	9



## **The First Federation Trust**

### **Governance Statement (continued)**

During the accounting period, the Board had two main advisory groups: the Ethos group and the Parent Representatives group, in addition to the governance hub boards.

The academy transition board established for Gatehouse Primary Academy whose remit was to report on the impact of the school transferring to the First Federation Trust on the quality of teaching, pupils' academic and personal development and pupils' behaviour, met three times. The board decided that its remit has been fulfilled and there was no longer the need for a separate board for the school.

#### **Review of Value for Money**

As Accounting Officer, Mr Paul Walker (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. A large proportion of purchases made by the Academy Trust is paid for with public funds and therefore the Board of Directors maintains the integrity of such, by following these principles of 'best value':

- **Probity** - it must be demonstrable that there is no corruption or private gain involved in the contractual relationships of the Academy Trust;
- **Accountability** - the Academy Trust is accountable for its expenditure and the conduct of its affairs;
- **Fairness** - that all those dealt with by the Academy Trust are made on a fair and equitable basis.

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 Directors where value for money can be improved, including the use of benchmarking data where appropriate.

The Accounting Officer for the First Federation Trust has delivered improved value for money during the year by:

- By challenging how and why services are provided to all of our academies within the First Federation Trust. We regularly review all of the academy's core functions through requesting regular feedback, target setting, performance indicators and evaluating the impact on pupil outcomes and learning at all times, to ensure continual improvement in all areas of the trust.
- By comparing the performance of the Academy Trust as a whole and also individual academies with other schools and academies from both within and outside of the Academy Trust.
- By promoting fair competition through quotations and tenders to ensure that goods and services are secured in the most economic, efficient and effective way possible. Contracts shall always be reviewed and/or re-negotiated at regular intervals where appropriate, recommended with 3 years as the maximum. The lowest tender or price shall generally be accepted but where a different decision is taken, the Board shall always ensure the reasons for this are documented
- By collaborating with academies across the First Federation Trust to obtain high quality and good value products, services and professional development opportunities, as well as developing and growing our own staff and services. This is embedded in the work undertaken through our teaching school, Primary Excellence.

\* The First Federation Trust will also achieve Best Value through the following practical methods:

- Bulk and routine purchasing of common consumables'
- Negotiating discounts,
- Being aware of, and taking advantage of, seasonal pricing variations,
- Ensuring alternative quotes are obtained whenever possible.

# **The First Federation Trust**

## **Governance Statement (continued)**

### **The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the First Federation Trust for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements.

### **Capacity to Handle Risk**

The board of directors 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 directors is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2018 to 31 August 2019 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of directors.

### **The Risk and Control Framework**

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

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

The board of directors has considered the need for a specific internal audit function and has decided to appoint Devon Audit Partnership, as internal auditor. The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Trust's financial systems. The RO has a termly programme of visits, which covers items in line with the ESFA's requirements, and reports to the board of directors on the operation of the systems of control and on the discharge of the board of directors' financial responsibilities. The RO produced three reports:

- one in October 2018 (focus on Governance, Accounting and Financial Control - Anti-fraud, and Internal Finance Controls: Salaries, Wages, Expenses and Assets)
- one in March 2019 (focus on Internal Financial Controls: Income, Purchases & Payments, Contracts and Tendering and Out of School Clubs)
- one in July 2019 (focus on Risk Management, and Internal Financial Controls: Contracts and Investments) which highlighted that the standards of the Trust systems were at least good and in most cases high.

All three reports were shared with directors.

## The First Federation Trust

### Governance Statement (continued)

#### Review of Effectiveness

As accounting officer the CEO, Mr P S Walker has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

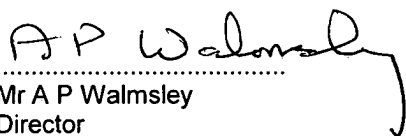
- the work of the responsible officer;
- the work of the external auditor;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the strategic and audit committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the board of directors on 12.12.19 and signed on its behalf by:



.....  
Mr P Walker  
Accounting officer  
Director



.....  
Mr A P Walmsley  
Director

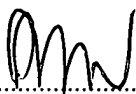
## **The First Federation Trust**

### **Statement of Regularity, Propriety and Compliance**

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

I confirm that I and the Board of Directors of the First Federation Trust are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Financial Handbook 2018.

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



.....  
Mr P Walker  
Accounting officer

Date: 12.12.19.....

## The First Federation Trust

### Statement of Directors' Responsibilities

The directors (who act as governors of The First Federation 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 issued by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the directors 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 directors are required to:

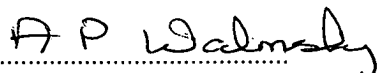
- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards [FRS 102] have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The Directors 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 Directors on 12-12-19 and signed on its behalf by:



Mr A P Walmsley  
Director

## **The First Federation Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of The First Federation Trust**

#### **Opinion**

We have audited the financial statements of The First Federation Trust (the 'Academy') for the year ended 31 August 2019, which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, the Charities SORP 2015 and the Academies Accounts Direction 2018 to 2019; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

#### **Other information (covers the Reference and Administrative Details, the Directors' Report and Strategic Report and the Governance Statement)**

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

## **The First Federation Trust**

### **Independent Auditor's Report on the Financial Statements to the Members of The First Federation Trust (continued)**

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.

#### **Opinion on other matters prescribed by the Companies Act 2006**

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

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

#### **Matters on which we are required to report by exception**

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

We have nothing to report in respect of the following matters where 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 Directors**

As explained more fully in the Statement of Directors' Responsibilities [set out on page 35], the Directors 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 Directors 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 Directors are responsible for assessing the Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Academy 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.

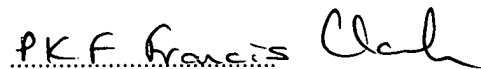
## The First Federation Trust

### Independent Auditor's Report on the Financial Statements to the Members of The First Federation Trust (continued)

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](http://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's Members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy's Members those matters we are required to state to them in an 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's Members, as a body, for our audit work, for this report, or for the opinions we have formed.



Sharon Austen FCCA (Senior Statutory Auditor)  
PKF Francis Clark, Statutory Auditor

Sigma House  
Oak View Close  
Edginswell Park  
Torquay  
TQ2 7FF

Date: 17 December 2019



## **The First Federation Trust**

### **Independent Reporting Accountant's Assurance Report on Regularity to The First Federation Trust and the Education & Skills Funding Agency**

In accordance with the terms of our engagement letter dated 30 September 2019 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The First Federation Trust during the period 1 September 2018 to 31 August 2019 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

#### **Respective responsibilities of The First Federation Trust's Accounting Officer and the reporting Accountant**

The Accounting Officer is responsible, under the requirements of The First Federation Trust's funding agreement with the Secretary of State for Education dated 24 January 2013 and the Academies Financial Handbook, extant from 1 September 2018, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

#### **Approach**

We conducted our engagement in accordance with the Academies Accounts Direction 2018 to 2019 issued by 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 to our conclusion includes:

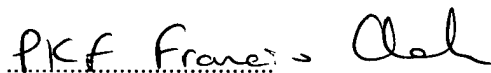
- Inspection and review of documentation providing evidence of governance procedures;
- Evaluation of the system of internal controls for authorisation and approval;
- Performing substantive tests on relevant transactions.

## **The First Federation Trust**

### **Independent Reporting Accountant's Assurance Report on Regularity to The First Federation Trust and the Education & Skills Funding Agency (continued)**

#### **Conclusion**

In the course of our work nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year from 1 September 2018 to 31 August 2019 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Sharon Austen FCCA  
PKF Francis Clark, Chartered Accountants

Sigma House  
Oak View Close  
Edginswell Park  
Torquay  
TQ2 7FF

Date: 

# The First Federation Trust

## Statement of Financial Activities for the Year Ended 31 August 2019 (including Income and Expenditure Account)

	Note	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	2018/19 Total £ 000
<b>Income and endowments from:</b>					
Voluntary income					
Donations and capital grants	2	47	1,879	(298)	1,628
Transfer from local authority on conversion	29	-	(281)	1,810	1,529
<i>Charitable activities:</i>					
Funding for the Academy Trust's educational operations	5	-	13,250	-	13,250
Teaching schools	31	-	97	-	97
Other trading activities	3	291	9	-	300
Investments	4	15	-	-	15
<b>Total</b>		<b>353</b>	<b>14,954</b>	<b>1,512</b>	<b>16,819</b>
<b>Expenditure on:</b>					
Raising funds	6	22	192	-	214
<i>Charitable activities:</i>					
Academy trust educational operations	7	272	15,226	577	16,075
Teaching schools	31	-	100	-	100
<b>Total</b>		<b>294</b>	<b>15,518</b>	<b>577</b>	<b>16,389</b>
<b>Net income/(expenditure)</b>		<b>59</b>	<b>(564)</b>	<b>935</b>	<b>430</b>
<b>Other recognised gains and losses</b>					
Actuarial gains/(losses) on defined benefit pension schemes	26	-	(1,120)	-	(1,120)
Gains/losses on revaluation of fixed assets		-	-	26	26
<b>Net movement in funds/(deficit)</b>		<b>59</b>	<b>(1,684)</b>	<b>961</b>	<b>(664)</b>
<b>Reconciliation of funds</b>					
Total funds/(deficit) brought forward at 1 September 2018		765	(4,792)	17,107	13,080
<b>Total funds/(deficit) carried forward at 31 August 2019</b>		<b>824</b>	<b>(6,476)</b>	<b>18,068</b>	<b>12,416</b>

# The First Federation Trust

## Statement of Financial Activities for the Year Ended 31 August 2018 (including Income and Expenditure Account)

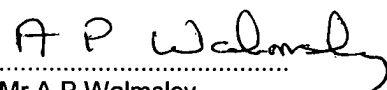
	Note	Unrestricted Funds £ 000	Restricted General Funds £ 000	Restricted Fixed Asset Funds £ 000	Total 2017/18 £ 000
<b>Income and endowments from:</b>					
Voluntary income					
Donations and capital grants	2	54	1,613	1,958	3,625
Transfer from local authority on conversion		-	(38)	120	82
<i>Charitable activities:</i>					
Funding for the Academy Trust's educational operations	5	-	13,818	-	13,818
Teaching schools		-	112	-	112
Other trading activities	3	259	9	-	268
Investments	4	4	-	-	4
<b>Total</b>		<b>317</b>	<b>15,514</b>	<b>2,078</b>	<b>17,909</b>
<b>Expenditure on:</b>					
Raising funds	6	4	225	-	229
<i>Charitable activities:</i>					
Academy trust educational operations	7	76	16,368	561	17,005
Teaching schools		-	114	-	114
<b>Total</b>		<b>80</b>	<b>16,707</b>	<b>561</b>	<b>17,348</b>
Net income/(expenditure)		237	(1,193)	1,517	561
Transfers between funds		(126)	106	20	-
<b>Other recognised gains and losses</b>					
Actuarial gains/(losses) on defined benefit pension schemes	26	-	1,335	-	1,335
Gains/losses on revaluation of fixed assets		-	-	(1,515)	(1,515)
<b>Net movement in funds</b>		<b>111</b>	<b>248</b>	<b>22</b>	<b>381</b>
<b>Reconciliation of funds</b>					
Total funds/(deficit) brought forward at 1 September 2017		654	(5,040)	17,085	12,699
<b>Total funds/(deficit) carried forward at 31 August 2018</b>		<b>765</b>	<b>(4,792)</b>	<b>17,107</b>	<b>13,080</b>

# The First Federation Trust

(Registration number: 07819870)  
Balance Sheet as at 31 August 2019

	Note	2019 £ 000	2018 £ 000
<b>Fixed assets</b>			
Intangible assets	12	24	37
Tangible assets	13	<u>17,917</u>	<u>16,711</u>
		<u>17,941</u>	<u>16,748</u>
<b>Current assets</b>			
Stocks	15	38	38
Debtors	16	1,112	1,550
Cash at bank and in hand		<u>1,610</u>	<u>2,031</u>
		2,760	3,619
Creditors: Amounts falling due within one year	17	<u>(1,627)</u>	<u>(2,130)</u>
Net current assets		<u>1,133</u>	<u>1,489</u>
Total assets less current liabilities		19,074	18,237
Creditors: Amounts falling due after more than one year	18	<u>(68)</u>	<u>(93)</u>
Net assets excluding pension liability		19,006	18,144
Defined benefit pension scheme liability	26	<u>(6,590)</u>	<u>(5,064)</u>
Total net assets		<u><u>12,416</u></u>	<u><u>13,080</u></u>
<b>Funds of the Academy:</b>			
<b>Restricted funds</b>			
Restricted general fund		114	272
Restricted fixed asset fund		18,068	17,107
Restricted pension fund		<u>(6,590)</u>	<u>(5,064)</u>
		11,592	12,315
<b>Unrestricted funds</b>			
Unrestricted general fund		<u>824</u>	<u>765</u>
Total funds		<u><u>12,416</u></u>	<u><u>13,080</u></u>

The financial statements on pages 41 to 75 were approved by the Directors, and authorised for issue on 12.12.19 and signed on their behalf by:

  
.....  
Mr A P Walmsley  
Director

## The First Federation Trust

### Statement of Cash Flows for the Year Ended 31 August 2019

	Note	2019 £ 000	2018 £ 000
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	22	(150)	242
Cash flows from investing activities	24	(247)	83
Cash flows from financing activities	23	<u>(24)</u>	<u>(25)</u>
Change in cash and cash equivalents in the year		(421)	300
Cash and cash equivalents at 1 September		<u>2,031</u>	<u>1,731</u>
Cash and cash equivalents at 31 August		<u><u>1,610</u></u>	<u><u>2,031</u></u>

# **The First Federation Trust**

## **Notes to the Financial Statements for the Year Ended 31 August 2019**

### **1 Accounting policies**

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

#### **Basis of preparation**

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

The First Federation Trust meets the definition of a public benefit entity under FRS 102.

#### **Going concern**

The Directors 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 Directors make this assessment in respect of a period of one year from the date of authorisation of the financial statements. The Directors 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 spent on capital projects in line with the terms and conditions of the grant. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

# **The First Federation Trust**

## **Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)**

### **1 Accounting policies (continued)**

#### ***Sponsorship income***

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable, where the receipt is probable and it can be measured reliably.

#### ***Donations***

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

#### ***Other income***

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

#### ***Donated goods, facilities and services***

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

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

#### ***Transfer on conversion***

Where assets are received by the 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 trust. An equal amount of income is recognised as Transfer on conversion within Donations and capital grant income.

#### ***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.

All resources expended are inclusive of irrecoverable VAT.



# **The First Federation Trust**

## **Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)**

### **1 Accounting policies (continued)**

#### ***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.

#### ***Transfer out on academies leaving the Trust***

When a school leaves the Academy Trust, the net value of the transfer is calculated as the difference between the proceeds for disposal (generally £nil) and the carrying value of the assets and liabilities transferred. This value is removed from the balance sheet at the transfer date and a corresponding amount for the net loss is recognised in the Statement of Financial Activities under Expenditure on charitable activities.

#### ***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 on a straight-line basis over its expected useful life, as follows:

<b>Asset class</b>	<b>Amortisation method and rate</b>
Software	5 years

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 1 Accounting policies (continued)

#### 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.

The board has decided to exclude from land and buildings the full value of the premises occupied under licence from the Diocese of Exeter and Salisbury Diocese in line with ESFA current guidance. Each Church school's Church Supplemental Agreement states that for these sites, the trustees may give two years written notice to terminate the agreement. Therefore any additions to these premises will be depreciated over 2 years.

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 lives, per the table below.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

Asset class	Depreciation method and rate
Buildings	50 years
Diocese-owned building additions	2 years
Furniture and equipment	4 years
Plant and machinery	3 years
Computer equipment	3 years

#### 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.

# **The First Federation Trust**

## **Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)**

### **1 Accounting policies (continued)**

#### **Provisions**

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

#### **Leased assets**

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

#### **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 16. Prepayments are not financial instruments. Amounts due to the charity's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. 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.

#### **Stock**

Books and stationery, catering, cleaning, and clothing stocks are valued at the lower of cost or net realisable value.

#### **Taxation**

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

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

# **The First Federation Trust**

## **Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)**

### **1 Accounting policies (continued)**

#### **Pension benefits**

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

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

The 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 operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

#### **Fund accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the 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 the funders where the asset acquired or created is held for a specific purpose.

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

#### **Critical accounting estimates and areas of judgement**

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

# **The First Federation Trust**

## **Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)**

### **1 Accounting policies (continued)**

#### ***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 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2019. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Land and buildings acquired on conversion to academy are valued where possible using an independent valuation from the ESFA. Where this is not available at the date the accounts are prepared, the assets are included in the financial statements at a value derived from their insurance valuation.

#### **Consolidation**

The Trust has one subsidiary undertaking, which is wholly immaterial to the group and, accordingly, consolidated financial statements have not been prepared. Further details regarding the subsidiary undertaking are given in note 14 to the financial statements.

#### **Agency accounting**

The Academy Trust acts as agent in providing catering services to eleven (2018: twelve) schools. Payments received from parents and subsequent expenditure is excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds.

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 2 Donations and capital income

	Unrestricted funds £ 000	Restricted funds £ 000	Restricted fixed asset funds £ 000	2018/19 Total £ 000	2017/18 Total £ 000
<b>Other voluntary income</b>					
Educational trips, visits and clubs	-	413	-	413	572
Capital grants	-	-	224	224	487
Other donations	47	1,466	(522)	991	1,116
Donated fixed assets	-	-	-	-	1,450
	<u>47</u>	<u>1,879</u>	<u>(298)</u>	<u>1,628</u>	<u>3,625</u>

In line with the Academies Accounts Direction 2018-19, the net surplus on transfer of St Leonard's Primary School out of the Trust has been included in other donations, split accordingly between funds. See details in note 30 to these financial statements.

### 3 Other trading activities

	Unrestricted funds £ 000	Restricted funds £ 000	2018/19 Total £ 000	2017/18 Total £ 000
Hire of facilities	40	-	40	47
Non pupil catering income	10	-	10	61
School shop sales	18	-	18	21
Recharges and reimbursements	67	9	76	23
Other income	156	-	156	116
	<u>291</u>	<u>9</u>	<u>300</u>	<u>268</u>

### 4 Investment income

	Unrestricted funds £ 000	2018/19 Total £ 000	2017/18 Total £ 000
Short term deposits	<u>15</u>	<u>15</u>	<u>4</u>

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 5 Funding for Trust's educational operations

	Restricted funds £ 000	Total 2018/19 £ 000	Total 2017/18 £ 000
<b>DfE/ESFA revenue grants</b>			
General Annual Grant (GAG)	10,930	10,930	11,539
Pupil Premium	732	732	710
PE and Sports	249	249	246
Start Up Grants	-	-	50
Universal Infants Free School Meals	430	430	477
Teachers Pay Grant	96	96	-
	<u>12,437</u>	<u>12,437</u>	<u>13,022</u>
<b>Other government grants</b>			
SEN/High Needs Income	264	264	312
Nursery Funding	241	241	246
Other LA funding	83	83	49
Nursery Plus Funding	205	205	179
	<u>793</u>	<u>793</u>	<u>786</u>
<b>Non-government grants and other income</b>			
Notional Apprenticeship Levy income	20	20	5
Other income	-	-	5
	<u>20</u>	<u>20</u>	<u>10</u>
<b>Total grants</b>	<u>13,250</u>	<u>13,250</u>	<u>13,818</u>

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 6 Expenditure

	Non Pay Expenditure			2018/19	2017/18
	Staff costs £ 000	Premises £ 000	Other costs £ 000	Total £ 000	Total £ 000
<b>Expenditure on raising funds</b>					
Direct costs	-	-	214	214	229
<b>Academy's educational operations</b>					
Direct costs	9,242	-	572	9,814	10,148
Allocated support costs	2,544	2,497	1,220	6,261	6,857
Teaching School	80	-	20	100	114
	<u>11,866</u>	<u>2,497</u>	<u>2,026</u>	<u>16,389</u>	<u>17,348</u>

### Net income/(expenditure) for the year includes:

	2018/19 £ 000	2017/18 £ 000
Operating leases - other leases	60	70
Fees payable to auditor - audit	24	23
- other audit services	<u>9</u>	<u>6</u>



## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 7 Charitable activities

		<b>Total 2018/19 £ 000</b>	<b>Total 2017/18 £ 000</b>
<b>Direct costs - educational operations</b>		9,814	10,148
<b>Support costs - educational operations</b>		<u>6,261</u>	<u>6,857</u>
		<u>16,075</u>	<u>17,005</u>
	<b>Educational operations £ 000</b>	<b>Total 2018/19 £ 000</b>	<b>Total 2017/18 £ 000</b>
<b>Analysis of support costs</b>			
Support staff costs	2,544	2,544	2,775
Depreciation	577	577	561
Premises costs	1,920	1,920	2,312
Other support costs	1,156	1,156	1,160
Governance costs	64	64	49
<b>Total support costs</b>	<u>6,261</u>	<u>6,261</u>	<u>6,857</u>

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 8 Staff

#### Staff costs

	2018/19 £ 000	2017/18 £ 000
<b>Staff costs during the year were:</b>		
Wages and salaries	8,648	8,920
Social security costs	760	775
Pension costs	2,142	2,349
	<u>11,550</u>	<u>12,044</u>
Supply teacher costs	290	344
Staff restructuring costs	57	107
	<u>11,897</u>	<u>12,495</u>
	<b>2018/19 £ 000</b>	<b>2017/18 £ 000</b>
<b>Staff restructuring costs comprise:</b>		
Redundancy payments	57	88
Severance payments	-	19
	<u>57</u>	<u>107</u>

#### Non statutory/non-contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £Nil (2018: £18,561).

#### Staff numbers

The average number of persons (including senior management team) employed by the Academy Trust during the year expressed as full time equivalents was as follows:

	2018/19 No	2017/18 No
<b>Charitable Activities</b>		
Teachers	258	276
Administration and support	64	75
Management	9	10
	<u>331</u>	<u>361</u>

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 8 Staff (continued)

##### Staff numbers

The average number of persons (including senior management team) employed by the Academy Trust during the year expressed as average headcount was as follows:

	2018/19 No	2017/18 No
<b>Charitable Activities</b>		
Teachers	327	359
Admin and support	125	183
Management	10	10
	<u>462</u>	<u>552</u>

##### Higher paid staff

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

	2018/19 No	2017/18 No
£60,001 - £70,000	3	4
£70,001 - £80,000	-	1
£100,001 - £110,000	<u>2</u>	<u>1</u>

One of the employees remuneration detailed above includes redundancy costs.

The key management personnel of the Academy Trust comprise the Directors and the senior management team as listed on pages 1 and 2. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £1,580,671 (2018: £1,479,356).

#### 9 Central services

From the start of the year the Trust pooled its reserves. Therefore, no central services were provided by the Academy Trust to its academies during the period and no central charges arose.

#### 10 Related party transactions - Trustees' remuneration and expenses

One or more Directors has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other staff Directors only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Directors' remuneration and other benefits was as follows:

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 10 Related party transactions - Trustees' remuneration and expenses (continued)

Mr P Walker (Executive headteacher):

Remuneration: £100,000 - £105,000 (2018 - £100,000 - £105,000)

Employer's pension contributions: £15,000 - £20,000 (2018 - £15,000 - £20,000)

During the year ended 31 August 2019, travel and subsistence expenses totalling £918 (2018 - £718) were reimbursed or paid directly to 2 Directors (2018 - 2).

Other related party transactions involving the Directors are set out in note 27.

#### 11 Directors' and officers' insurance

In accordance with normal commercial practice the Academy Trust has purchased insurance to protect Directors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2019 was £2,500 (2018 - maximum cover of £5,000,000 at a cost of £2,500). The cost of this insurance is included in the total insurance cost.

The Academy Trust through its Articles has indemnified its Directors to the fullest extent permissible by law. During the period the Academy Trust purchased Directors' liability insurance and Fidelity Guarantee cover. It also has purchased cover for the co-opted directors under the Trustee and Trust Fund Indemnity from Zurich. In accordance with the Church Supplemental Agreement for the Church schools within the Academy Trust, the Trust has subscribed for buildings and public liability insurances in joint names with the appropriate school site trustees.

#### 12 Intangible fixed assets

	Software £ 000	Total £ 000
<b>Cost</b>		
At 1 September 2018	64	64
At 31 August 2019	64	64
<b>Amortisation</b>		
At 1 September 2018	27	27
Charge for the year	13	13
At 31 August 2019	40	40
<b>Net book value</b>		
At 31 August 2019	24	24
At 31 August 2018	37	37

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 13 Tangible fixed assets

	Freehold land and buildings £ 000	Leasehold land and buildings £ 000	Furniture and equipment £ 000	Plant and Machinery £ 000	Computer equipment £ 000	Total £ 000
<b>Cost</b>						
At 1 September 2018	3,441	13,333	805	237	725	18,541
Revaluations	-	26	-	-	-	26
Additions	226	1,880	61	20	109	2,296
Disposals	-	(489)	(161)	-	(77)	(727)
At 31 August 2019	<u>3,667</u>	<u>14,750</u>	<u>705</u>	<u>257</u>	<u>757</u>	<u>20,136</u>
<b>Depreciation</b>						
At 1 September 2018	144	309	552	236	589	1,830
Charge for the year	51	211	145	14	143	564
Eliminated on disposals	-	-	(112)	-	(63)	(175)
At 31 August 2019	<u>195</u>	<u>520</u>	<u>585</u>	<u>250</u>	<u>669</u>	<u>2,219</u>
<b>Net book value</b>						
At 31 August 2019	<u>3,472</u>	<u>14,230</u>	<u>120</u>	<u>7</u>	<u>88</u>	<u>17,917</u>
At 31 August 2018	<u>3,297</u>	<u>13,024</u>	<u>253</u>	<u>1</u>	<u>136</u>	<u>16,711</u>

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 13 Tangible fixed assets (continued)

During the year the ESFA valuation for Rockbeare Primary School became available. As a result, the land and buildings which were previously valued on the basis of the insurance valuations have been revalued to the ESFA values, in line with the other schools within the Multi-Academy Trust. Willowbank Primary School converted to academy in the year and its land and buildings have been included at a value derived from the insurance valuation. A similar revaluation will apply for this property next year when the ESFA valuation becomes available.

The asset classes of fixed assets have been restated in line with the updated guidance in the Academies Accounts Direction 2018 to 2019. There is no change to the total net book value of fixed assets as at 31 August 2018.

#### 14 Investments

The Academy has a wholly owned subsidiary, First Beginnings Limited, a company incorporated in England & Wales. The principal activity of the company is the operation of a nursery. Turnover for the year ended 31 August 2019 was £60,040 (2018: £76,794), expenditure was £60,767 (2018: £76,794) and the profit/(loss) for the year was (£727) (2018: £Nil). The assets of the company at 31 August 2019 were £88 (2018: £3,128), liabilities were (£727) (2018: £2,313) and capital and reserves were £88 (2018: £815).

Included within the income of First Federation is £Nil (2018: £9,000) in respect of a management charge to First Beginnings Limited.

The subsidiary company is a company limited by guarantee so there is no investment value in these accounts.

#### 15 Stock

	2019 £ 000	2018 £ 000
Books and stationery	28	26
Catering	2	1
Cleaning	1	1
Clothing	7	10
	<u>38</u>	<u>38</u>

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 16 Debtors

	2019 £ 000	2018 £ 000
Trade debtors	6	9
Prepayments	853	1,245
Accrued grant and other income	187	194
VAT recoverable	65	95
Other debtors	1	7
	<u>1,112</u>	<u>1,550</u>

### 17 Creditors: amounts falling due within one year

	2019 £ 000	2018 £ 000
Loans	27	26
Trade creditors	146	255
Other taxation and social security	172	189
Pension scheme creditor	169	182
Accruals	132	101
Deferred income	979	1,372
Other creditors	2	3
Amounts owed to First Beginnings Limited	-	2
	<u>1,627</u>	<u>2,130</u>

	2019 £ 000	2018 £ 000
<b>Deferred income</b>		
Deferred income at 1 September 2018	1,372	1,153
Resources deferred in the period	979	1,372
Amounts released from previous periods	<u>(1,372)</u>	<u>(1,153)</u>
Deferred income at 31 August 2019	<u>979</u>	<u>1,372</u>

At the balance sheet date the Academy Trust was holding funds received in advance for rates relief, UIFSM, trips, notional rent and Parentpay credit balances.

Included within loans is a loan of £1,000 from ESFA which is provided on the following terms: The Salix loan is an interest free loan which is repayable in equal instalments over the next 5 years.

Included within loans is a loan of £18,000 from Devon County Council which is provided on the following terms: The VELP loan was taken out prior to conversion of the Genesis Academy Trust for the purchase of ICT equipment. The interest rate payable is 3.75% and matures on 1 March 2020.

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 17 Creditors: amounts falling due within one year (continued)

Included within loans is a loan of £8,000 from ESFA which is provided on the following terms: The CIF loan is repayable in equal instalments over the next 9 years. The interest rate payable is 1.23% and matures on 1 September 2028.

### 18 Creditors: amounts falling due after one year

	2019 £ 000	2018 £ 000
Other creditors	68	93

Loans of £4,000 from ESFA which is provided on the following terms: The Salix loan is an interest free loan which is repayable in equal instalments over the next 5 years.

Loans of £64,000 from ESFA which is provided on the following terms: The CIF loan is repayable in equal instalments over the next 9 years. The interest rate payable is 1.23% and matures on 1 September 2028.

### 19 Funds

	Balance at 1 September 2018 £ 000	Income £ 000	Expenditure £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2019 £ 000
<b>Restricted general funds</b>					
General Annual Grant	-	10,930	(10,990)	60	-
Pupil Premium	5	732	(733)	-	4
SEN/High Needs Income	-	264	(264)	-	-
Trips and visits	-	173	(175)	2	-
Teaching School Grants and Income	18	97	(100)	-	15
Clubs	110	240	(254)	(60)	36
PE and Sports	-	249	(249)	-	-
UIFSM	-	430	(430)	-	-
Start Up Grants	20	-	(20)	-	-
Nursery Funding	-	241	(241)	-	-
Other restricted donations	28	53	(81)	-	-
Nursery Plus Funding	38	205	(210)	-	33
Other grants	53	188	(213)	(2)	26
Notional rent	-	671	(671)	-	-
Notional Apprenticeship Levy	-	20	(20)	-	-
Funds received on conversion from LA	-	54	(54)	-	-
	<u>272</u>	<u>14,547</u>	<u>(14,705)</u>	<u>-</u>	<u>114</u>



# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 19 Funds (continued)

	Balance at 1 September 2018 £ 000	Income £ 000	Expenditure £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2019 £ 000
<b>Restricted fixed asset funds</b>					
Other LA Capital	12,163	1,292	(308)	26	13,173
Capital expenditure from GAG	156	(29)	(46)	-	81
DfE/ESFA Capital Grants	684	219	(103)	-	800
Parish Council	5	-	-	-	5
Start Up Grants	24	-	(9)	-	15
Capital expenditure from donations	24	30	(21)	-	33
School Capital Allocation	305	-	-	-	305
Capital expenditure from unrestricted funds	5	-	(3)	-	2
Gatehouse	3,712	-	(76)	-	3,636
Teaching School	2	-	(1)	-	1
PE and Sports	27	-	(10)	-	17
	<u>17,107</u>	<u>1,512</u>	<u>(577)</u>	<u>26</u>	<u>18,068</u>
<b>Restricted pension funds</b>					
Defined Benefit Pension Liability	<u>(5,064)</u>	<u>407</u>	<u>(813)</u>	<u>(1,120)</u>	<u>(6,590)</u>
Total restricted funds	12,315	16,466	(16,095)	(1,094)	11,592
<b>Unrestricted funds</b>					
Unrestricted general funds	<u>765</u>	<u>353</u>	<u>(294)</u>	<u>-</u>	<u>824</u>
Total funds	<u>13,080</u>	<u>16,819</u>	<u>(16,389)</u>	<u>(1,094)</u>	<u>12,416</u>

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

	Balance at 1 September 2017 £ 000	Income £ 000	Expenditure £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2018 £ 000
<b>Restricted general funds</b>					
General Annual Grant	115	11,539	(11,769)	115	-
Pupil Premium	-	710	(705)	-	5
SEN/High Needs Income	-	312	(312)	-	-
Trips and visits	-	199	(200)	1	-

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 19 Funds (continued)

	Balance at 1 September 2017 £ 000	Income £ 000	Expenditure £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2018 £ 000
Nursery recharges and reimbursements	-	9	(9)	-	-
Teaching School Grants and Income	23	112	(114)	(3)	18
Clubs	123	373	(386)	-	110
PE and Sports	-	246	(219)	(27)	-
UIFSM	-	477	(477)	-	-
Start Up Grants	-	50	(19)	(11)	20
Nursery Funding	-	246	(246)	-	-
Other restricted donations	10	11	-	7	28
Nursery Plus Funding	79	179	(220)	-	38
Other grants	3	54	(1)	(3)	53
Notional rent	-	991	(991)	-	-
General Annual Grant - Gatehouse	11	-	-	(11)	-
Notional Apprenticeship Levy	-	5	(5)	-	-
Deficit inherited from existing academy on conversion	(2)	-	-	2	-
Other ESFA grants	-	-	(43)	43	-
Other restricted donations - Gatehouse	7	-	-	(7)	-
Funds received on conversion from LA	-	28	(28)	-	-
	<u>369</u>	<u>15,541</u>	<u>(15,744)</u>	<u>106</u>	<u>272</u>
<b>Restricted fixed asset funds</b>					
Other LA Capital	12,249	1,658	(229)	(1,515)	12,163
Capital expenditure from GAG	232	-	(87)	11	156
DfE/ESFA Capital Grants	743	56	(118)	3	684
Parish Council	5	-	-	-	5
Capital expenditure from Clubs	1	-	(1)	-	-
Start Up Grants	22	-	(9)	11	24
Capital expenditure from donations	16	21	(13)	-	24
School Capital Allocation	-	343	-	(38)	305
Capital expenditure from unrestricted funds	8	-	(3)	-	5

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 19 Funds (continued)

	Balance at 1 September 2017 £ 000	Income £ 000	Expenditure £ 000	Gains, losses and transfers £ 000	Balance at 31 August 2018 £ 000
Gatehouse	3,809	-	(97)	-	3,712
Teaching School	-	-	(1)	3	2
PE and Sports	-	-	(3)	30	27
	<u>17,085</u>	<u>2,078</u>	<u>(561)</u>	<u>(1,495)</u>	<u>17,107</u>
<b>Restricted pension funds</b>					
Defined Benefit Pension Liability	<u>(5,409)</u>	<u>(27)</u>	<u>(963)</u>	<u>1,335</u>	<u>(5,064)</u>
Total restricted funds	<u>12,045</u>	<u>17,592</u>	<u>(17,268)</u>	<u>(54)</u>	<u>12,315</u>
<b>Unrestricted funds</b>					
Unrestricted general funds	<u>654</u>	<u>317</u>	<u>(80)</u>	<u>(126)</u>	<u>765</u>
Total funds	<u><u>12,699</u></u>	<u><u>17,909</u></u>	<u><u>(17,348)</u></u>	<u><u>(180)</u></u>	<u><u>13,080</u></u>

### 20 Analysis of net assets between funds

Fund balances at 31 August 2019 are represented by:

	Unrestricted funds £ 000	Restricted general funds £ 000	Restricted fixed asset funds £ 000	Total funds £ 000
Intangible fixed assets	-	-	24	24
Tangible fixed assets	-	-	17,917	17,917
Current assets	824	1,809	127	2,760
Current liabilities	-	(1,627)	-	(1,627)
Creditors over 1 year	-	(68)	-	(68)
Pension scheme liability	-	(6,590)	-	(6,590)
Total net assets	<u>824</u>	<u>(6,476)</u>	<u>18,068</u>	<u>12,416</u>

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 20 Analysis of net assets between funds (continued)

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

	Unrestricted funds £ 000	Restricted general funds £ 000	Restricted fixed asset funds £ 000	Total funds £ 000
Intangible fixed assets	-	-	37	37
Tangible fixed assets	-	-	16,711	16,711
Current assets	765	2,495	359	3,619
Current liabilities	-	(2,130)	-	(2,130)
Creditors over 1 year	-	(93)	-	(93)
Pension scheme liability	-	(5,064)	-	(5,064)
Total net assets	<u>765</u>	<u>(4,792)</u>	<u>17,107</u>	<u>13,080</u>

### 21 Financial commitments

#### Operating leases

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

	2019 £ 000	2018 £ 000
Amounts due within one year	53	63
Amounts due between one and five years	<u>132</u>	<u>139</u>
	<u>185</u>	<u>202</u>

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 22 Reconciliation of net income to net cash inflow/(outflow) from operating activities

	2019 £ 000	2018 £ 000
Net income	430	561
Amortisation	13	12
Depreciation	564	549
Capital grants from DfE and other capital income	(224)	(487)
Non-cash assets transferred on conversion to an academy trust	(1,810)	(120)
Non-cash assets transferred out of academy trust	552	-
Interest receivable	(15)	(4)
Defined benefit pension scheme obligation inherited	335	66
Defined benefit pension scheme transferred out	(742)	(39)
Defined benefit pension scheme cost less contributions payable	693	824
Defined benefit pension scheme finance cost	120	139
Increase in stocks	-	(2)
Decrease/(increase) in debtors	438	(44)
(Decrease)/increase in creditors	(504)	237
Donated capital	-	(1,450)
Net cash (used in)/provided by operating activities	<u>(150)</u>	<u>242</u>

#### 23 Cash flows from financing activities

	2019 £ 000	2018 £ 000
Repayments of borrowing	<u>(24)</u>	<u>(25)</u>
Net cash used in financing activities	<u>(24)</u>	<u>(25)</u>

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 24 Capital expenditure and financial investment

	2019 £ 000	2018 £ 000
Dividends, interest and rents from investments	15	4
Purchase of intangible fixed assets	-	(11)
Purchase of tangible fixed assets	(2,296)	(1,967)
Proceeds from sale of tangible fixed assets	552	-
Capital grants from DfE/ESFA	224	487
Donated capital	-	1,450
Fixed assets on transfer to academy trust	1,810	120
Fixed assets on transfer out of academy trust	(552)	-
Net cash (used in)/provided by investing activities	(247)	83

#### 25 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.

#### 26 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 Devon County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £(169,000) (2018 - £(182,000)) were payable to the schemes at 31 August and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

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

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

## **The First Federation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)**

#### **26 Pension and similar obligations (continued)**

##### **Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2019.

The employer's pension costs paid to TPS in the period amounted to £883,000 (2018: £952,000).

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

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

##### **Local government pension scheme**

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £735,000 (2018 - £741,000), of which employer's contributions totalled £566,000 (2018 - £551,000) and employees' contributions totalled £169,000 (2018 - £190,000). The agreed contribution rates for future years are 15.4 per cent plus £8,522 per month for employers and 5.5-12.5 per cent for employees.

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

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 26 Pension and similar obligations (continued)

On 27 June 2019 the Supreme Court upheld the Court of Appeal's ruling that government reforms made in 2015 to the pensions of judges and firefighters were unlawful on the grounds of age discrimination. This case has become known as the 'McCloud judgement' and the ruling will have wider implications for all public service schemes affected by the reforms. Accordingly, the valuation provided by the actuary at 31 August 2019 includes the expected impact of compensation payments arising from this judgement.

#### Principal actuarial assumptions

	2019 %	2018 %
Rate of increase in salaries	3.70	3.80
Rate of increase for pensions in payment/inflation	2.20	2.30
Discount rate for scheme liabilities	<u>1.90</u>	<u>2.70</u>

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

	2019	2018
<b>Retiring today</b>		
Males retiring today	22.50	23.50
Females retiring today	24.40	25.60
<b>Retiring in 20 years</b>		
Males retiring in 20 years	24.20	25.80
Females retiring in 20 years	<u>26.20</u>	<u>28.00</u>

#### Sensitivity analysis on scheme liabilities

	At 31 August 2019 £000	At 31 August 2018 £000
Discount rate +0.1%	12,661	10,383
Discount rate -0.1%	13,269	10,877
Mortality assumption – 1 year increase	13,444	10,976
Mortality assumption – 1 year decrease	12,496	10,289
CPI rate +0.1%	13,232	10,848
CPI rate -0.1%	<u>12,696</u>	<u>10,412</u>



## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 26 Pension and similar obligations (continued)

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

	At 31 August 2019 £ 000	At 31 August 2018 £ 000
Equities	3,804	3,356
Gilts	227	176
Alternative assets	334	284
Infrastructure	241	200
Other bonds	120	108
Property	555	503
Cash and other liquid assets	85	86
Target return portfolio	1,005	850
Total market value of assets	<u>6,371</u>	<u>5,563</u>

The actual return on scheme assets was £257,000 (2018 - £309,000).

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 26 Pension and similar obligations (continued)

#### Amounts recognised in the statement of financial activities

	2018/19 £ 000	2017/18 £ 000
Current service cost	(1,107)	(1,303)
Interest income	153	128
Interest cost	<u>(269)</u>	<u>(264)</u>
Total amount recognised in the SOFA	<u>(1,223)</u>	<u>(1,439)</u>

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

	2018/19 £ 000	2017/18 £ 000
At start of period	10,627	10,015
Conversion of academy trusts	593	6
Transferred out on existing academies leaving the trust	(1,163)	-
Current service cost	1,107	1,303
Interest cost	269	264
Employee contributions	169	190
Actuarial (gain)/loss	1,224	(1,149)
Benefits paid	(17)	(74)
Past service cost	<u>152</u>	<u>72</u>
At 31 August	<u>12,961</u>	<u>10,627</u>

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

	2018/19 £ 000	2017/18 £ 000
At start of period	5,563	4,606
Conversion of academy trusts	258	(21)
Transferred out on existing academies leaving the trust	(421)	-
Interest income	149	125
Actuarial gain/(loss)	104	186
Employer contributions	566	551
Employee contributions	169	190
Benefits paid	<u>(17)</u>	<u>(74)</u>
At 31 August	<u>6,371</u>	<u>5,563</u>

The net pension deficit as at 31 August 2019 was £6,590,000 (2018: £5,064,000).

## **The First Federation Trust**

### **Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)**

#### **27 Related party transactions**

Owing to the nature of the Academy Trust's operations and the composition of the Board of Directors being drawn from local public and private sector organisations, transactions may take place with organisations in which a member of the Board of Directors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy Trust's financial regulations and normal procurement procedures.

#### **Income related party transactions**

During the year the academy made the following related party transactions:

##### **Centre Stage (Devon)**

(Paul Walker is a Trustee)

During the year there were transactions totalling £494 (2018: £1,470) in relation to rentals at Brixington Primary Academy. At the balance sheet date the amount due from Centre Stage (Devon) was £nil (2018: £nil).

#### **28 Agency arrangements**

The Academy Trust provides catering to students as an agent. In the accounting period ending 31 August 2019 the trust received £164,000 (2018: £227,000) and disbursed £164,000 (2018: £227,000) from the fund. An amount of £Nil is included in other creditors relating to undistributed funds that is repayable.

#### **29 Conversion to an academy trust**

On 1 September 2018 the Willowbank Primary School converted to academy status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The First Federation Trust from the Devon County Council Local Authority for £Nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as net incoming resources 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.

# The First Federation Trust

## Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

### 29 Conversion to an academy trust (continued)

	Restricted general fund £ 000	Restricted fixed asset fund £ 000	Total £ 000
Tangible fixed assets			
Freehold land and buildings	-	1,703	1,703
Other tangible fixed assets	-	107	107
Budget surplus on LA funds	54	-	54
LGPS pension deficit	(335)	-	(335)
Net (liabilities)/assets	<u>(281)</u>	<u>1,810</u>	<u>1,529</u>

### 30 Transfer out on academies leaving the Trust

#### St Leonard's School

	Transfer out on academies leaving the trust £ 000
<b>Tangible fixed assets</b>	
Freehold land and buildings	489
Furniture and equipment	49
Computer equipment	14
	<u>552</u>
<b>Pensions</b>	
Pensions – pension scheme assets	421
Pensions – pension scheme liabilities	(1,163)
	<u>(742)</u>
Net liabilities	<u>(190)</u>

## The First Federation Trust

### Notes to the Financial Statements for the Year Ended 31 August 2019 (continued)

#### 31 Teaching school trading account

	2018/19 £ 000	2017/18 £ 000
<b>Income</b>		
<b>Direct Income</b>		
Other income	97	112
<b>Total Income</b>	<u>97</u>	<u>112</u>
<b>Expenditure</b>		
<b>Direct costs</b>		
Direct staff costs	71	69
Staff development	-	1
Other direct costs	12	11
<b>Total direct costs</b>	<u>83</u>	<u>81</u>
<b>Other costs</b>		
Support staff costs	9	9
Technology costs	-	6
Other support costs	8	18
<b>Total other costs</b>	<u>17</u>	<u>33</u>
<b>Total Expenditure</b>	(100)	(114)
Transfers between funds excluding depreciation	-	(3)
<b>Deficit from all sources</b>	<u>(3)</u>	<u>(5)</u>
Teaching school balances at 1 September 2018	18	23
Teaching school balances at 31 August 2019	<u>15</u>	<u>18</u>

#### 32 Events after the end of the reporting period

No events after the reporting period in 2019.

In the accounts for the prior year ending 31 August 2018, the following disclosure was made:

On 1 September 2018 the net assets of St Leonard's School were transferred to St Christopher's (Primary) MAT under the terms of a transfer agreement dated 31 August 2018. In accordance with ESFA guidelines, this transfer was treated as taking place on 1 September 2018.