

Companies House

**Connect Schools
Academy Trust**

**Annual Report and Financial
Statements**

Year to 31 August 2020

Company Limited by Guarantee
Registration Number
07824714 (England and Wales)

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COMPANIES HOUSE

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Reference and administrative information

Members	David Figg Peter Goodwin Richard Norman (resigned 13 May 2020) Scott Pinder Leigh Sims
Trustees	Andrea Carter CEO Sandra Clements Devinia Curtis (appointed 17 June 2020) Scott George Susan Hannay Naureen Khalid William Mitchell Diane Moss (resigned 7 September 2019) Christopher Munday (resigned 4 December 2019) Jo-Anne Penn (appointed 16 December 2019) Scott Pinder (Chair of Trustees) Marie Powell (appointed 16 December 2019, Independent Trustee)
Senior Leadership Team	
Chief Executive Officer (CEO)	Andrea Carter
Executive Head Teacher	Wendy Giles
Financial Controller	Reshma Rao
Head Teachers	Susan Sargent – Crofton Junior School & Crofton Infant School Stephen Jackson – Valley Primary School Kathleen Margetts – Raglan Primary School Suzanne Leader – River Mill Primary School Wendy Giles – Cage Green Primary School (Acting Head Teacher until 3 November 2019) Joanna Styles – Cage Green Primary School (from 4 November 2019)
Registered address	Crofton Junior School Towncourt Lane Orpington Kent BR5 1EL
Company registration number	07824714

Reference and administrative information

Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL
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Bankers	Lloyds TSB PO Box 1000 Bromley Kent BX1 1LT
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The Trustees of Connect Schools Academy Trust ('the Academy Trust') present their annual report together with the financial statements and the auditor's reports of the charitable company for the period from 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 38 to 43 of the attached financial statements and comply with the Academy's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. It was set up under a memorandum of association on 26 October 2011. The principal regulator of the charitable company is the Department for Education ('DfE'). The Education and Skills Funding Agency ('ESFA') (an executive agency of the DfE) carries out the role of principal regulator on behalf of the DfE. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The Trustees act as the directors of the Academy Trust for the purpose of company law.

The Trust has four Members (five until May 2020) to give further strength to this layer of governance. The Members comprise the Chair of the Board of Trustees plus four independent Members drawn from the community.

The Articles of Association allow for a Board of Trustees comprising up to eleven Trustees, including the CEO.

Details of the Trustees who served throughout the year, except as noted, are included in the reference and administrative details on page 1.

Members' liability

Each member of the Academy Trust undertakes to contribute to the assets of the charitable company in the event of it being wound up whilst 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 cease to be a Member.

Trustees' indemnities

The individual academies each maintain Trustees' and officers' liability insurance which gives appropriate cover for any legal action brought against Trustees or other officers of the Academy Trust. The Academy Trust has also granted indemnities to each of its Trustees and other officers to the extent permitted by law. Qualifying third party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the year and remain in force, in relation to certain losses and liabilities which the Trustees or other officers may incur to third parties in the course of acting as Trustees or officers of the Academy Trust.

Details of the insurance cover are provided in note 11 to the financial statements.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Method of recruitment and appointment of election of Trustees

The Trustee structure under the terms of the Articles of Association is referred to above.

There are currently ten Independent Trustees, including the CEO, with one vacancy.

An independent Trustee's term of office is four years but a Trustee is eligible for re-election at the meeting at which they retire.

Appropriate training is provided to all new Trustees, as required.

Policies and procedures adopted for the induction and training of Trustees

During the 2019/20 academic year, Trustees were advised to undertake safeguarding training and a link to NSPCC safeguarding training was sent to Trustees to enable them to undertake this. The Board of Trustees met six times. There were six Crofton Schools' Local Governing Body meetings, six Raglan Primary School Local Governing Body meetings, three Valley Primary School Local Governing Body meetings (alongside six committee meetings), six River Mill Local Governing Body meetings and six Cage Green Local Governing Body meetings.

The Trust Audit and Risk Committee met three times, the Trust Finance and Resources Committee met four times and the Trust Achievement and Standards Committee met three times.

The training and induction provided for new Trustees will depend on their existing experience. Where necessary induction will provide training on charity and educational, legal and financial matters. During the 2019/20 academic year, Trustee and Governor training was run internally by Connect Schools Academy Trust.

Organisation structure

During the 2019/20 year, the Academy Trust consisted of six academies and two pre-schools: Crofton Infant School, Crofton Junior School, Valley Primary School, Raglan Primary School, Cage Green Primary School, River Mill Primary School (which opened on 1 September 2019). St George's Pre School and Greenwood Pre-School. The Chief Executive Officer is the Accounting Officer for the Academy Trust as a whole, and each academy has its own Head Teacher, with the exception of Crofton Infant School and Crofton Junior School who share a Headteacher.

The Trustees of the Academy Trust are supported by a Local Governing Body at each school, with the exception of the Crofton Schools, who share a Local Governing Body.

The organisational structure consists of three governance levels: the Members, the Trustees and Local Governors.

The Trustees are responsible for the vision and direction of the Trust, adopting an annual strategic plan and budget, monitoring the Academy Trust by the use of budgets and making major decisions about the development of the Academy Trust, capital expenditure and senior staff appointments.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisation structure (continued)

The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels. At a Trust level, leadership consists of the Chief Executive Officer, Executive Headteacher and Finance Controller. These managers control the academies at an executive level implementing the policies laid down by the Trustees and reporting back to them. There are also two part time Lead Practitioners and a Compliance Officer who form part of the central team and support school improvement across the Trust.

At academy level, senior leadership consists of Head Teachers, Deputies in three of the schools and Assistant Head teachers. As a group, the Senior Leadership Team are responsible for the strategic vision within their schools, authorisation of spending within agreed budgets and the appointment of staff up to teacher level.

The Middle Management Team in each academy includes Curriculum Area Leaders and Lead Practitioners in two of the academies. Along with the Senior Leadership Team, these leaders are responsible for the day-to-day operation of the Academy Trust, in particular organising the teaching staff, facilities and pupils.

Arrangements for setting pay and remuneration of key management personnel

The key management personnel of the Academy Trust comprise the Trustees and Senior Leadership Team as disclosed on page 1.

The remuneration policy, setting the terms and conditions for the key management personnel, was developed and approved by the Board of Trustees, after taking advice from the Chief Executive Officer and following guidance from the relevant professional pay review bodies. Naturally the Chief Executive Officer was not involved in setting her own remuneration package.

The only Trustee who is remunerated is the Chief Executive Officer, and she only receives remuneration in respect of services provided under her contract of employment, and not in respect of her role as a Trustee. Specific disclosures concerning Trustees' remuneration is included in note 10.

The day to day running of the remuneration policy is delegated to the Chief Executive Officer and monitored by the Finance Controller and the Trust Finance and Resources Committee. All details for setting pay and remuneration of key management personnel are set out in the Pay Policy and Appraisal Policy. The Pay Policy is reviewed annually by the Board of Trustees.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Arrangements for setting pay and remuneration of key management personnel (continued)

Remuneration of key management personnel is set at an individual level, and where possible the Trustees have taken external professional advice which includes benchmarking, market trends and advice on structuring of incentives. Senior management salaries are linked directly to pay spines, helping Trustees conclude that each individual receives remuneration at an appropriate level. As such, salaries are linked to factors such as length of service and experience. Total remuneration packages include employer pension contributions rates at specific approved rates.

The Board always bear in mind the charitable status of the Academy Trust and in that recognise the fact the Trust receives funding under a funding agreement with the Secretary of State for Education. The Board therefore ensures the remuneration paid to senior management personnel never exceeds a reasonable amount and provides value for money to the Trust. The performance of senior management personnel is reviewed on a regular basis to ensure continuing value for money.

Total remuneration paid to senior management personnel is set out in note 9.

Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility team	£0
Percentage of total pay bill spent on facility time	0%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	0%
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STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Connected organisations, including related parties

The following entities are established as separately registered charities, which organise various fund raising events to provide facilities for the pupils of Connect Schools Academy Trust:

- ◆ Parent-Teacher Association, Crofton Junior School PTA, registration number 1052857
- ◆ Crofton Infant School Parent Staff Association, registration number 1052854
- ◆ Valley Primary School PTA, registration number 286963
- ◆ Raglan Primary School (Friends of Raglan) PTA registration number 1020379
- ◆ Cage Green Primary School PFTA, registration number 1138202
- ◆ Phoenix Autism Centre Tonbridge, registration number 1001590 (Cage Green)
- ◆ Raglan Voluntary Funds registration number 1056549

Engagement with employees (including disabled persons)

The Trust is committed to ongoing engagement with all staff, adopting the key principles of Investors in People by providing platforms to collaborate and communicate. Staff are provided with appropriate training and secondments, with an emphasis on equality of opportunity for all, ensuring that staff feel valued through recruitment and retention policy and procedures. Leadership development and succession planning is targeted at all levels of management, with support across the Trust and opportunities provided externally. The Trust commits to the regular review of contracts and HR policy, in consultation where appropriate with relevant unions and professional bodies.

All staff assist in the development of the actions to achieve the strategic objective of the Trust to ensure that all children make good or better progress. This is achieved by the staff participating in the regular monitoring of achievements and standards, school improvement discussions and key data analysis. The Trust is keen to promote employee wellbeing. It subscribes to Health Assured Employee Assistance Programme and contributes towards gym memberships. The Trust recognises the importance of communication in these uncertain times and every effort is made to keep employees informed about the latest developments.

Every possible step will be taken to ensure that all employees, whether full time, part time, temporary or contracted, are treated equally and fairly and that decisions on recruitment, selection, training, promotion, career development or employment benefits are based solely on objective and job related criteria. The Trust wholeheartedly supports the principle of equality of opportunities and opposes all forms of unlawful or unfair discrimination. This includes protection to people with 'protected characteristics' like disability.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Engagement with suppliers, customers and others in a business relationship with the Trust

The Trust recognises that stakeholders like suppliers, parents, local authority, and others members of the community contribute to the success of its schools. The Trust tries to build trusting and enduring relationships by:

- ◆ Paying suppliers in a timely manner.
- ◆ Ensuring visiting professionals like therapists, contractors and music teachers are treated with respect keeping in mind their health and safety.
- ◆ Participating in community events like local fairs.
- ◆ Working closely with Parent Teacher Associations.
- ◆ Communicating with parents.

During the coronavirus pandemic, the Trust engaged with their key suppliers such as cleaning contractors and school meal providers to ensure that DFE guidance was followed in all schools.

Risk management

The Trustees have assessed the major risks to which each academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the academy, and its finances. The Trustees have implemented a number of systems to assess risks that the Trust faces, especially in the operational areas (e.g. in relation to teaching, health and safety, building and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls in order to minimise risk. There is a Trust risk register that documents the key risks of the Trust and how these have been mitigated. The Trust Compliance Officer reviews these risks regularly. Where significant risk still remains they have ensured they have adequate insurance cover. Each academy has an effective system of financial controls and this is explained in more detail in the Governance Statement.

OBJECTIVES AND ACTIVITIES

Principal activities

The Academy Trust's principal object and activity is to manage Connect Schools Academy Trust and the provision of education to pupils between the ages of 4 and 11.

Objectives, strategies and activities

The Connect Schools Academy Trust's main strategy is encompassed in its school vision which is to provide exciting and challenging educational opportunities for all children. To this end its aims include:

- ◆ to help pupils acquire knowledge and skills with understanding at a level appropriate to each pupil's age, aptitude and ability;

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

- ♦ to help pupils become balanced and independent young people, who are able to keep themselves safe and have respect for themselves and for others; and
- ♦ to help pupils develop lively, enquiring minds, the ability to question and debate rationally, a range of physical skills and apply themselves to a range of tasks.

The main objectives, strategies and activities of the Academy Trust during the year ended 31 August 2020 are summarised below:

Covid-19

As a result of the Covid-19 pandemic, all schools within the Academy Trust were closed between March and the summer term, apart for key worker children and specific year groups from 1 June 2020, as advised by the Government. During the year, all schools have developed a comprehensive remote learning package which has enabled children to continue their learning whilst they were not in the classroom. The Academy Trust has now migrated to Office 365 and this system underpins the provision of the high quality remote learning experiences that we are able to provide. Staff quickly learnt to use this to communicate effectively with the whole community as well as becoming highly skilled in recording teaching videos and beginning to undertake live teaching sessions. Parents/Carers were very complimentary about the offer they received during this period. Instead of face to face meetings with staff and governors, we used Microsoft Teams which ensured we were able to continue with our work effectively. We have developed a Trust IT strategy and there has been a significant amount of time invested in training staff across the trust. This will continue to operate next year.

Many children were well supported during the period of 'lockdown', but this was not the case for all during this unprecedented time. All schools with the Academy Trust have identified where there are 'gaps' and robust plans are in place to ensure that these children make accelerated progress to close these gaps.

Leaders have worked effectively across the schools during the pandemic and an ethos of true collaboration has supported the schools and their communities during this period.

Crofton Infant School

Standards at Crofton Infant School remained high. All teaching staff at the school have been assessed as 'good' or 'better' over the year, with the percentage of outstanding teacher profiles being 56%. Wellbeing has continued to be an important focus for the school for pupils, staff and parents in light of the national pandemic. The school is currently working towards the Well Being Award. Sport has been a focus this year with regular activities being delivered by specialist coaches to the children during lunchtimes. Outdoor learning continues to be a strength with Forest School sessions being delivered with a 'dare to try' approach which embeds the STEM curriculum for children.

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

Crofton Infant School (continued)

The new curriculum has been developed in line with key curriculum drivers and is a real strength with children enjoying entry and exit point days. Subject Leaders have worked with others across the Academy Trust to develop Trust threshold concepts and this has been very supportive in leaders developing as experts. There were opportunities for well thought out visits, both in and out of school, to enhance the curriculum during the earlier part of the year.

Over the year there has been a focussed development on greater use of IT across the school. Additional iPads have been purchased and these are now regularly a part of the teaching offer.

Leadership throughout the year has been robust and there has been succession planning with a clear senior leadership programme in place. The Academy Trust now has a number of staff ready to take on the next position as they progress across the Trust.

Crofton has a strong PSA, who run community and school events for children and these raise substantial funds for the school.

Crofton Junior School

In February 2019 the school was graded as outstanding across the board by Ofsted. All teaching staff at the school have been assessed as 'good' or 'better' over the year, with the percentage of outstanding teacher profiles having increased to 79%% this year.

The multi-media suite is in full use across the whole school and has had a significant impact on children's computing skills.

Children are given skills to enable them to succeed in their future lives with all children being taught about a job process. Some children applied and interviewed for the Crofton News Team after having looked at job descriptions. They continue to produce broadcasts for the whole school on a regular basis.

Pupil voice is seen as a high importance and many children have taken on different roles in the school including digital leaders, reading ambassadors, school council and in the children's leadership team.

PSHE continues to be a real focus with a learning mentor reinforcing the successful behaviour policy during lunch and break times. The school has evaluated its practice in this area in light of the new SRE guidance and have been consulting with all stakeholders to create a policy agreed by all.

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

Crofton Junior School (continued)

Crofton Junior has had much success with local sporting events both as teams and as individuals. The netball, rugby, and boys and girls football teams have competed in competitive matches.

Links with other schools and the community were further developed through network links locally, further afield and within local cluster groups, resulting in the sharing of good practice, moderation sessions and bespoke support for schools where required.

Parents continue to support the school in all its aims. Their support is shown in their response to questionnaires and parent forums; work at home with homework, attendance at school events, parent workshops and parents' evenings, fundraising

A new curriculum has been developed in light of the new Ofsted framework and the school curriculum drivers and continues to be a strength, with entry point days being a major highlight to pupils and parents. Subject Leaders have worked with others across the Academy Trust to develop Trust threshold concepts and this has been very supportive in leaders developing as experts.

Valley Primary School

Staff at Valley have worked on finalising the new curriculum for September 2020 under the curriculum drivers of Global Citizenship, Community, Our Place in History and Ambition and Aspiration. Middle Leaders further developed their role by working with other leaders from across the Trust on various aspects of curriculum design.

In March 2020, Valley Primary School was awarded a National Wellbeing award in recognition of the approach taken to promote pupil and staff wellbeing.

The girls' football team reached the National finals.

Staff at school worked hard to deliver a comprehensive home-learning offer during the first Covid-19 lockdown period. In relation to the teaching profile, 100% of teaching staff have been judged as 'good', with 42% assessed as 'outstanding'. Work set in lessons is appropriate and challenging for the emerging needs of the pupils. 'Teachers engage children's interest and enthusiasm through well-judged learning activities' noted Ofsted in 2018. Valley now has a fully revised behaviour policy with emphasis on restorative justice.

The school's three-year reading attainment score is in the highest 20% of schools in England. KS2 attainment of the expected standard in writing is significantly above national and in the top 20% of all schools in 2019, 2018 and 2017.

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

Valley Primary School (continued)

KS2 attainment of the greater depth standard in writing is significantly above national and in the top 20% of all schools in 2019 and 2018.

The school's three-year maths attainment score is in the highest 20% of schools in England.

The school was number 1 in Bromley for progress in Writing.

KS1 attainment of the expected standard in reading was 86%, significantly above national and in the top 20% of schools in 2019.

KS1 attainment of the expected standard in writing was 85%, significantly above national and in the top 20% of schools in 2019.

Community events included the following:

- ◆ TfL funding secured for the installation of ivy green screens.
- ◆ Successful grant application to the Mayor of London Greener City Fund - £30,000 secured to further develop green spaces.
- ◆ Choir performed at the annual Welcare Service and the 2019 Poppy Appeal Launch for London South East.
- ◆ Launch of school's Instagram account to keep a sense of community during the lockdown period.
- ◆ Author visit to officially open the PTA-funded mezzanine floor in the school library.

Raglan Primary School

Despite the obvious challenges that we have faced this year we have continued to ensure that the school is moving forward.

Last year the subject leads from across the Academy Trust worked together to develop Trust Threshold concepts for the foundation subjects. This year subject leads have identified progress milestones across the key stages for the foundation subjects. Teachers use these as a working document that supports their planning through the year and enables them to make teacher judgements about children who have met, not met or exceeded the expected standard for each year group.

The literacy lead has worked with other members of staff to revise our text overview. Texts have been carefully selected to engage all children by extending their interests, introducing previously unexplored characters, worlds and themes and enhancing the curriculum. The texts have been chosen to provide all children with the opportunity to enjoy all text types and genres, to reflect the diversity of our world and to ensure a progression in children's vocabulary acquisition.

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

Raglan Primary School (continued)

We have reviewed our approach to behaviour and relationships and have introduced 'kind, ready, safe', 'legendary lining up' and 'wonderful walking'. Simple phrases that all children now know and understand. All staff refer back to these phrases when discussing behaviour with the children.

The murder of George Floyd prompted us to reflect about racism in Britain today and how we ensure that all children at Raglan feel valued. We have purchased new books for every class and for the school library that reflect the diversity of the children here at Raglan and in society. We are in the process of reviewing our curriculum to ensure that it meets the needs of all learners and that it fosters a culture of inclusion and belonging. We have appointed a Diversity Lead who has met with staff and children to find out their views. All staff have received initial training about unconscious bias and how to promote race equality and counter racism. This has opened up honest discussion and dialogue and further training is planned.

The Deputy Head is currently on maternity leave and this has created a professional development opportunity for one of our Middle Leaders who is currently 'acting up' in this role. Part of her role involves mentoring two school direct students who are both making good progress despite the current restrictions. We have also appointed a new Provision Lead for our Specialist Speech and Language Provision, who is leading the team to ensure that the children's individual speech and language targets are integrated into the daily diet of learning for each child, so that they achieve to the best of their ability.

'Lockdown' meant that all staff needed to develop their expertise in using remote learning platforms – a challenge that everyone embraced, in order to provide children with high quality remote learning while school was closed. Teachers are now confident to assign appropriate learning, assess and provide feedback to the children and to communicate remotely with both parents and children.

In place of face to face meetings with staff and governors, we use Microsoft Teams which ensures that we are able to stay connected. We have all learned to produce short video clips to ensure that parents, who are still unable to be invited into school, get a sense of what the school day is like in each year group and how various elements of the curriculum are taught such as phonics. Instead of a face to face meeting for prospective new parents we have created a longer video, highlighting the strengths of Raglan which has been narrated by the children and is available on the website.

Continuous provision with focused teaching groups has been extended into Year One. This offers the children a constant environment that is safe for them to explore whilst challenging their learning.

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

Raglan Primary School (continued)

We submitted two CIF bids last year, one of which was successful. As a result of this all of the doors throughout the building have been replaced as well as many of the partition walls and windows. The school is now fully fire compliant and looks smart and fresh.

This year will no doubt bring new challenges, but the staff at Raglan are committed to ensuring that every child has the best learning opportunity possible and they will continue to give their very best to make this happen and I would like to thank them all.

Cage Green Primary School

Cage Green joined the Trust on the 1 July 2019. The school was previously inadequate before it joined CSAT as the result of a directed academy order. CSAT had been working with the school for approximately 6 weeks before the transfer in. At the end of July 2019 results had improved to be broadly in line with national averages.

This year the school has appointed two experienced CSAT teachers as Deputy Head Teachers to provide additional capacity when supporting the school in the next stages of its journey. Teachers have received intensive training support this year and CSAT staff have also provided an additional layer of support to individual staff where needed.

As well as significant development in the core subjects, the school has totally revamped its curriculum in line with the new Ofsted framework and the school's curriculum drivers.

There is now a clear behaviour policy in place promoting high expectations and consistency.

'Good' teaching within the school has increased significantly over the year and there is also now some outstanding teaching evident within observations undertaken.

We submitted two CIF bids last year, two of which were successful. As a result of this, roofing work and the replacement of electrics is now on-going.

River Mill Primary School

River Mill Primary school opened this year and had a full complement of years R and 1 pupils.

Parental questionnaires over the year were extremely positive about the new school and the quality of education that was being offered. During the lockdown period the school offered a robust home learning package which included a mix of live and pre-recorded teaching.

The quality of teaching at River Mill is outstanding as the teachers currently employed were appointed from existing outstanding CSAT staff.

The development of the permanent building continued and was handed over to the Academy Trust by the year end. The school opened on 1 September 2020 in the new building.

Marketing of the school was strong for the 2020 intake and as a result the school was significantly over subscribed.

OBJECTIVES AND ACTIVITIES (continued)

Objectives, strategies and activities (continued)

Greenwood Pre-School

Greenwood continues to recognise that all children are individuals and they actively encourage this through spending quality time with them and their parents to discover what makes them unique.

Over the year numbers have grown and the setting is now full most mornings and numbers have significantly increased during the afternoon sessions.

Data this year shows that the majority of children leaving Greenwood are ready for the next stage of their education.

Greenwood has developed a new curriculum in line with Ofsted expectations and their own curriculum drivers.'

St George's Pre-School

St George's continues to recognise that all children are individuals and they actively encourage this through spending quality time with them and their parents to discover what makes them unique. St Georges has developed a new curriculum in line with Ofsted expectations and their own curriculum drivers.

Data this year shows that the majority of children leaving St George's are ready for the next stage of their education

St George's and Greenwood ran a joint provision during the pandemic to support staffing capacity.

Public benefit

Connect Schools Academy Trust strives to promote and support the advancement of education within Orpington, Bromley and Kent. The Trust provides an extensive programme of educational and recreational activity designed to contribute to the overall education of our students in areas such as academic distinction, music, the arts and sport.

Wherever possible, the Trust also aims to contribute to the benefit of the wider public, through the provision of incidental educational and other planned activities. Over the year, the contributions that benefitted the local community included the following:

- ♦ providing Year 10 children from local secondary schools with work placements; and,
- ♦ extensive involvement and support for school sporting activities including regular fixtures in the local primary school football league and taking part in the Crystal Palace cross country.

OBJECTIVES AND ACTIVITIES (continued)

Equal opportunities

The Directors recognise that equal opportunities should be an integral part of good practice in the workplace. The Academy Trust aims to maintain equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all pupils and employees are fully valued. The commitment to equality of opportunity of all potential employees is specifically considered at the interview stage.

In line with our academies drive to proactively examine the issue of diversity and racism in our society and ensure that all our children are valued, the Trustees have decided to establish a new subcommittee; the Equality, Diversity and Inclusion Committee. The aim is to give the opportunity to have open conversation about racism and to the address the challenges that exist and equally importantly support our academies in their initiatives.

STRATEGIC REPORT

Achievements and performance

The Trustees consider that the following are key performance indicators for the Academy Trust and are pleased that expectations for all key performance indicators listed have been successfully met during the year for the reason stated:

KPI	Measure against expectation
To maintain high standards	Trust reviews this year indicated that standards remained high. In our inadequate school clear progress can now be seen in children's books indicating improved standards.
Pupils numbers (leading directly to the Education Skills and Funding Agency ("ESFA") funding level)	The majority of our schools remain popular and over-subscribed. Where we have taken on a school in challenging circumstances we now have parents who are engaging with the school for in year admissions as a result of what they have now heard about how the school has changed
Pupil attendance rate Sep19 - Aug20	Crofton Infant School – 92.5% Crofton Junior School – 96.1% Valley Primary School – 82.3% Raglan Primary School – 79.0% Cage Green Primary School - 91.1% River Mill Primary School – 95.7%

STRATEGIC REPORT (continued)

Achievements and performance (continued)

KPI	Measure against expectation
Pupil attendance rate Sep19 - Aug20 (continued)	Recording attendance during lockdown was complicated and the guidance changed more than once. This was interpreted differently by some schools in the Trust resulting in inconsistency in the calculation of overall percentage attendance.
Staff costs as a percentage of grant income	The percentage of budget spent on staff costs remains in line with best practice.
General financial stability – aim for income to match expenditure each year	The operational surplus for 2019/20 is £369,000 after transfers from revenue to capital and excluding the transfer in of assets for River Mill. The Trust is currently financially stable and will be able to weather funding or Covid related losses.
Ofsted inspection results	<p>"Outstanding" Crofton Infant School March 2016</p> <p>"Outstanding" Crofton Junior School 7 March 2019"</p> <p>"Good" Valley Primary School November 2018</p> <p>"Good" Raglan Primary School June 2017</p> <p>As new Academies, River Mill and Cage Green currently do not have Ofsted ratings attached to them.</p>
To ensure equality of opportunity	The Trust has a clear equality statement to which all of its schools adhere. The aims of the policy are that all schools in the Trust aim to meet their obligations under the public sector equality duty by having due regard to the need to:

STRATEGIC REPORT (continued)

Achievements and performance (continued)

KPI	Measure against expectation
To ensure equality of opportunity (continued)	<ul style="list-style-type: none">• Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010• Advance equality of opportunity between people who share a protected characteristic and people who do not share it• Foster good relations between different people when carrying out their activities <p>The Trust commitment is on-going and as a result of being proactive in this matter we have seen many gaps in achievement get smaller or indeed in some cases vanish all together.</p>

Going concern

After making appropriate enquiries, the Trustees have 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 Trust has coped with the loss of self-generated income in 2019-20 due to Covid closures and has sufficient reserves to cope with any short term losses. In making their assessment, the Trustees have considered the current and potential future impact of the Covid-19 pandemic on the operations, activities and finances of the Academy Trust.

Promoting the success of the company

The Trustees of Connect Schools Academy Trust are clear regarding their strategic role to move the Trust forward in a timely manner. The Trustees meet regularly to formulate decisions that take into account both short and long-term consequences.

The wellbeing of the employees is at the heart of the Trust vision. Trustees ensure that relevant information is cascaded to all Trust employees. Robust policies and clear procedures are in place to address concerns from employees. The Trust has moved to NASUWT scales, which has meant that staff are better rewarded for their work.

The Trust's relationship with external stakeholders helps it to improve customer satisfaction. The Trustees consider a range of factors such as best value, equality and diversity, in order to offer more holistic approach to governance.

Trustees address and act on environmental concerns within our schools. Air quality has been tested and remedial action taken to rectify deficits.

STRATEGIC REPORT (continued)

Promoting the success of the company (continued)

The Trustees will endeavour to maintain a high level of probity in adherence to standards, submitting returns in accordance with DfE and following other relevant Guidelines and legislation.

The Trustees will continue to maintain the highest standards of practice and to expand when opportunities arise.

Financial review

The Academy Trust's total income for the year ended 31 August 2020 amounted to £29,974,000 (2019 – £15,010,000). This increase is caused by the transfer in of River Mill Primary School in the year ended 31 August 2020 of £13,303,000, with the a further increase from the first full year of income for Cage Green Primary School, which joined the Trust in the year ended 31 August 2019.

The bulk of the Academy Trust's income was obtained from the ESFA, an agency of the DfE, the use of which is restricted to particular educational purposes. The grants received from the ESFA in the year ended 31 August 2020 and the associated expenditure are shown as restricted in the statement of financial activities.

During the year ended 31 August 2020 total expenditure amounted to £15,431,000 (2019 – £13,248,000). 79% (2019 – 75%) of the Academy Trust's expenditure relates to staff costs which totalled £12,152,000 for the year ended 31 August 2020 (2019 – £9,925,000).

The surplus for the year (before actuarial losses on the Local Government Pension Scheme) was £14,543,000 (2019 – surplus of £1,762,000). Excluding the pension adjustments in respect of the Local Government Pension Scheme, the movements on the fixed assets fund and net assets inherited upon the conversion of River Mill Primary School, the operational surplus for the year was £369,000.

Financial position

The Academy Trust held fund balances at 31 August 2020 of £38,508,000 (2019 – £24,127,000) comprising £41,748,000 (2019 – £26,905,000) in the restricted fixed assets fund, a deficit of £5,004,000 (2019 – £4,130,000) on the pension reserve, restricted income funds of £50,000 (2019 – £40,000) and general funds of £1,714,000 (2019 – £1,312,000).

The movements in the pension scheme reserve are shown in note 21.

The only fund in deficit as 31 August 2020 is the LGPS reserve and the increase in the year has been explained in the financial review above. Employer contributions are reviewed every three years in consultation with the scheme's administrators, and employer contribution due by the Academy Trust have been fixed for the three years from 1 April 2017.

The deficit on the LGPS does not mean that an immediate liability crystallises. The deficit results in a cash flow effect for the Academy Trust in the form of possible future increases in pension contributions, which, if required, will be met from the budgeted annual income. There is therefore no direct impact on the free reserves of the Academy Trust because of recognising the deficit.

STRATEGIC REPORT (continued)

Reserves policy

The Trustees review the reserve levels of the Academy Trust annually. The review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves. The Trustees have determined that the permitted level of free reserves for recurrent costs should be maintained in order to provide sufficient working capital to cover delays between spending and receipt of grants, and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The Trustees have agreed that a minimum of 4 weeks operational costs will be kept by each academy at all times.

Financial and risk management objectives and policies

Each academy uses various financial instruments including cash and various items such as trade debtors and trade creditors that arise directly from its operations.

The existence of these financial instruments exposes each academy to a number of financial risks which are described in more details below. The main risks arising from the Trust's financial instruments are liquidity risk and cash flow interest rate risk.

Liquidity risk – each academy manages its cash resources, including sufficient working capital, so that all its operating needs are met without the need for short-term borrowing.

Interest rate risk – each academy earns interest on cash deposits and with interest rates currently low, the Trustees will take appropriate action to ensure they maximise the income from these deposits.

Credit risk – this arises from the possibility that amounts owed to the academies will not be repaid. Neither academy partakes in credit activities so are only exposed to credit risk as it arises from normal business. Credit risk is managed through the use of approved banks and the prompt collection of amounts due.

Principal risks and uncertainties

The main risks that the Academy Trust is exposed to are summarised below. For each of these risks the probability, impact and seriousness have been considered together with appropriate action and avoidance plans.

Strategic and reputational – this covers unfavourable Ofsted reports, risk of uncontrollable events and insufficient demand for academy services, competition from other schools with similar objects and little scope for differentiations. This risk also includes the capacity of existing buildings to deliver teaching and learning to students.

STRATEGIC REPORT (continued)

Principal risks and uncertainties (continued)

Finance risk – the risk of the Academy Trust not operating within its budget and running a deficit. Risks are linked to income not increasing at the same rate as inflation over the coming years. There are also risks in connection with the deficit on the Local Government Pension Scheme, although the Trustees are comfortable with the current level of employer contributions the Academy Trust is required to pay.

Fundraising

All schools raise funds for a number of registered charities. These funds are raised through sponsorship and donations, there is no obligation for any child/parent to donate and all funds and donations collected are given to the relevant charity in a timely manner.

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2019 to 31 August 2020	
Energy consumption used to calculate emissions (kWh)	3,419,717
Scope 1 emissions in metric tonnes CO ₂ e	
- Gas consumption	508.04
- Owned transport – mini-buses	0.36
Total scope 1	508.40
Scope 2 emissions in metric tonnes CO ₂ e	
- Purchased electricity	150.72
Scope 3 emissions in metric tonnes CO ₂ e	
- Business travel in employee owned vehicles	2.47
Total gross emissions in metric tonnes CO ₂ e	661.22
Intensity ratio (Tonnes CO ₂ e per pupil)	0.26

Quantification and Reporting Methodology

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

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO₂e per pupil, the recommended ratio for the sector. (Pupil numbers per October 19 Autumn Census)

Measures taken to improve energy efficiency

New energy efficient boiler installed in one school. Roof repairs will improve insulation in another school. Meetings and training moved online reducing staff travel.

STRATEGIC REPORT (continued)

Plans for future periods

The Trust aims to grow to 10/12 schools. We are mindful of slow and steady growth (especially in these uncertain times) but at the same time are clear that the growth is needed to provide the Trust with on-going financial stability in the future. The Trust has a clear staff development plan and provides substantial in-house training to ensure that staff are trained ready to take up new positions as they arise. This strategy not only supports capacity for the future but ensures that highly skilled personnel move around the Trust rather than having to seek promotion elsewhere. The Trust also has a clear succession plan for key roles in the future.

Disclosure of information to auditors

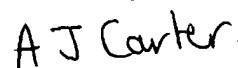
In so far as the Trustees are aware:

- ♦ there is no relevant audit information of which the Trust's auditor is unaware; and
- ♦ the Trustees have taken all the steps 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.

This report, incorporating the Strategic report, was approved by order of the Board of Trustees on [14.12.20] and signed on the Board's behalf by:



Scott Pinder
(Chair of Trustees)



Andrea Carter
(Accounting Officer)

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Connect Schools Academy Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss. As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Trustees has delegated the day-to-day responsibility to the CEO as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Connect Schools Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

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

Trustee	Meetings attended	Out of a possible
Andrea Carter, CEO	6	6
Sandra Clements	5	6
Devinia Curtis (appointed 17 June 2020)	1	1
Scott George	4	6
Susan Hannay	6	6
Naureen Khalid	6	6
William Mitchell	5	6
Christopher Munday (resigned 4 December 2019)	1	1
Jo-Anne Penn (appointed 16 December 2019)	4	4
Scott Pinder	6	6
Marie Powell	6	6

Trust Audit and Resources Committee 2019/20

Committee Member	Meetings attended	Out of a possible
Andrea Carter, CEO	3	3
Martin Daniels	3	3
Robert Girling	2	2
Naureen Khalid	3	3
William Mitchell	3	3
Scott Pinder	3	3
Phil Ridgewell	2	3

Governance (continued)

Its purpose is to assess the risks the Academy Trust faces and introduce necessary controls and procedures to ensure that these risks are adequately managed.

Trust Finance and Resources Committee 2019/20

Committee Member	Meetings attended	Out of a possible
Ryan Boxall	3	3
Andrea Carter, CEO	4	4
William Mitchell	4	4
Scott Pinder	3	4
Marie Powell	4	4
Toby Reid	4	4

Trustees and Governors complete a skills audit annually and this informs any decision making about additional governance personnel needed. The Trustees have used the outcome of the audit to ensure that all the necessary skills needed are covered in terms of the Trust Board. There has not been an external governance review in the last year but there is one planned for the coming year.

Its purpose is to assess the risks the Academy Trust faces and introduce necessary controls and procedures to ensure that these risks are adequately managed.

Review of value for money

As Accounting Officer, the CEO has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. The Accounting Officer considers how the Academy Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- ◆ Targeting resources in key subjects, such as literacy and numeracy, to include one to one support and small groups;
- ◆ Further increased capacity of Before and After School Clubs, to generate additional income and to satisfy parental demand;
- ◆ Regularly reviewing contracts and service level agreements;
- ◆ Ensuring appropriate procurement procedures have been undertaken when securing larger contracts;
- ◆ Developing curriculum led financial planning to provide a clear process for bench marking across the academies; and,
- ◆ Planning for the centralisation of finance across the Trust to ensure economies of scale.

Review of value for money (continued)

The Trust followed the guidance issue under PPN 02/20 and PPN 04/20 whilst paying its suppliers during school closures owing to Covid-19. Catering companies, cleaning companies, companies who provide PPA cover, and agencies who were contracted to provide teaching cover were all paid applying PPN Notes. This led to a negative effect on value for money in the closure period as the schools were paying for services like PPA cover and additional teaching without actually receiving the benefit. Overall, the Academy Trust is in a strong financial position because of its reserves and has been able to cope with the temporary unforeseeable losses. The Academy Trust also furloughed its Breakfast and After School Club staff after seeking professional advice.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Academy Trust's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Connect Schools Academy Trust for the year ended 31 August 2020 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

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

The risk and control framework

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

- ◆ comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- ◆ regular reviews by the Finance and Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- ◆ regular review of risks and controls.
- ◆ setting targets to measure financial and other performance;

The risk and control framework (continued)

- ◆ clearly defined purchasing (asset purchase or capital investment) guidelines;
- ◆ delegation of authority and segregation of duties; and
- ◆ identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and for the year ended 31 August 2020 this service was provided for by Buzzacott LLP.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. On a half yearly basis, the internal auditor reports to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. No material weaknesses were identified this year.

The monitoring checks on the school systems help to ensure that appropriate systems are in place and are operating efficiently throughout the year, and narrative reports are issued to Trustees after each monitoring visit. This year the work also covered a review of management reporting and recommendations are being implemented in the 2020/21 financial year.

From 1 September 2020, Buzzacott LLP are unable to carry out internal assurance work for the Trust due to the revision of Ethical Standards, and therefore these services will be provided by Azets Limited from 1 September 2020.

Review of effectiveness

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

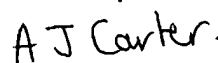
- ◆ the work of the internal auditor;
- ◆ the work of the external auditors; and
- ◆ the work of the Senior Leadership Team within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

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

Approved by order of the Board of Trustees on [14.12.20] and signed on its behalf by:



Scott Pinder
(Chair of Trustees)



Andrea Carter
(Accounting Officer)

Statement on regularity, propriety and compliance 31 August 2020

As Accounting Officer of Connect Schools Academy Trust I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding under the funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2019.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of 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 2019.

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

A J Carter

Andrea Carter

Accounting Officer

Date: 14.12.20

Statement of Trustees' responsibilities 31 August 2020

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

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

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

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

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

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

Approved by order of the board of Trustees and signed on its behalf by:



Scott Pinder
Chair of Trustees

Date: 14.12.20

Independent auditor's report on the financial statements to the Members of Connect Schools Academy Trust

Opinion

We have audited the financial statements of Connect Schools Academy Trust (the 'charitable company') for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the related notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (the Charities SORP FRS 102) and the Academies Accounts Direction 2019 to 2020.

In our opinion, the financial statements:

- ♦ give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its income and expenditure for the year then ended;
- ♦ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ♦ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ♦ have been prepared in accordance with the Charities SORP FRS 102 and Academies Accounts Direction 2019 to 2020.

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 charitable company 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.

Other information (covering the reference and administrative details, the report of the Trustees and strategic report and the governance statement)

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

Other information (covering the reference and administrative details, the report of the Trustees and strategic report and the governance statement) (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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- ◆ 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 or returns; or
- ◆ certain disclosures of Trustees' remuneration specified by law are not made; or
- ◆ we have not received all the information and explanations we require for our audit.

Requirements of Trustees

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

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

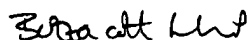
Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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



18 December 2020

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

Independent reporting accountant's assurance report on regularity to Connect Schools Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 11 February 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2019 to 2020, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Connect Schools Academy Trust during the period from 1 September 2019 to 31 August 2020 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

Respective responsibilities of Connect Schools Academy Trust's Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Connect Schools Academy Trust's funding agreement with the Secretary of State for Education 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 2019 to 2020. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period from 1 September 2019 to 31 August 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

Approach (continued)

The work undertaken to draw to our conclusion includes:

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

Conclusion

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

Use of our report

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



18 December 2020

Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Statement of financial activities (including income and expenditure account) Year to 31 August 2020

			Restricted funds			
		Unrestricted general fund		Fixed assets fund	2020 Total funds	2019 Total funds
	Notes	£'000	General £'000	£'000	£'000	£'000
Income from:						
Donations and capital grants	1	37	—	1,969	2,006	246
Transfer on conversion	24	—	43	13,260	13,303	2,473
Charitable activities:						
· Funding for the Academy Trust's educational operations	2	847	13,456	—	14,303	12,155
Other trading activities	3	359	—	—	359	134
Investments	4	3	—	—	3	2
Total income		1,246	13,499	15,229	29,974	15,010
Expenditure on:						
Charitable activities:						
· Academy Trust educational operations	6	—	14,897	534	15,431	13,248
Total expenditure	5	—	14,897	534	15,431	13,248
Net income / (expenditure) before transfers						
		1,246	(1,398)	14,695	14,543	1,762
Transfers between funds	16	(844)	696	148	—	—
Net income / (expenditure) after transfers		402	(702)	14,843	14,543	1,762
Other recognised gains and losses						
Actuarial (losses) on defined benefit pension scheme	21	—	(162)	—	(162)	(1,562)
Net movement in funds		402	(864)	14,843	14,381	200
Reconciliation of funds						
Total fund balances brought forward at 31 August 2019		1,312	(4,090)	26,905	24,127	23,927
Total fund balances carried forward at 31 August 2020		1,714	(4,954)	41,748	38,508	24,127

The notes on pages 44 to 61 form part of these financial statements.

Balance sheet 31 August 2020

	Notes	2020 £'000	2020 £'000	2019 £'000	2019 £'000
Fixed assets					
Intangible fixed assets	12		1		8
Tangible fixed assets	13		40,450		26,897
			40,451		26,905
Current assets					
Debtors	14	1,999		512	
Cash at bank and in hand		2,141		1,517	
		4,140		2,029	
Liabilities					
Creditors: amounts falling due within one year	15	(1,079)		(677)	
Net current assets			3,061		1,352
Total assets less current liabilities			43,512		28,257
Defined benefit pension scheme liability	21		(5,004)		(4,130)
Net assets including pension scheme liabilities			38,508		24,127
Funds of the Academy Trust					
Restricted funds					
. Restricted fixed asset fund	16		41,748		26,905
. Restricted income fund	16		50		40
. Pension reserve	16		(5,004)		(4,130)
Total restricted funds			36,794		22,815
Unrestricted income funds					
. General fund	16		1,714		1,312
Total funds	16		38,508		24,127

The financial statements were approved by the board of Trustees, and authorised for issue on [14.12.20] and are signed on its behalf by:



Scott Pinder
Chair of Trustees

The notes on pages 44 to 61 form part of these financial statements.

Connect Schools Academy Trust
Company Limited by Guarantee
Registration Number: 07824714 (England and Wales)

Statement of cash flows Year to 31 August 2020

		2020 £'000	2019 £'000
Cash flows from operating activities			
Net cash (used in) operating activities	A	(478)	(120)
Cash flows from investing activities	B	1,102	13
Change in cash and cash equivalents in the year		624	(107)
Cash and cash equivalents at 1 September 2019		1,517	1,624
Cash and cash equivalents at 31 August 2020	C	2,141	1,517

A Reconciliation of expenditure to net cash provided by operating activities

	Notes	2020 £'000	2019 £'000
Net expenditure for the year (as per Statement of Financial Activities)		14,543	1,762
Adjustment for:			
Depreciation	13	527	488
Amortisation	12	7	5
Dividends, interest and rents from investments		(3)	(2)
Increase in debtors	14	(1,487)	(251)
Increase/(decrease) in creditors	15	402	(74)
Capital grants from DfE and other capital income		(1,919)	(198)
Defined benefit pension scheme cost less contributions payable	21	644	514
Defined benefit pension scheme finance cost	21	68	46
Transfer in of fixed assets	24	(13,260)	(3,351)
Transfer in of pension scheme liabilities	24	—	941
Net cash (used in) operating activities		(478)	(120)

B Cash flow from investing activities

	2020 £'000	2019 £'000
Dividends, interest and rents from investments	3	2
Purchase of intangible fixed assets	—	—
Purchase of tangible fixed assets	(820)	(187)
Capital grants from DfE Group	1,919	198
Cash funds transferred in to the Trust	—	—
Net cash provided by investing activities	1,102	13

C Analysis of cash and cash equivalents

	2020 £'000	2019 £'000
Cash in hand	2,141	1,517
	2,141	1,517

Statement of cash flows Year to 31 August 2020

D Analysis of changes in net debt

	At 1 September 2019 £'000	Cash flows £'000	At 31 August 2020 £'000
Cash at bank	1,517	624	2,141
Total	1,517	624	2,141

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 of financial statements

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

Connect Schools Academy Trust constitutes a public benefit entity as defined by FRS 102.

Going concern

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the 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 income is recognised when the Academy Trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Grants

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Income (continued)

Donations

Donations are recognised on a receivable basis 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 goods have been provided or on completion of the service.

Where assets are received on the transfer of an existing academy into the Trust, 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 in the Trust, which is on signing of the transfer agreement with the transferring Trust. An equal amount of income is recognised for the transfer of an existing academy into the Trust within income from donations and capital grants.

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.

Expenditure on raising funds

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

Charitable activities

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

Intangible fixed assets and amortisation

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost of 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:

- ♦ Computer software 3 years

Tangible fixed assets and depreciation

All assets costing more than £1,000 are capitalised. Where assets are purchased in bulk there is a bulk purchase capitalisation threshold of £5,000.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities incorporating income and expenditure account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

♦ Freehold property	2%
♦ Long term leasehold property	2%
♦ Furniture and fixtures	20%
♦ Computer equipment	33.33%

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

Debtors

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

Cash at bank and in hand

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

Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy 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. 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.

Operating leases

Rentals under operating leases are charged to the statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

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 14. Prepayments are not financial instruments.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised costs as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Taxation

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

Pensions benefits

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

Pensions benefits (continued)

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 21, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme and the assets are held separately from those of the Academy Trust in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

Fund accounting

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

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

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and areas of judgement (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 21, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.
- ◆ The net book value of tangible fixed assets is based on the original cost/value of the asset net of provision for depreciation. The depreciation provision to date is based on the Trustees' assessment of the estimated useful economic lives of such assets. The basis of the original valuation of the long leasehold properties (which from 1 September 2014, the date of transition to FRS 102, were deemed to be equal to cost) is disclosed in note 13 of the accounts.

Notes to the financial statements Year to 31 August 2020

1 Income from donations and capital grants

	Unrestricted funds £'000	Restricted fixed asset funds £'000	2020 Total funds £'000	2019 Total funds £'000
2020				
ESFA capital grants	—	1,919	1,919	198
Other capital grants	—	50	50	—
Other donations	37	—	37	48
	37	1,969	2,006	246
2019				
<i>Capital grants</i>		—	198	198
<i>Other donations</i>		48	—	48
		48	198	246

2 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
2020				
DfE / ESFA grants				
. General Annual Grant (GAG)	—	11,106	11,106	9,046
. Start up Grants	—	182	182	275
. Other DfE / ESFA grants	—	905	905	763
	—	12,193	12,193	10,084
Other government grants				
. Local authority grants	—	1,174	1,174	902
. Special educational projects	—	—	—	8
	—	1,174	1,174	910
Exceptional government funding				
Coronavirus job retention scheme grant	—	89	89	—
	—	89	89	—
Other income from the Academy Trust's educational operations				
PE and Sports Grant	118	—	118	83
Before and after school club	615	—	615	716
School trips	32	—	32	157
Pre-school	82	—	82	104
Catering	—	—	—	101
	847	—	847	1,161
2020 total funds	847	13,456	14,303	12,155

2 Funding for the Academy Trust's educational operations (continued)

The Academy Trust was able to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding". The Trust furloughed some of its support staff under the government's CJRS. The funding received of £89,000 relates to staff costs in respect of 33 staff members who are included within note 9.

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000
2019			
<i>DfE / ESFA grants</i>			
. General Annual Grant (GAG)	—	9,046	9,046
. Other DfE / ESFA grants	—	275	275
	—	763	763
	—	10,084	10,084
<i>Other government grants</i>			
. Local authority grants	—	902	902
. Special educational projects	—	8	8
	—	910	910
<i>Other income from the Academy Trust's educational operations</i>			
Before and after school club	716	—	716
PE and Sports Grant	83	—	83
School trips	157	—	157
Pre-school	104	—	104
Catering	101	—	101
	1,161	—	1,161
2019 total funds	1,161	10,994	12,155

3 Income from other trading activities

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
Catering profit share	166	—	166	70
Lettings	63	—	63	53
Other	130	—	130	11
	359	—	359	134

Notes to the financial statements Year to 31 August 2020

3 Income from other trading activities (continued)

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000
Catering profit share	70	—	70
Lettings	53	—	53
Other	11	—	11
	<u>134</u>	<u>—</u>	<u>134</u>

4 Investment income

	Unrestricted funds £'000	Restricted funds £'000	2020 Total funds £'000	2019 Total funds £'000
2020				
Interest receivable	3	—	3	2
	<u>3</u>	<u>—</u>	<u>3</u>	<u>2</u>

	Unrestricted funds £'000	Restricted funds £'000	2019 Total funds £'000
2019			
Interest receivable	2	—	2
	<u>2</u>	<u>—</u>	<u>2</u>

5 Expenditure

	Staff costs (note 9) £'000	Non pay expenditure		2020 Total funds £'000	2019 Total funds £'000
		Premises £'000	Other costs £'000		
2020					
Academy's educational operations (note 6):					
. Direct costs	9,765	532	798	11,095	9,244
. Support costs	2,387	835	1,114	4,336	4,004
	<u>12,152</u>	<u>1,367</u>	<u>1,912</u>	<u>15,431</u>	<u>13,248</u>

	Staff costs (note 9) £'000	Non pay expenditure		2019 Total funds £'000
		Premises £'000	Other costs £'000	
2019				
Academy's educational operations (note 6):				
. Direct costs	7,945	493	806	9,244
. Support costs	1,978	779	1,247	4,004
	<u>9,923</u>	<u>1,272</u>	<u>2,053</u>	<u>13,248</u>

Notes to the financial statements Year to 31 August 2020

5 Expenditure (continued)

	2020 Total funds £'000	2019 Total funds £'000
Net income/(expenditure) is stated after charging:		
Depreciation of tangible fixed assets	527	488
Amortisation of intangible fixed assets	7	5
Auditors' remuneration – audit	14	14
Auditors' remuneration – other services	2	5
Operating lease rentals	30	27

6 Charitable activities

	2020 Total funds £'000	2019 Total funds £'000
Direct costs – educational operations	11,095	9,244
Support costs – educational operations (see below)	4,336	4,004
	15,431	13,248

	2020 Total funds £'000	2019 Total funds £'000
Analysis of support costs		
Support staff costs	2,387	1,979
Technology costs	249	182
Premises costs	835	779
Legal costs – conversion	5	—
Legal costs – other	9	—
Other support costs	817	1,037
Governance costs	34	27
Total support costs	4,336	4,004

Support staff costs include service costs and net finance charges arising from the Local Government Pension Scheme valuation of £644,000 (2019 - £560,000).

Notes to the financial statements Year to 31 August 2020

7 Comparative information

Analysis of income and expenditure in the year ended 31 August 2019 between restricted and unrestricted funds:

	Unrestricted general fund £'000	Restricted funds		2019 Total funds £'000
		General £'000	Fixed assets fund £'000	
Income from:				
Donations and capital grants	48	—	198	246
Transfer on conversion	—	(878)	3,351	2,473
Charitable activities:				
. Funding for the Academy Trust's educational operations	1,161	10,994	—	12,155
Other trading activities	134	—	—	134
Investments	2	—	—	2
Total income	1,345	10,116	3,549	15,010
Expenditure on:				
Charitable activities:				
. Academy Trust educational operations	—	12,754	494	13,248
Total expenditure	—	12,754	494	13,248
Net income / (expenditure) before transfers	1,345	(2,638)	3,055	1,762
Transfers between funds	(1,127)	1,137	(10)	—
Net income / (expenditure) after transfers	218	(1,501)	3,045	1,762
Other recognised gains and losses				
Actuarial (losses) gains on defined benefit pension scheme	—	(1,562)	—	(1,562)
Net movement in funds	218	(3,063)	3,045	200
Reconciliation of funds				
Total fund balances brought forward at 31 August 2018	1,094	(1,027)	23,860	23,927
Total fund balances carried forward at 31 August 2019	1,312	(4,090)	26,905	24,127

8 Central services

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

- ◆ School improvement plan
- ◆ Financial and budgeting support
- ◆ Compliance and statutory policies
- ◆ Health and safety checks
- ◆ Procurement services to ensure value for money

The Academy Trust charges for these services on the following basis:

A charge of £110 per pupil for schools that are graded good or outstanding by Ofsted and £150 per pupil for schools that are graded as requiring improvement by Ofsted.

The actual amounts charged during the year were as follows:

	2020 £'000	2019 £'000
Crofton Junior School	133	79
Crofton Infant School	104	61
Valley Primary School	86	53
Raglan Primary School	82	48
Cage Green Primary School	48	9
River Mill School	11	—
Total	464	250

9 Staff

(a) Staff costs

Staff costs during the year were:

	2020 £'000	2019 £'000
Wages and salaries	8,721	7,299
Social security costs	760	680
Pension costs	2,570	1,817
	12,051	9,796
Agency staff costs	97	128
Staff restructuring costs	4	1
	12,152	9,925

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £1,250 paid to one individual (2019 - £nil).

9 Staff (continued)

(b) Staff numbers (continued)

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

	2020 No.	2019 No.
Teachers	118	136
Administration and support	298	242
Management	24	27
	440	405

(c) Higher paid staff

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

	2020 No.	2019 No.
£60,001 - £70,000	1	1
£70,001 - £80,000	–	4
£80,001 - £90,000	2	1
£90,001 - £100,000	2	1
£100,001 - £110,000	–	1
£110,001 - £120,000	1	–

All of the above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2020, pension contributions for these staff amounted to £119,258 (2019 – £64,242).

(d) Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team. The total amount of employee benefits (including employer national insurance contributions and employer pension contributions) received by key management personnel for their services to the Academy Trust was £811,335 (2019 – £579,024).

10 Related party transactions – Trustees' remuneration and expenses

The Executive Head Teacher has been paid remuneration from her employment with the Academy Trust. She only receives remuneration in respect of services she provides undertaking the role of Executive Head Teacher under her contract of employment, and not in respect of her role as Trustee. The value of Trustees' remuneration was as follows:

	2020 £'000	2019 £'000
A Carter, Executive Head Teacher		
• Remuneration	115 – 120	100 – 105
• Employer's pension contributions	25 – 30	15 – 20

During the year ended 31 August 2020, two Trustees received reimbursement of travel expenses totalling £975 (2019 - £630 to two trustees).

Notes to the financial statements Year to 31 August 2020

11 Trustees' and Officers' insurance

In accordance with normal commercial practice the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover between £1,000,000 and £5,000,000 on any one claim and the cost for the year ended 31 August 2020 was £503 (2019 - £500).

12 Intangible fixed assets

	Computer software £'000	2020 Total funds £'000
Cost		
At 1 September 2019	15	15
Additions	—	—
At 31 August 2020	15	15
Amortisation		
At 1 September 2019	7	7
Charge for the year	7	7
At 31 August 2020	14	14
Net book value		
At 31 August 2020	1	1
At 31 August 2019	8	8

13 Tangible fixed assets

	Freehold land and buildings £'000	Leasehold land and buildings £'000	Furniture and equipment £'000	Computer equipment £'000	Total funds £'000
Cost or valuation					
At 1 September 2019	17,390	11,062	946	765	30,163
Donated assets on transfer	—	13,260	—	—	13,260
Additions	241	22	385	172	820
Disposals	—	—	(2)	(116)	(118)
At 31 August 2020	17,631	24,344	1,329	821	44,125
Depreciation					
At 1 September 2019	926	1,079	601	660	3,266
Charge for the year	137	181	106	103	527
Disposals	—	—	(2)	(116)	(118)
At 31 August 2020	1,063	1,260	705	647	3,675
Net book value					
At 31 August 2020	16,568	23,084	624	174	40,450
At 31 August 2019	16,464	9,983	345	105	26,897

Included in land and building is freehold land at a valuation of £8,518,629 (2019 - £7,645,723) and leasehold land at a valuation of £8,193,010 (2019 - £3,393,010), which are not depreciated.

Notes to the financial statements Year to 31 August 2020

13 Tangible fixed assets (continued)

The donated assets on transfer of £13,260,000 relate to the valuation of the land and buildings of River Mill Primary School. Whilst part of the site at a value of £4.8m was not transferred until 2 September 2020, the Trust had control over the whole site from 27 July 2020 when the buildings at a value of £8.46m were transferred. In order to reflect the substance of transaction, the full value of the River Mill site has been included in these accounts.

14 Debtors

	2020 £'000	2019 £'000
Trade debtors	23	32
VAT debtor	348	181
Other debtors	—	42
Prepayments and accrued income	1,628	257
	1,999	512

15 Creditors: amounts falling due within one year

	2020 £'000	2019 £'000
Trade creditors	213	140
Other taxation and social security	—	31
ESFA creditor: abatement of GAG	23	—
Other creditors	153	99
Accruals and deferred income	690	407
	1,079	677
Deferred income		
Deferred income at 1 September 2019	250	242
Incoming resources deferred during the year	(250)	(242)
Released from previous years	250	250
Deferred income at 31 August 2020	250	250

The deferred income included above relates to the following:

	2020 £'000	2019 £'000
ESFA universal infant free school meal funding	250	240
Before and after school club income	—	2
Other	—	8
	250	250

16 Statement of funds

	Balance at 1 September 2019 £'000	Income £'000	Expenditure £'000	Gains/ (losses) £'000	Balance at 31 August 2020 £'000
Restricted general funds					
. General Annual Grant (GAG)	—	11,106	(11,802)	696	—
. Start up grant	40	182	(222)	—	—
. Pupil premium	—	477	(427)	—	50
. Donated current assets on conversion	—	43	(43)	—	—
. Other DfE/ESFA grants	—	1,691	(1,691)	—	—
. Pension reserve	(4,130)	—	(712)	(162)	(5,004)
	<u>(4,090)</u>	<u>13,499</u>	<u>(14,897)</u>	<u>534</u>	<u>(4,954)</u>
Restricted fixed asset funds					
. Transfer on conversion	3,351	13,260	—	—	16,611
. DfE/ESFA capital grants	—	1,919	(15)	—	1,904
. PTA donations	—	50	(4)	(8)	38
. Capital expenditure from GAG	—	—	(6)	156	150
. Fixed assets	23,554	—	(509)	—	23,045
Total restricted funds	<u>26,905</u>	<u>15,229</u>	<u>(534)</u>	<u>148</u>	<u>41,748</u>
Unrestricted funds					
. General funds	1,312	1,246	—	(844)	1,714
Total unrestricted funds	<u>1,312</u>	<u>1,246</u>	<u>—</u>	<u>(844)</u>	<u>1,714</u>
Total funds	<u>24,127</u>	<u>29,974</u>	<u>(15,431)</u>	<u>(162)</u>	<u>38,508</u>

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

- ◆ General Annual Grant must be used for the normal running cost of the Academy Trust.
- ◆ The other DfE/ESFA grants fund is used to track non-GAG grants received from the ESFA, the DfE or executive agencies of the DfE, and includes Pupil Premium and Universal Infant Free School Meal grant money and related expenditure.
- ◆ The other government grants fund is used to track grants provided by government departments and includes the individually Assigned Recourses Funding.
- ◆ The pensions reserve is a restricted fund to account for the liability arising under the Local Government Pension Scheme.
- ◆ The restricted fixed asset funds are carried forward to meet the specific costs of fixed asset projects and to cover the depreciation charges that will be required on these projects going forward and the current fixed assets held. The transfers of £691,726 from the unrestricted fund represent the total capital expenditure from that fund during the year.

Notes to the financial statements Year to 31 August 2020

16 Statement of funds (continued)

Analysis of academies by fund balance

Fund balances at 31 August 2020 were allocated as follows:

	2020 £'000	2019 £'000
Crofton Infant School	513	311
Crofton Junior School	442	275
Valley Primary School	431	449
Raglan Primary School	393	394
Cage Green Primary School	165	13
River Mill School	27	—
Central Trust department	(207)	(90)
Total before fixed asset fund and pension reserve	1,764	1,352
Restricted fixed asset fund	41,748	26,905
Pension reserve	(5,004)	(4,130)
Total	38,508	24,127

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

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2020 £'000
Crofton Infant School	1,894	372	115	392	2,773
Crofton Junior School	2,012	348	214	428	3,002
Valley Primary School	1,765	348	117	322	2,552
Raglan Primary School	1,762	296	154	356	2,568
Cage Green Primary School	1,492	147	88	246	1,973
Rivermill Primary School	241	73	45	110	469
Central Trust department	499	904	24	120	1,547
Total funds	9,665	2,488	757	1,974	14,884

Notes to the financial statements Year to 31 August 2020

16 Statement of funds (continued)

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2019 £'000
Crofton Infant School	1,773	410	136	430	2,749
Crofton Junior School	1,937	397	282	423	3,039
Valley Primary School	1,737	384	119	533	2,773
Raglan Primary School	1,572	308	177	364	2,421
Cage Green School	299	26	22	45	392
Central Trust department	501	579	40	260	1,380
Total funds	7,819	2,104	776	2,055	12,754

Statement of funds – prior year

	Balance at 1 September 2018 £'000	Income £'000	Expenditure £'000	Gains/ (losses) £'000	Balance at 31 August 2019 £'000
Restricted general funds					
. General Annual Grant (GAG)	14	9,046	(10,197)	1,137	—
. Start up grant	—	275	(235)	—	40
. Pupil premium	—	370	(370)	—	—
. Donated current assets on conversion	—	63	(63)	—	—
. Other DfE/ESFA grants	27	1,303	(1,330)	—	—
. Pension reserve	(1,067)	(941)	(560)	(1,562)	(4,130)
	(1,026)	10,116	(12,755)	(425)	(4,090)
Restricted fixed asset funds					
. Transfer on conversion	—	3,351	—	—	3,351
. DfE/ESFA capital grants	—	137	—	(137)	—
. Fixed assets	23,859	61	(493)	127	23,554
Total restricted funds	23,859	3,549	(493)	(10)	26,905
Unrestricted funds					
. General funds	1,094	1,345	—	(1,127)	1,312
Total unrestricted funds	1,094	1,345	—	(1,127)	1,312
Total funds	23,927	15,010	(13,248)	(1,562)	24,127

17 Analysis of net assets between funds

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed asset funds £'000	Total funds 2020 £'000
Intangible fixed assets	—	—	1	1
Tangible fixed assets	—	—	40,450	40,450
Current assets	1,714	1,129	1,297	4,140
Creditors due within one year	—	(1,079)	—	(1,079)
Pension liability	—	(5,004)	—	(5,004)
	1,714	(4,954)	41,748	38,508

	Unrestricted funds £'000	Restricted funds £'000	Restricted fixed asset funds £'000	Total funds 2019 £'000
Intangible fixed assets	—	—	8	8
Tangible fixed assets	—	—	26,897	26,897
Current assets	1,312	717	—	2,029
Creditors due within one year	—	(677)	—	(677)
Pension liability	—	(4,130)	—	(4,130)
	1,312	(4,090)	26,905	24,127

18 Capital commitments

	2020 £'000	2019 £'000
Contracted for but not provided in the financial statements	1,373	—

19 Commitments under operating leases

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

	2020 £	2019 £
Amounts due within one year	17,450	18,396
Amounts due between one and five years	24,861	14,630
	42,311	33,026

20 Members' liability

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

21 Pension commitments

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

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

Contributions amounting to £30,560 were payable to the schemes at 31 August 2020 (2019 - £16,545) and are included within creditors.

Teachers' Pension Scheme (TPS)

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

21 Pension commitments (continued)

Local Government Pension Scheme

The employer's pension costs paid to TPS in the period amounted to £1,214,000 (2019 – £714,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pension Scheme 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.

The LGPS is funded defined benefit scheme, with assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £931,000 (2019 - £757,000), of which employer's contributions totalled £742,000 (2019 - £606,000) and employees' contributions totalled £189,000 (2019 –£151,000). The agreed contribution rates for future years are 23.3% for employers and 5.5 to 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to 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.

Principal Actuarial Assumptions	2020	2019
Discount rate for scheme liabilities	1.77%	1.80%
Rate of increase in salaries	3.69%	3.55%
Rate of increase for pensions in payment/inflation	2.30%	2.15%
Inflation assumption (CPI)	2.30%	2.15%

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

	2020 Years	2019 Years
Retiring today		
Males	22.6	23.4
Females	24.9	26.1
Retiring in 20 years		
Males	24.4	26.1
Females	26.9	28.4

21 Pension commitments (continued)

Local Government Pension Scheme (continued)

	At 31 August 2020 £	At 31 August 2019 £
Sensitivity analysis – net increase in liability		
Discount rate +0.1%	(301,000)	(270,000)
Discount rate -0.1%	308,000	277,000
Mortality assumption – 1 year increase	389,000	231,000
Mortality assumption – 1 year decrease	(378,000)	(225,000)
CPI rate +0.1%	319,000	270,000
CPI rate -0.1%	(313,000)	(263,000)

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

	Fair value at 31 August 2020 £'000	Fair value at 31 August 2019 £'000
Equities	5,768	4,582
Bonds	1,167	884
Property	418	371
Cash and other liquid assets	96	99
Other	1,357	1,232
Total market value of assets	8,806	7,168
Present value of scheme liabilities		
Funded	(13,810)	(11,298)
Deficit in the scheme	(5,004)	(4,130)

The amounts recognised in the statement of financial activities are as follows:

	2020 £'000	2019 £'000
Current service cost	(1,352)	(835)
Past service cost	(14)	(248)
Interest cost	(67)	(22)
Admin expenses	(21)	(18)
Liability transferred in to the Trust	—	(941)
Total	(1,454)	(2,064)

21 Pension commitments (continued)

Local Government Pension Scheme (continued)

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

	2020 £'000	2019 £'000
Defined benefit obligation at 1 September 2019	11,298	6,220
Transferred in on existing academies joining the Trust	—	1,854
Current service cost	1,352	835
Interest cost	206	183
Employee contributions	189	151
Actuarial losses (gains)	827	1,826
Benefits paid	(76)	(52)
Past service costs	14	281
Defined benefit obligation at 31 August 2020	13,810	11,298

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

	2020 £'000	2019 £'000
Fair value of scheme assets at 1 September 2019	7,168	5,153
Transferred in on existing academies joining the Trust	—	913
Interest income	138	151
Actuarial gains	665	264
Employer contributions	742	606
Employee contributions	189	151
Benefits paid	(76)	(52)
Admin expense	(20)	(18)
Fair value of scheme assets at 31 August 2020	8,806	7,168

22 Related party transactions

Owing to the nature of the Academy Trust and the composition of the board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which Trustees has an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook and with the Trust's regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

Income related party transactions

During the year Crofton Infant School received £4,457 (2019: £18,916) from the Crofton Infant School PTA, Crofton Junior School received £4,308 (2019: £45,944) from the Crofton Junior School PTA, Cage Green Primary School received £3,631 from the Cage Green Primary School PTA (2019: £11,183), Raglan Primary School received £201 (2019: £19,666) from the Friends of Raglan, and Valley Primary School received £45,989 (2019: £16,395) from the Valley Primary School PTA.

22 Related party transactions (continued)

Expenditure related party transactions

Connect Schools Academy Trust paid £20,280 (2019: £41,140) to St George's Church Hall for rental and garden maintenance costs relating to the use of the hall by St George's Pre-School from 1 September 2019 to 13 May 2020. The Rev Richard Norman, who was a member of the Trust until 13 May 2020, is a member of St George's Church, Bickley.

Connect Schools Academy Trust paid £2,250 (2019: Nil) to Jason Wood Building Services for maintenance costs. The director of this company is the brother of a Deputy Head within the Trust. The Deputy Head was not involved in the decision to use this company for the work, and the services provided were charged at a standard rate. There are no other related party transactions to disclose.

23 Controlling party

The Academy Trust is run by the management team on a day to day basis. Strategic decisions are made by the board of Trustees. There is no ultimate controlling party.

24 Transfer on conversion

On 1 September 2019, River Mill Primary School joined Connect Schools Academy Trust.

River Mill Primary School	Transfer in recognised £
Tangible fixed assets	
Freehold land and buildings	13,260
Budget surplus on LA funds	43
Net assets	13,303

On 1 July 2019, Cage Green Primary School converted to academy status as part of Connect Schools Academy Trust.

Cage Green Primary School	Value reporting by transferring Trust £	Fair value adjustments £	Transfer in recognised £
Tangible fixed assets			
Freehold land and buildings	3,351	—	3,351
Budget surplus on LA funds	63	—	63
Pensions			
Pensions – pension scheme assets	913	—	913
Pensions – pension scheme liabilities	(1,854)	—	(1,854)
Net assets	2,473	—	2,473